

# PERSPECTIVES ON ENGAGEMENT:

## GROUP FORMATION

### Consider these factors when constructing your team

#### ① GROUP SIZE

##### Larger Group Size (>10 members)

###### Pros:

- ✓ Provides breadth of opinions and perspectives
- ✓ Less pressure to feel the need to speak
- ✓ Easier to disseminate information quickly

###### Cons:

- x Harder for less vocal members to feel comfortable speaking up
- x More difficult to see all group members on one screen during a video meeting

##### Smaller Group Size (<10 members)

###### Pros:

- ✓ Easier to interact with all group members
- ✓ Easier for all members to have ample time to voice their opinion

###### Cons:

- x More pressure to be “on” and ready to share

#### ② GROUP LIAISON

##### Appoint a liaison between groups who attends all meetings

This person can be seen as a bridge across roles (e.g., project leaders, staff, and team members) as they attend all meetings.

##### Have the liaison report any questions/feedback to each group meeting for continued collaboration

#### ③ BREAKOUT ROOMS

##### Breakout rooms allow for more interaction, especially during large, online meetings

Consider diversifying breakout rooms across project roles to facilitate relationship building among the group.



##### Try This

> If you are noticing that all participants do not have ample time to share their input during your meetings, this could be a good indication to use breakout rooms.

#### ④ MEETING LENGTH

##### Longer Meeting Length (60-90 minutes)

###### Pros:

- ✓ Ample time for members to share opinions and complete the agenda

###### Cons:

- x Harder to schedule/make accessible
- x Can be difficult to maintain focus

##### Shorter Meeting Length (<60 minutes)

###### Pros:

- ✓ Easier to maintain focus, particularly for those with attention difficulties

###### Cons:

- x May feel less group connection because there is less time to interact
- x May not be able to finish agenda