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What is an advantage of using independent groups design

Work meetings are the source of much derision among employees because of their tendency to drag on and incorporate endless details. While some complaints about group meetings are warranted, these types of meetings also confer many advantages, particularly in an office environment where employees or project partners rarely see one another. Understanding the advantages of disadvantages of meeting as a group can help you use meetings to your advantage. One of the main advantages of group meetings is that they give employees the chance to plan projects as a team, making it easier to hone in on key objectives and devise a master task list. Planning as a group also gives employees the chance to get perspectives and feedback they might not otherwise get, potentially improving a project's outcome. For example, when a group of reporters and photographers meet to discuss team coverage of a story, they may come up with a more coherent strategy than they otherwise would working independently. More communication between employees, particularly for those who telecommute or are regularly out of the office, is one of the advantages of meeting face to face. This increase in communication can make it easier and more efficient to discuss ideas and plan projects because everyone can pitch in at the same time. It can also help new employees adapt to corporate culture, and creates mentoring opportunities and the potential for relationships and new collaborative efforts. Another of the pros group meetings is that they offer opportunities to gain new perspectives on work. A copywriter, for example, may get inspiration for an ad campaign from something someone says during a group meeting. This might not happen in a one-on-one meeting, where only one other voice is involved. These new perspectives can increase a business' effectiveness and help it develop new strategies it might not otherwise consider. Not everyone thrives in a group meeting. Some employees may censor themselves in group meetings, either out of shyness or a lack of confidence speaking in front of many different people. This is less of an issue in one-on-one meetings, where participants are involved in a more intimate exchange of ideas. Group meetings can also be challenging for certain demographic groups. For example, Forbes reports that a 2014 study found that women are more likely to be interrupted. Group meetings may inhibit a woman's ability to communicate, particularly if several participants interrupt her. When many competing voices try to communicate at the same time, meetings tend to take longer and accomplish less than one-on-one sessions. Sudden changes in the meeting's agenda, as well as small talk, can also make meetings run on too long. If a meeting goes longer than scheduled, participants may fall behind on other projects or miss other important meetings or appointments. In startup companies, the chief executive officer typically makes all the big decisions, but as companies grow, managers often make decisions collectively. Group decision making is a formal process by which several managers work together to make a decision. Groups can use different methods to arrive at decisions, such as voting, consensus and electing a leader to make the final decision, but all methods have advantages and disadvantages. A strength of group decision making is that it gives managers the opportunity to share knowledge about a decision that needs to be made. A single manager might not be aware of all the different considerations that could impact a complex business decision; by including several people in the process, managers can form a well-rounded view of a problem that can lead to a more sound decision. Even if a group leader ultimately makes the decision, sharing of information can help the leader choose more wisely. Group decision making can allow a business to generate more ideas and facilitate greater creativity in problem-solving. It is difficult for a single person to approach a problem from many different angles and to generate numerous good ideas. With group decision making, managers can bounce ideas off one another and take advantage of differences in knowledge and perspectives to come up with more possible solutions. A weakness of group decision making is that it generally increases the amount of time it takes to make decisions. A single executive can make a decision in minutes, while a group decision requires meetings and discussion. These can take hours or much longer, depending on the formal decision method used. A group decision made by an elected group leader or expert may happen relatively quickly, while it can take much longer for a group to arrive at a consensus. If managers have fundamental disagreements about how to approach a decision, it may be difficult -- if not impossible -- for a group to reach a consensus, which is a result that everyone can agree to even if it represents the lowest common denominator of all ideas offered. The desire for consensus also can cause decision makers to avoid conflict and the presentative of alternatives. The tendency to conform to the group and avoid raising potentially unpopular ideas is called groupthink. Groupthink can reduce knowledge sharing and creativity, thereby diminishing some of the key benefits of group decision making. When you understand the advantages and disadvantages of group decision making, you can more easily choose a course of action that's best for your company's growth, which ultimately is the top priority. Focus groups are rarely used in isolation. Marketing researchers employ a variety of tools, including one-on-one interviews, written surveys and polling to track consumer opinion. Used with all of the above, a focus group is an integral part of gauging public perceptions. However, they do have some obvious benefits:The researcher can interact with the participants, pose follow-up questions or ask questions that probe more deeply.Results can be easier to understand than complicated statistical data. The researcher can get information from non-verbal responses, such as facial expressions or body language.Information is provided more quickly than if people were interviewed separately.While all of these are valid points and give more information than a survey or questionnaire, they don't always give as much as is needed to succeed. For example, focus groups in the early 1990s said they liked Crystal Pepsi, a clear drink that tasted like cola. Nevertheless, when the product was introduced across the United States, the public didn't buy it, and Pepsi pulled it from the shelves.Some of the reasons the company failed in producing a popular product could include some of these disadvantages:The small sample size means the groups might not be a good representation of the larger population.Group discussions can be difficult to steer and control, so time can be lost to irrelevant topics.Respondents can feel peer pressure to give similar answers to the moderator's questions.The moderator's skill in phrasing questions along with the setting can affect responses and skew results.In the next section, we'll look at specific examples of what organizations have learned from focus groups. Group practices are groups of healthcare professionals who own and manage a business together. While entering into a group practice removes much of the physician's autonomy, the choice tends to put professionals in a better financial position than if they started a business by themselves. Group practices carry various other benefits. When entering into private practice, physicians have the option to work with other physicians instead of working alone. Sometimes, physicians of different specialties work together so that patients can receive care for