IN-PERSON TEAM DEVELOPMENT WORKSHOPS

Do you have a few new faces on your team this year that you want to integrate into your larger team? Would you like your employees to be more acquainted, communicative, and build a collaborative spirit? I recommend you select four of the following workshops – 1 per quarter – to increase awareness, improve communication, and drive cooperation.

All of the following workshops are 2.5 – 4 hours in duration and center around a challenging activity designed to cultivate teamwork, collaboration, and communication.

EMERGENETICS (Can be completed online then conducted in-person)

Audience: teams from 2 to 200
Time: The introductory "Meeting of the Minds" workshop is best conducted in a 4-hour timeframe. Provide a meal after this session! People will want to mingle and talk.

Recommended as the foundational program for your team! Emergenetics is a psychometric instrument that provides insight into each team member's thinking and behavioral preferences. The Emergenetics model is easy to understand, easy to remember, and provides a positive language that all team members can use. It emphasizes the benefits of the cognitive and behavioral diversity on your team. The language and understanding of Emergenetics creates lasting benefits.

FOLLOW-UP WITH ANY OF THE FOLLOWING SESSIONS:

SPEED NETWORKING

Audience: teams from 2 – 100
Time: this activity can be accomplished in as little as 30 minutes to 2.5 hours

How well do your team members know one another? This activity is suitable for newly forming teams, or, for long-term teams. This is a fun, fast-paced activity with real learning potential, because it provides a structured setting for team members to work on:

- Being fully present during conversation
- Truly listening
- Asking probing questions and follow-up questions
- Building trusting relationships

Today, honest conversation is becoming a lost art. This workshop provides a fun opportunity to open up the channels of communication and encourage conversation among team members who may not always have reason or occasion to talk. In addition, it provides a necessary review of core conversational skills!

THE LEGO CHALLENGE
Audience: suitable for teams from 3 to 300
Time: I prefer 4 hours for this activity to allow for suitable discussion and debrief

This session is so much fun! It's designed to help your team appreciate the diverse talents and strengths of each performer on the team. I sometimes say, "there is an 'I' in team – because high-performing teams only occur when each team member consistently brings their all."

For this challenge, the team (or sub-groups if the team is quite large) are given a "kit" of Lego blocks necessary to recreate an existing structure. The team's goal is to recreate the structure, as closely as possible, while abiding by the parameters, restrictions, and rules of the game. You've never seen such hustle from your team! This challenge is fun, interactive, fast-paced, and illustrates:

- Communication skills such as: clear, concise communication, asking questions, clarifying, and listening
- Cooperation and collaboration among team members
- Supporting, encouraging, and motivating one another
- The iterative process (and imminent failure) associated with the creative process!
- Team accountability (what happens when someone violates the rules? How do we hold each other accountable?)

THE ELECTRIC MAZE CHALLENGE
Audience: suitable for teams from 3 to 32 (larger teams can be mixed up and divided into groups of no larger than 32)

Time: 4 hours is the preferred timeframe for this activity.

My absolute favorite team-development challenge because this activity illustrates cooperation and teamwork in a visceral way. The electric maze holds a specific pattern. Your team's challenge is to figure out, cooperatively, this pattern and get all members of the team across the electric maze without setting off any buzzers, beeps, or bings. Sound easy? Naturally, there are a few restrictions which complicate the completion of this challenge, but which also make this activity a profound and unforgettable experience for your team. This challenge illustrates:
- The interdependency of a team (each member is necessary and plays a vital role on your team)
- How constructive conflict positively contributes to team success
- How failure is a positive component of team success
- The importance of forgiveness on teams

REFLECTIONS ON OUR ACHIEVEMENTS: COLLABORATIVE WORKSHOP
Audience: for teams from 2 to 100
Time: this can be accomplished in 2.5 to 4 hours

When's the last time you and your team sat down and debriefed the outcome of a big project? Or your team's accomplishments for the year? Using a structured approach to capturing your team's accomplishments is a powerful team-building practice. This activity is a perfect way to illustrate the contributions of each team member toward a large-scale project. What's important to remember is even if team members don't play a central role in a particular project, *as members of the team,* they still contribute by supporting, encouraging, and motivating others. This activity produces one, large montage of your team's accomplishments and it's amazing to see, visually, all of the steps that went into completing a project (or the smaller accomplishments of the past year).

Team members work together to identify the benchmarks of a project, then, fill in with specific acts, obstacles, successes, and completions. Your team will be left with a tangible and visual portrait of their accomplishments. This creates a strong sense of group achievement. This activity illustrates:

- The interdependency of your team (how each functional area impact the other)
- The importance of cooperation and collaboration as members of a team
- The power of failure – and forgiveness – on teams

ZOOM: A COMMUNICATION CHALLENGE
Audience: for teams from 16 to 32 (larger teams should be randomly divided into teams of 32)
Time: this activity is best accomplished in 2.5 hours

Most people love to hate this activity, and that's okay. It's by far one of the best challenge activities to focus on communication principles. Before there was ZOOM, the virtual communication platform, there was the artistic book, ***ZOOM*** by the illustrator Istvan Banyai. His work is the most intricate artwork which at first seem disconnected but ultimately create a unified story with a clear beginning and end. Each team member is given a page of the story, and the challenge comes when the team is asked to correctly arrange themselves to tell the story. And, naturally, there are some constraints in place which make this a challenge! This is a group activity that illustrates:

- The different perspectives we each bring as individual team members
- How crucial it is to actively listen to one another (and how active listening requires true effort and presence)
- Why alignment is so important on teams today (understanding how each team member's contribution connects and supports to the organization's mission & vision

VISIONING THE FUTURE: VISION BOARDS

Audience: teams of 2 to 32

Time: this activity is best conducted in 2.5 – 4 hours. Add a meal before or after this one!

Vision boards are becoming all the rage again after a long hiatus and it's easy to see why: they're a fun, creative way for individual team members to express themselves, illustrate their personal goals and dreams, and open up doorways for team dialogue.

Vision boarding can also be used as a team process to set team goals.

Vision boarding can also be used as a team process to reflect on the past year's accomplishments, successes, and the degree of interconnection that the team displayed.

THE BEAUTY I SEE IN YOU

Audience: From 2 to 200

Time: this activity is best accomplished in a 1-hour setting but could go longer in duration depending on the size of the group.

That attitude of gratitude, appreciation, and respect is important to cultivate on teams and this program provides a structured format to do just that. Participants use words and phrases to communicate their appreciation to one another. At the close, each team member receives their unique Appreciation Word Cloud demonstrating the vital role they play on the team. A fantastic program to close out a year of team development.

COMING SOON: ZENTANGLE (In-person or Virtual)