

DISCUSSION IN A DEEPER LEVEL

Shobana* and M. Dinakaran*

Abstract: *Competitive business organizations are striving to stand out from their competitors in an attempt to acquire an additional segment of clients. People take up different professions for survival, based on their credentials, experience, eligibility, and interest in the pay package. One shall try to be successful in his profession by meeting the requirements of the job, putting forth the best efforts to prosper in future. The job may demand individual work or group work. If the job demands group work, one should go well with the group as well as with higher authorities to accomplish the work and succeed. Majority of the youth are found miserably failing to meet this demand as they are not adequately trained in interpersonal skills during their course of study before undertaking the job. In this state, professional students can be trained in interpersonal skills through communication, trust, leadership, decision making, and conflict resolution. This paper suggests that group learning brings positive results and helps students become actively and constructively involved in content, to take ownership of their own learning and to resolve group conflicts and improve teamwork skills.*

Key Words: *Group Learning, Teamwork, Organizational Climate, Participant Management, Bilateral Relationship, Suitability of Exemplification, Objective Attitude, Functional and Coordinating Ability.*

Teamwork and group communication form an integral part of most organizations that embrace the concept of an open organizational climate and participative management in factories, corporate offices, research laboratories, universities, hospitals, law offices government agencies, etc. This is largely because of the complexity of decision that has been made when dealing with groups as opposed to individuals. Discussion is, in a constructive perceptive, not at all, a debate. One distinct quality of the discussion is that it demands so much yielding from the subject. The person while discussing is expected to keep a flexible stand about the topic and his relationship should be bilateral to the topic from the beginning of the discussion.

Any assumption from the part of the speaker, if he has any, before the discussion, impedes the flow of the discussion. Quite often, the prospects of furthering the discussion will become completely narrowed and the scope of getting the wholeness of the topic will become an ideal pursuit. Fixing the mind with an assumption stops

* Assistant Professor, Science and Humanities, Jeppiaar Engineering College, Chennai.

the intellectual exploration for any kind of discussion. Thus, a healthy discussion should be one-pointed in terms of topic and multi-dimensional in perceptive but should never be preoccupied by any thoughts that have been already marshaled by the mind. Keeping in mind this condition in the discussion helps in making the discussion session a fruitful activity, opening up all possible avenues of the topic. Similarly, supporting one side of the topic or standing against the other side of the topic is a biased activity in the discussion. When you discuss the topic, you may look at it in a particular angle and peel off the views related with the approach. It is not that you are favouring the point and justifying your stand. In fact, you are just looking at the topic in this perceptive. To be short, perception is more important than supporting or looking at the other side of the topic.

This kind of approach makes one self-contradictory at sometimes. But, at a deeper level, the intention of the discussion is to explore the topic. Any approach of supporting or looking at the topic the other way, more or less, leads to a debate. Any debate is that the participant bifurcates himself from the one aspect of the topic and gives weight to his stance. He is enrooted in his stance, exploring the lapses with certain definite intentions. But, the condition in the argument is that the participant should not be in any position and that he should maintain a balanced kind of relationship with the topic. His job is to untie the views on the topic. Preoccupation is an entrapment and keeping a strong, adamant stance is an imprisonment.

Discussion should be genuine but can be tactful at sometimes. It is genuine in a sense that one's attitude should not be limited by any biased conception; however, it can be tactful for the expansion of its scopes. For example, any perception is always part of the truth it suggests; no perception is full in itself and no truth is a complete truth. This fundamental reason is the drive to make the discussion argumentative. The same reason applies to the dissemination of knowledge. And, in a group discussion, it pushes the discussion to new avenues. However, one popular misconception is that one tries to jump into a particular conclusion or any kind of generalization based on the part of the truth; neither does it stand for any halt in the discussion. It is an approach to peel off the views about the truth. Every view is a kind of layer, one sets over another, sometimes gets overlapped with the next or mixed up with many layers. What is expected from the participants is to remove every layer carefully; no layer should be damaged. Equally one's approach of separating a view from the whole should not confuse another view. Each one is a unique contributor on its own way, strengthening the logical multiplicity of the argument.

