

7a. Example of a full day Team Theory Training Program

Team Building Program Series - Team Theory

Part 1: What it takes to play on a team

0 - 5 mins: Introduction

Program objectives. Program rules - Participation, Being accountable, Willing to learn from results. Team theory is a huge topic, this is an introduction only

5 - 15 mins Getting What You Want

Task: Getting what you want by winning an arm-wrestle with a partner

A game that introduces the WorldGAMES methodology and looks at the benefits of collaborative teamwork rather than an individual winning at all costs. Identifies the common communication styles that split teams apart and the approach required to pull teams together

15 - 30 mins Mental Models

Model: Habits and other learned processes that become so entrenched in a persons thinking that they no longer question them and go straight into “automatic pilot” mode when any similar situation arises. This model looks at how mental models, or habits, are of service at times, make excellent benchmarks, but can prevent innovation and limit outcomes.

30 - 35 mins Why Develop Team Skills?

Exercise: Facilitator flipcharts participants’ expected benefits from developing a team approach

Identifies why and when it is better to play on a team rather than act as an individual. Obtains participant buy in to the process

35 - 75 mins Greatest Team

Exercise: Participants recall the greatest team they have ever experienced and reflect on what made them such a great team

Draws the attributes of great teams from participants to provide an anchor and ownership of the qualities they will need themselves to perform in an effective team and asks them to demonstrate the results.

75 - 90 mins Target Balls

Task: Teams score as many points as possible by hitting the target in two rounds, one constrained and prescriptive, the other supportive and free

An all action game that illustrates the vital importance of having fun, team spirit, a continuous improvement philosophy and simple, effective systems in achieving extraordinary results. Provides a stark contrast between two different leadership styles

90 - 100 mins **The Results Spiral**

Model: A powerful tool for achieving extraordinary results, using feedback to make corrective action, making the most of mistakes by learning from them.

100 - 115 mins **Coffee Break**

Part 2: Team dynamics and communication theory

115 - 135 mins **The Communication Model**

Model: An illustration of the communication process and the filters, blocks, mental models and individual preferences that distort the message between sender and receiver.

135 - 140 mins **DISC in Five Minutes**

Exercise: Participants complete the CRN mini-DISC evaluation

A simple, non-labeling way to identify the likely DISC personality profiles of participants

140 - 150 mins **DISC Personality Types and Team Dynamics**

Exercise: Participants learn the impact on team dynamics of differing personalities

A simple, team tool - DISC personality profiles and team dynamics

150 - 170 mins **DISC Four Quadrant Exercise**

Exercise: Participants state their own personality profile's preferences and how they react and behave in given situations

An illuminating exercise which contrasts the way in which the four DISC quadrant personality types view the world. A frequent eye-opener for participants that provides tools for communicating with others

170 - 190 mins **Belbin Team Types**

Exercise: Participants complete the Belbin Team Type Preference questionnaire

Identifies participants team role preferences.

190 - 210 mins **Belbin Communication Challenge**

Exercise: Divide participants into four complementary Belbin Team Type groups and ask them to write out the key points they would use to enroll each of the 3 other groups in taking on an onerous task.

A challenge to participants to understand what motivates others

210 - 255 mins **Lunch**

255 - 300 mins **Sky Pilot**

Task: Find the common symbol in a team that is restricted to written communication

A powerful communication game that no executive or manager should miss - highlighting corporate communication styles and barriers to understanding of the intended message. Looks at the unconscious assumptions that are made in any communication

Part 3: Team conflict resolution and results theory

300 - 315 mins **Behaviour Change Model**

Model: The hierarchy of leverage in achieving behavioural change that is the key to effective learning and being able to implement it. The model, for example, explains why some people are able to give up smoking easily and others find it an almost impossible struggle.

315 - 360 mins **Official Business**

Exercise: Role play different conflict scenarios in teams of 3 or 4

Tests communication and conflict resolution skills and the ability to observe and coach others

360 - 375 mins **Tea Break**

375 - 395 mins **Mapping The Conflict**

Exercise: Participants learn to use a simple but powerful Conflict Resolution tool

Provides participants with a emotion-free map of the conflict that enables all points of view to be seen in perspective and lead to resolution

395 - 410 mins **Off My Back**

Task: Participants write down their three key barriers to team performance, select the most emotive one to them and stick it on another participant's back. They remove the sticker on their own back by asking laser-like questions

Communicating and overcoming the key barriers to improved team performance in a lively game, followed by a problem solving exercise. A quick and safe way to discover the real issues on a team and how to lessen or eliminate the problem

410 - 415 mins **Red Dot Exercise**

Exercise: Use the red dots provided to vote for the biggest barriers to performance

Prioritising barriers to performance confronting this group and how to overcome them. This session will also provide the priorities for planning action

415 - 440 mins **Basket Ball Bonus**

Task: Teams help their best thrower to get balls into a bucket whilst overcoming a series of barriers

High energy problem solving game challenging participants to adopt a creative orientation when confronted by barriers to team performance and in so doing improve results despite the apparent handicap

440 - 450 mins **The Experiential Learning Cycle**

Model: A powerful tool for achieving extraordinary results, understanding how others behave and expanding the ability to learn.

450 - 470 mins **Personal Action Planning Exercise**

Exercise: Plan action to reduce or completely overcome the identified barriers

What are participants going to do differently on their return to the office? What is the one thing they can do that will have a positive impact, no matter how small?

470 - 475 mins **All Aboard**

Task: Teams of participants try to fit into rope boats that are too small for them long enough to sing a full chorus of “Row, row, row your boat ...”.

Final team game that illustrates the benefits and synergy of teams in action and working collaboratively

475 - 480 mins **Summarise the Learning, Evaluations and Close**

Total session time, with three breaks, eight hours