Case Study 11 Handout

A social worker has established a neighborhood group meeting to empower residents to advocate for improved housing conditions, schools, safety, and overall neighborhood improvement. The neighborhood has suffered from neglect for many years. The neighborhood is racially diverse. In a community neighborhood group meeting, the leader relies on a democratic leadership style (i.e., does not adapt their style to the context, urgency, and importance).

As a result, there is much discussion, and members of the meeting begin to feel that the meetings have turned into "a meeting about another meeting" in the sense that there is much discussion with minimal resolution or progress toward the stated goal(s). Discussions focus mainly on processes, not outcomes, such as "How do we all feel about this issue?" and rarely delve into ideas about how to resolve the issue. While the leader of the meeting has good intentions for checking in about what people thought and felt about certain situations, the dialogues have become racially tense and unproductive. Members of the meeting are beginning to miss more meetings, arrive late, or leave early, and others have started bringing work to the meetings. The group meetings have become a source of conflict and bickering, with some members hurling racial slurs.

Respond to the following Questions:

1. **What can this leader do differently to run more productive group meetings using the RAP framework?**

2. **If you were a participant in this meeting, how would you act as an informal leader to help make this meeting more productive**

3. **How should the domains (recognize, anticipate, and problem solve be used to empower the group members to address their goals?**

4. **What needs to be done differently to operate within the identified RAP domains?**