The strength of every argument in the discussion lies in exemplifying the argument with related occurrences. Any exemplification has the force of argumentation but while exemplifying one should be more cautious than any other mention as the suitability of the exemplification goes with a particular kind of context in some situations. The absence of some aspects and the missing of some important perception or the lapses within the exemplification addressed cause serious disapproval from other members. Inference can be made out of the exemplification but generalizing or giving judgment

from it furthers the argument in an inconvenient manner. While expressing an opinion, it is essential that one can follow the ORE (opinion, reason, example) pattern.

Leading and directing discussion is its most vibrant part, the accomplishment of which relies on the clarity of the objectives of the discussion. Everybody in the group should have the profound comprehension of the objectives to avoid the removal of all needless arguments in the discussion. When the purpose is strong enough in the mind, then the clarity of the objectives will become crystal-clear. Thus, it is essential that the group members should be given a brief introduction of the objectives and then they may be asked to suggest what has to be done in the situation and how to do it. Asking the members to repeat their viewpoints, in the middle of the discussion, will be of great help to ensure that other members have understood the viewpoints of a particular member.

Discussion may not yield fruitful results if intention is not good enough. While an intention is what we intend or plan to do, a decision on what will be done will become a discussion. That is to say, intentions may refer to a probability of a desired action; decisions refer to settling or fixing on the same. The members in the group should be in unison with the intention, the absence of which may lead to difference of opinion amidst the members and result in futile discussion. This can be done only when the feedback is received from the members. In fact, giving and receiving feedback is necessary to make a discussion goal-oriented. Seeking feedback is always helpful in gauging the contribution of views to the goal of the discussion.

The discussion should be done with care, compassion and credibility for the goodwill of each member. While dealing with sensitive issues around improper behavior, the utmost care should be taken as discussion on these matters generally, involve a lot of emotional reactions – both verbal and non-verbal. At sometimes, the discussion leads to counseling the group members who require advice. It is said that ideas flow free in an atmosphere conducive to the participants. By creating a friendly and cooperative environment during a discussion, it is possible to derive better solutions to the problems or create more ideas as the contribution of the members gets maximized. However, creating such an atmosphere is the responsibility of each member. This is a concerted effort of each member to promote friendliness and cooperation that make all the members voluntarily contribute to the discussion. Defending other members, yielding the turn, making effective interventions – all will come as the outcome of the objective attitude of the member.

Thus, there is no appointed leader in the discussion. He usually emerges as the discussion proceeds. When he possesses both functional and coordinating abilities, he will emerge as a leader of the team, the success of which depends to a large extent on its leader. No group can carry on its assigned work effectively without a leader. The candidate possessing the functional ability and coordinating abilities will emerge as the leader. While functional ability involves knowledge, emotional stability, objectivity, communication skills, integrity and emotional intelligence, coordinating ability

involves traits such as group adaptability and group motivation. When the candidate voluntarily provides service, it becomes a cohesive force that binds the group into a single unit rather than a collection of people. When the style of his teaming is democratic, he is blossoming as a natural leader. Such a leader knows how to handle hostility and deal with bulldozers and those who are high on lungpower and low on logic. His empathy and objective attitude will control the occasional fish- market environment that might arise during the discussion. His intention to include all the members in the discussion makes and keeps a leader in him.

Thus, the discussion is a sort of creative exploration to untie the complexities of a problem in various levels. Even though the perceptions of the members in the group differ in many levels, the genuine intention with open-mindedness of all the members is essential to know the real face of the problem. Apart from the intellectual exploration, the compassion, empathy, objectivity and indomitable spirit to avoid hurting others – all these matter to make discussion an ever-interesting session that keeps all the members awaited for the next session.

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