



NORTHGATE

ACTIVITIES FOR MANAGEMENT DEVELOPMENT

TeamBuild!

Guaranteed to generate lots of issues. An ideal ice-breaker and team-builder at the start of a course or conference.

Key Skills

- Focussing on the objective
- Quality control
- Problem Solving
- Delegation
- Communication continuity
- Exceeding expectations

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|---------------------|-------------------------------------|
| Participants | Up to 4 teams of three to six |
| Duration | One hour |
| Cost | £350 (plus VAT for UK and delivery) |

TeamBuild! is a very straightforward activity that elicits many skills and behaviours – in a fun and competitive environment.

As a practical activity, it is ideal for use on **any team development programme**, and provides a high energy level for launching further course content.

How it works

The objective is to gain the highest point score from the two parts of this activity. To begin with, each team is issued with a set of **16 puzzles and brainteasers**. These are shared around the table and as soon as they have an answer, they can enter it into the PC programme. *(If no PC is available then TeamBuild can easily be run manually – in which case answers are presented to the Trainer)*. If the answer is correct the team is rewarded with points and a letter of the alphabet.

Quality is essential as only *two* attempts at submitting the right answer are allowed – and a wrong answer will reduce the number of point teams *could* earn.

The computer has a sound file that applauds correct answers and makes rude noises for wrong attempts – which encourages a highly open competitive atmosphere! So from the start, an organised team will build-in a checking mechanism to avoid costly mistakes – and the damning effect of apportioning blame!

As more letters are gained, teams need to re-arrange them to form a four-word instruction for the *second* part of the activity – **to build a specific animal** out of newspaper and sticky tape.

The first team to embark on Part Two will enthusiastically begin this frantic activity – leaving other teams in the dark and curious - until they can identify their message.

At this point –communication is vital to keep the team on track. A good team will take a few moments to decide...

- Who should build the animal
- Who should continue with the puzzles – to maximise points earned.
- The best approach to the build
- How to break down the task.

Most teams will dive in, without much thought, tearing up newspaper, screwing it into great balls – and rendering it impossible to build anything at all! The clock's ticking – so starting again is out of the question. Team spirit and morale are tested throughout!

TeamBuild! also encourages continuous improvement as teams try to better each other and build constructions far greater than their initial expectations.

What to do

1. Before the session, gather together a pile of old newspapers.
2. Introduce the activity with PowerPoint **Presentation Slides** provided. Issue **Team Briefs**.
3. Allow a few minutes for teams to read the brief and discuss a way of working. Issue the **Problems**. If using the PC, give each team an access code.
4. Observe the management of the problems. Allow individuals free access to check answers - on the computer or with the trainer – and gain points – and letters.
5. When teams discover the instructions for Part Two, give them newspapers and sticky tape.
6. After an hour, stop the activity, measure the height of the structures and add up the scores.
7. Allow teams to discuss their process and the key team issues that evolved. Announce winners.

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TeamBuild! Trainers' Comments

“TeamBuild! An extremely engaging and enjoyable activity which rapidly facilitated involvement and highlighted many issues about teamworking. A very successful way to start the training programme”



“TeamBuild! performed two functions. First it transformed a host of apprehensive delegates into energetic, involved participants. Second, it gave them a simple task which allowed them to examine their team roles. It was a wonderful base from which a successful event was built.”

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