

3.5.2 Team building

Name:

Flying eggs.

Aim:

Make the team cooperate about a specific case, to strengthen its members' skills to work together.

Requirements:

Raw eggs (one for each group + extras in case of accidents), 1 meter of tape (each group), 7 pieces of paper (each group), 5 rubber bands (each group), 2 meter of string (each group) and 2 balloons (each group).

Time:

About 30 minutes.

Number of people:

6 - 50 (enough for at least two groups).

About:

The task is to move an egg from a certain height (around 5 meters) down to the ground without breaking the egg (for example out of a window). The egg can be protected and/or assisted during this dangerous journey only by the materials handed out. The egg may not be boiled, fried or changed in other ways. It has to be the raw egg.

Steps:

- 1 | Divide the students into small teams (about 3-4 students in each group).
- 2 | Explain the task to the student and tell them that the task is to protect the egg from breaking from a high drop, only with help from the materials handed out.
- 3 | Consider to separate the groups, to prevent them for copying each other ideas.
- 4 | Give the students 10 minutes to make a plan on how to solve the challenge. In this period, no one is allowed to touch the materials or the eggs.
- 5 | After 10 minutes, the materials and the raw eggs are handed out.
- 6 | Give the students 15 minutes to prepare the flight of the egg.
- 7 | After 15 minutes, the eggs are thrown out from the window (or from what height you decided to have in your challenge).
- 8 | The groups that have eggs landing on the ground without breaking have solved the challenge.

Flying eggs - debriefing.

Area for reflection and link to the participant's daily life.

- Limited resources.
- Time pressure.
- Idea development (is the 1st idea the best?).
- Different solutions (wrong decisions can be fatal!).
- Test market?
- Cooperation? (instead of competition).



3.5.2 Team building

Name:

Skiers.

Aim:

To get people working and talking together, sharing a common goal, experiencing group work.

Requirements:

The necessary materials for each group:

- 8 sheets of paper (format A0 - a flipchart),
- markers/crayons,
- 3 meters of a cord,
- scissors,
- wide tape.

Time:

30 minutes+.

Number of people:

6+, you can play with any number of people, but 6 people in each group.

Steps:

- 1 | The group should consist of 6 people. You must prepare the right amount of sets of required materials.
- 2 | Inform the participant about their goal and rules:
 - The task of every group is to prepare two skis on which 5 people move together. Skis cannot be attached to the shoe or foot "permanently".
 - 5 people from each group moving on skis, 1 person is technical support.
 - Time for groups to prepare skis: 20 minutes.
 - Participants can decorate their skis.
- 3 | Keep the track of time, while the groups work.
- 4 | Determine the starting line and finish line (route of approx. 15-20 meters).
- 5 | The teams should race on the track, at the same time.
- 6 | Prize: the winning group can receive a gift - e.g. chocolate, you can prepare sashes or simply reward the winners with a big round of applause from other groups.
- 7 | The game gives insight for the teacher/trainer about: group work competences of students/participants, potential leaders of groups. The game also starts a process of making a team out of the individual participants.



3.5.2 Team building

Name:

The birth of a team.

Requirements:

5 envelopes, each one with a set of 10 cards with numbers from 0 to 9.

Learning goal:

To contribute to raise knowledge and skills about team building.

Time:

About 160 minutes.

Number of people:

From 10 to 20.

Learning objectives:

By the end of this session participants will:

- Understand the difference between a set of people and the group.
- Understand the different dimensions concerning team effectiveness.
- Identify different strategies to improve team functioning.
- Be able to apply workgroup techniques.

Methodology:

- Lecture (e.g. illustrations, multimedia tools).
- Discussions (e.g. case studies).
- Gamification.

Content:

- 1| What is a group?
- 2| What is team effectiveness?
- 3| Strategies to improve team functioning.
- 4| Group work techniques.

Structure:

1| Welcome and introduction (20 minutes)

- Welcome all participants in the session
- Ice breaker "Catch the ball!": each participant presents itself (name, country, academic background) and completes the sentence: "What I most like in life is...".
- Shortly presentation about the subject and topics of the session.

2| What is a group? (30 minutes)

- Start with the group dynamic "Common Purpose Game": 5 participants; each participant will receive a set of 10 cards with numbers from 0 to 9; the trainer says one number (between 0 and 45) aloud; participants will raise the cards and the sum of cards

must be equal to the number the trainer said aloud; in the first part of the exercise, participants cannot speak to each other; in the second part, they will have time to define a strategy to win the game; the game ends when participants hit 5 numbers. The purpose of this exercise is to experience the birth of a group with the presence of the three necessary conditions: common aim, interdependence and interaction.

- Comment the results and discuss the conditions to team formation.

3| What is team effectiveness (20 minutes)

- Describe two scenarios, each one representing different teams: one effective in terms of the task and the other one effective in terms of the relationships. Ask participants to compare the teams in terms of effectiveness.
- Present the dimensions of team effectiveness.

4| Strategies to improve team functioning (30 minutes)

- Select some of the most important strategies that lead to team effectiveness and discuss them with participants. For instance:
- Setting clear goals/purposes
- Spending time together
- Accepting differences, avoiding conflicts!
- Having a leader
- Having the right number of people with the right skills.

5| Workgroup techniques (30 minutes)

- Present three techniques that can improve team meetings and decision making: brainstorming, nominal group technique and mind mapping (can be used both in groups and individually)
- Ask participants to select one of the techniques and apply it in groups of five members.
- Afterwards, each group should present the results of the work and discuss pros and cons of the technique implemented.

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