

# TeamWorks

## Testing experiential activities with a “hands on” facilitated approach to team communication and team development

TeamWorks for business focuses on the characteristics of team effectiveness and performance and provides a good insight into identifying and building on individual strengths and development areas - creating routes for successful behaviour change and transferable learning.

### How it Works

This programme uses inter-related indoor and / or outdoor experiential challenges that bring the team together under a common goal and shared agenda to encourage and develop personal effectiveness, leadership, cross-team communication, collaboration, creative thinking, knowledge management, problem solving and personal influencing skills.

### Key Benefits

- 6 Raises self-generated awareness of the impact of behaviours on individual/team performance
- 6 An effective bridge to link team working skills with workplace / real world scenarios
- 6 Improves team communication and interaction
- 6 Encourages individuals and teams to take a creative, collective approach to problem solving
- 6 Develops clarification of objectives, analysis and consensus



### What's Included?

- ✓ Variety of cerebral, creative and physical challenges
- ✓ Tailoring to your business or organisational messages
- ✓ Full facilitation support to ground the learning through ongoing reviews
- ✓ Number of activities flexible to suit your agenda
- ✓ Post-event follow-up by Lead Facilitator

### Sample Programme

- 09.00 Welcome. Creating the context, ground rules for working, energiser
- 09.30 Start activities.
- 12.30 Activities end .  
Thinking into Action  
debrief - turning intentions into actions
- 13.00 Programme ends

### Down to Detail

- Group: 6 - 21  
Time: 4 - 6 hrs  
Place: UK wide  
Venue: Indoor/outdoor  
Who for? New and established teams  
How Inclusive? High

6 Excellent organisation & great fun – the facilitation team worked well together to keep us in check & ensure we got the results needed

RBS Group HR



# Sample team challenges

Please find below example activities for your group. Alternatives are also available through further consultation.

## 1. Colourblind Time required: 20 to 30 minutes plus review



A versatile team integration tool designed to establish a common language across a team and address issues relating to effective

communication, team working and group problem solving. Colourblind is used as a really effective ice-breaker or as part of any workshop focusing on communication, influencing and negotiating. Colourblind never fails to create discussion and debate within a team. Using Colourblind, the group engages as one team around a common objective, develop a common language and process, but most importantly of all, gain a practical insight into how colleagues prefer to communicate with each other.

Colourblind involves establishing an answer to a puzzle through a process of pooling and remembering verbal information. Participants are blindfolded and need to use verbal communication only to identify and eliminate physical shapes from a set. This is an introductory exercise, but one which will start to build the picture of the differences in styles and strategies in the group and the need to 'play to strengths'. It also highlights the potential pitfalls of not having an adequate feedback mechanism

within the team and considers how to ensure that everyone is clear about what others need and how best to supply it. The review of the exercise will begin the process of collecting key principles and recommendations which will be maintained during the course of the event and which will provide the basis of the work of the team throughout the afternoon session.



## 2. Signlines Time required: 30 minutes plus review



With Signlines the emphasis is on

communicating and sharing vital information enabling the whole group to achieve a collective goal. This involves a real test of communication and active listening as well as group problem-solving.

The exercise will see how the team responds to pressure of time and accuracy and will require them to plan and implement a strategy. Signlines is a challenging activity for a group to use well-organised communication systems and processes to sort and remember the information needed to build a visual pattern from individual components. It draws on the range of skills required for Colourblind to add to the picture of team strength, alongside new group management and planning skills to ensure success.



### 3. Sequencer Time required: 25 to 30 minutes plus review



A whole group problem-solving exercise. Comprising a set of wooden planks that interlock in a particular

sequence, it requires an initial strategy to be developed, a period of trial and error testing and a refinement of a detailed implementation plan.

Sequencer relates largely to the planning and implementation strategy and is split into three key stages – reflecting the planning process of any team-based project. Various learning outcomes and skills are addressed; firstly the team must decide upon a plan for collation of information; secondly the group organizes and classifies the collated information through a system of trial and error; and finally the group must complete a pressured, time restricted compilation exercise.

Particular focus is upon developing skills in order to identify manpower and resources sufficiently to plan and implement a well-developed strategy that must succeed straight off and without delay. The nature of the task is to 'learn from experience', when the genuine constraints the participants are under provide parallels with workplace planning and decision-making

procedures. It also highlights the importance of individual contribution to group task achievement.

### 4. Supply chain networking Time required: 35 to 45 minutes plus review



A flexible tool to mirror the complexities of team structure and team

interdependencies. At its simplest it explores how a team solves a complex problem... at its most sophisticated it can be used to redesign organizational networks. It illustrates the impact that the composition of the team has on effective cross-team communication.

Supply chain networking raises significant questions about the network of relationships within the group and its contact with internal / external stakeholders. The activity will introduce the whole group to the potential conflict between individual and team goals. It will also introduce the group to the significance of networking and communication and their critical role in team performance.



The exercise involves the whole group, connected together in a physical

network of belts and cords but working at some distance from each other in sub-groups. Within a complex puzzle, in which information and resources are moved around the network according to a set of restrictive rules, individual objectives and a group objective must be met. The effects of individual actions can have a considerable impact on others in the team and good coordination and communication is required to achieve a successful outcome.

#### 5. Replica Time required: 25 to 30 minutes plus review



Replica looks at several different aspects of the behaviour of teams under conditions of strict regulation and results pressure. It also raises issues of support - how do you deal with individuals who make errors or lack confidence in their own judgement or memory? Can we avoid blame if errors are made? How does the team deal with feelings of frustration or confusion?

Replica requires the team to produce a model, made from giant T-shaped components, which is an exact copy of a smaller-scale model, which has been

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previously assembled and is at a different location. The team members have limited opportunities to view the original model and have no tools for recording information about it. They are therefore dependent upon careful observation and accurate retention of the information, which is gained during the viewing periods.

It is vital that individuals are well briefed so that they know exactly what is being asked of them and that an effective system of recording information is set up for when they return. How effective is their briefing to ensure precise understanding of individual tasks? The exercise requires effective manpower planning. Who is confident and skilled in remembering visual information? What is the best sequence to use? Do we retain people for checking the finished product?

#### 6. Images of the organisation; what it feels like to be part of this team Time required 15 to 20 minutes



From our extensive 'image bank', selected cartoon images representing different facets of an organisation going through change are used to open the workshop in a very participative style by harnessing the power of metaphor. They

enable participants to freely express their current emotions, provide a check on the development objectives and create the context for the next stage of the day. The images represent a range of experiences and emotions, many of which will



be familiar to anyone working in a multi-site organisation, dealing with stakeholders / customers / suppliers, working to deadlines, prioritising, assuring compliance and quality, contributing to projects, sitting on a committee or attending regular meetings! The images include some strong, negative emotions such as frustration, conclusion and isolation, as well as some positive shared experiences including the successful achievement of a challenging task, the satisfaction of working in a skilled / specialist team and the motivation of working in a competitive / stimulating environment.



#### 7. Team Rescue Time required: 20 - 25 minutes



The team creates a plan to remove and deactivate a dummy 'ordnance' using the kit provided. The

ordnance is positioned in the middle of a cordoned off terrain - nobody can put any part of their body on, over or under the diameter of the terrain. The ordnance has a timing device on it, so it must be defused before the time runs out. The ordnance also has a tilting mechanism so it must not be tipped over too far, or else it will emit a warning sound. Should this happen the team has to go back to square one and start again!