

# Learning Enrichment Activity

## Team Building

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### What is Team Building?

Team Building refers to the process of establishing and developing a greater sense of collaboration and trust between team members. A group itself does not necessarily constitute a team.

### TEAM is a Unit Which:

- **T**otally (effectively) and
- **E**fficiently
- **A**chieves the
- **M**ilestones

### Ingredients for the Successful Team:

- Selection of participants
- Establishing visions, goals, mission and or/objectives
- Distribution of workload
- Timetabling
- Balancing skill-sets
- Allocation of roles within the team
- Metrics
- Harmonizing personality types
- Training on how to work together
- Self-assessment to gauge its own effectiveness and thereby improve performance

### Skills Needed for Successful Teams:

- **Listening** – to other people's ideas. When people who are allowed to freely express their ideas, the initial ideas produce other ideas.
- **Questioning** – ask questions, interact and discuss the objectives of the team.
- **Persuading** – exchange, defend and then ultimately rethink ideas.
- **Respecting** – treat others with respect and support their ideas.
- **Helping** – help one's coworkers, which is the general theme of teamwork.
- **Sharing** – creates an environment of teamwork.
- **Participating** – all members participate.

### Team Development Model:

#### Forming-Storming-Norming-Performing-Adjourning

All phases are necessary and inevitable in order for the team to grow, face up to challenges, tackle problems, find solutions, plan work and deliver results.

**Forming** – The team meets and learns about the opportunities and challenges, agrees on goals and begins to tackle tasks.

- Sharing knowledge of this model is extremely helpful to the team.

**Storming** – Different ideas compete for consideration.

- Team addresses what problems they will solve and how they will work independently and together.
- Tolerance and patience of each team member and their differences needs to be emphasized or the team will fail.

**Norming** – The team adjusts their behavior to each other as they develop work habits that make teamwork seem more natural and fluid.

- Members begin to trust each other.
- Motivation increases.

**Performing** – High-performing teams are able to function as a unit as they find ways to get the job done smoothly and effectively without inappropriate conflict or need for external supervision.

**Adjourning or Mourning**– This involves completing the task and breaking up the team.

### Activity: Widget Company Survival

1. Facilitator asks participants to recall that “selection of participants” is an important ingredient for the successful team.
2. The problem:  
You are the Widget Company, Inc. Your company is failing and will close its doors in 3 months unless something drastic happens.  
All of your salaries, jobs and lives are dependent upon the decisions you make in the next 30 minutes.
3. In order to run this company and keep the doors open, you as a group need to choose:
  - President/CEO
  - Vice President
  - Manager
  - 3 EmployeesIt doesn't matter what jobs you held – it's crisis mode.

### Rules and Tools:

- Each team needs a timekeeper.
- Each person will talk for 5 minutes and describe what they have to offer to the job they are best suited for – NO INTERRUPTIONS!
- The groups have 2 minutes to ask questions of that person speaking.
- When each person has had their turn, the group must vote on who will take each position.
- A decision *must* be made for each position.
- The exercise must be completed in 35 minutes.
- Debrief the activity.