multiple ailments at a single location. But most group practices have physicians with a single area of specialization. A practice with a diverse array of specialists attracts more patients seeking a one-stop place for their medical concerns. Group practices have an easier time negotiating with insurance providers than individual physicians. Also, physicians can receive feedback from other physicians when deciding how to negotiate with insurance providers. In a group practice where physicians have similar specializations, the physicians might compete with each other, especially if there's a limited number of patients available. Physicians often use highly expensive equipment to perform diagnostic screenings and perform patient treatment. By working in a group practice, physicians can split the cost of purchasing equipment and then share the equipment. Group practices distribute both the administrative costs and the risks associated with owning and running a practice. Since all of the physicians put some money into the practice, they lose less if the business fails. There's also less administrative overhead per practitioner. Physicians can have different kinds of people skills and financial skills. In a group practice, one physician might be better at managing the clinic's money, while another physician might excel at marketing the clinic. In group practices, physicians can share ideas and develop professionally. Those physicians that unknowingly engage in unsound practices can be straightened out by fellow physicians. Young physicians can not only learn from experienced physicians, but also develop a list of clients more rapidly. Group practices can have conflict when one physician wants to make changes to the business and the other physicians disagree. Physicians can get into conflict over referrals, for example. The physicians must develop conflict resolution skills so that the disagreements do not slow down the business. The larger the group practice, the more that decision-making becomes more driven by policy and bureaucratic rules, possibly slowing down the business. New physicians do not have as much flexibility when determining their compensation within more bureaucratic group practices, since the other physicians will already have rules established regarding how much each professional is compensated. However, group practices also compensate physicians based on productivity and patient numbers. Oct. 23, 2012 / 2 min read You often read about people whose retirement planning includes a move to some place exotic — or at least warm. But for most people, that move never happens, says John McIlwain, senior resident fellow for the Urban Land Institute, who recently researched this and related issues.McIlwain points out that 70 percent of people older than 67 — members of the great and silent Generations — are living in the same place where they lived when they celebrated their 65th birthday. He says baby boomers are likely to be even less inclined to move. He writes, "The housing bust has trapped many Leading-Edge Boomers in large suburban homes whose values have fallen, often below the amount of debt they secure. Even those willing and able to sell their homes are likely to be more conservative, more risk averse, and so less willing to head off to new horizons in the face of an uncertain economy."So if we are all going to age in place, who is going to mow the lawn and how are we going to pay to replace the roof?"There are no silver bullets for solving these problems," McIlwain says. "Where is the Lone Ranger when you need him?"If the Lone Ranger isn't going to mow, McIlwain thinks that both boomers and municipalities should start planning now to figure out who will do the job. Recent Housing and Urban Development studies point out that houses in neighborhoods with large aging populations appreciated in value 1 percent to 3 percent less than comparable neighborhoods with younger residents.One thing's for sure, none of the boomer and older generations are very inclined toward leaving their homes and moving into institutions. That includes retirement homes, which are having growing difficulties wooing residents, and over-55 age-restricted communities, which McIlwain says are begging municipalities to allow them to eliminate their age limits.He advises suburban municipalities with aging populations to consider these options. Foster the creation of small group homes and multigenerational living by allowing large single-family homes to be reconfigured. Organize "virtual villages" where residents pay a fee to participate in home-repair cooperatives and get discounts and assistance with other personal services. Allow age-restricted communities to change their rules so younger people can move in. Encourage retrofits of existing buildings and municipal facilities so they better meet the needs of seniors. Rethink the rules that restrict placement of manufactured homes. Allow for the construction of housing units that are 200 square feet to 300 square feet, offering low-cost living for singles. Provide flexible transportation services for everybody. As McIlwain says, "People want independence." In 2009, artist Stephanie Kao started working with a friend and professional ceramicist on a line of porcelain pieces that included vases and mugs. He crafted the pieces, and she hand-painted each of them, ultimately copyrighting some of the designs. They called the pieces the "lace and garland" collection, and sold the items at small stores, art galleries, and craft fairs around Philadelphia, where they lived at the time and where Urban Outfitters is based. In 2010, Kao and her friend stopped producing the line when she moved to New York and he moved to L.A. But over the weekend, her friend found something that looked suspiciously like her artwork enveloping a mason jar being sold at Free People.Kao says "it's blatantly obvious" that she was ripped off by Free People, which is owned by Urban Outfitters, whose headquarters are located across from one of the shops selling the line. "At the time when I was producing these things, we sold a lot on Etsy as well, and I would check out the scene, what was going on, and I didn't see any designs like this," she said.Urban Outfitters has a reputation for borrowing ideas from independent artists without consulting them. In 2010, jewelry maker Lillian Crowe accused Urban of copying her skeleton-inspired designs. The Brooklyn Paper reported her allegations, and quoted a source familiar with the company's dealings who suggested they ask artists they work with if they've taken their idea from someone else because, "They know they have this reputation [of knocking people off], and are trying to [dispel it]." Last year, Urban was also accused of knocking off work by Stevie Koerner, who made a living selling state-shaped pendants with heart-shaped cutouts on Etsy. Just this month Urban Outfitters stopped selling a necklace after a jewelry designer accused the brand on Twitter of borrowing the idea from her line.A rep for Free People has not responded to BuzzFeed Shift's request for comment Monday* regarding Kao's designs. Kao believes there's nothing legally she can do about it, since the company changed the design enough to be outside the realm of copyright protection. She plans to work on another line of ceramic pieces in the near future. "Part of me felt sort of defeated when I got sent that picture," she said. "All I can do is take this as a motivation for my next line and do something completely new and different."Kao currently works as a graphic designer in New York and does freelance art projects on the side.*Update: A spokesperson for Free People said the lanterns are a product from another vendor who sells on Etsy, whose been a member of the site since October of 2011.

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