

Orange Ball Race

Team Building Event



Repario

Developing People, Teams & Leaders

www.BuildingTeams.com

800-513-9857

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Repario Ltd.

Introduction to Repario and www.BuildingTeams.com

Repario Ltd. was founded to help organizations build successful teams through individual discovery and experience.

A real team requires many attributes to be successfully implemented:

- Common Goals
- Leading and Leadership
- Communication
- Trust
- Accountability
- Problem Solving
- Decision Making

As a company, we focus on every aspect of a 'real' team. We have developed 'team building' products and workshops to help your team successfully implement the attributes we have listed above.

We have created these products to be as easy as possible to run and still achieve your desired outcomes. You could have purchased, or may own, any number of books on team building activities with hundreds

If you are like most of our customers, after looking through the team building activity book, you are wringing your hands and wondering,

'Which one of these activities is ACTUALLY going to work!?'

We are here to help.

You did not simply purchase this activity, you purchased our professional expertise. You can call and speak with any one of our facilitators about your specific needs, your group and your environment to make sure this event is going to work for you and how to possibly tailor it to fit your group.

Many times, we all simply need to talk to someone and be reassured that the activity IS going to work. We are more than happy to talk you through the activity as many times as necessary.

This the same approach we take with our workshops so you may want to consider giving us a call for your next workshop, event, retreat, meeting or conference and find out how we can help you.

Make it a great day!

Repario Facilitative Staff.

Complete Instructions to Run Event



Purpose

This exercise shows the necessity of each person's role and responsibility in order for the team to succeed.

Additionally, the team will see the benefit of efficiency and how each person is a 'link in the chain'.



Length of Exercise and Short Agenda

Total time is roughly 30 to 45 minutes and should not exceed 60 minutes.

- | | |
|---------|---|
| 5 Min. | Introduce Activity and Cover Ground Rules, if any |
| 15 Min. | Activity |
| 20 Min. | Group Discussion |
| 10 Min. | Wrap up and Set Expectations –
Miracle 10% |
| 20 Min. | Group Discussion |



Equipment You Will Need

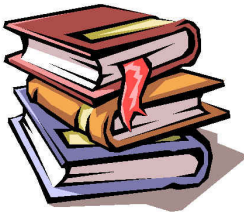
20 oranges per team (or enough oranges for each person). We like to use oranges because then you can eat them if you want and dropping them will not bruise them too badly in the short term.

Alternatively, pick up a bunch of soft balls from a store.



Safety Tips

Watch that teams don't throw the oranges or balls in a dangerous way.



Storyline

The earth is about to be hit by the next asteroid and destroyed. Only one ship will be able to take off before the asteroid hits.

You must load your items (oranges) into your ship as fast as possible. If you drop any of your items you must start over.

The first team to load their items successfully will survive.



Setup

1. 10-20 participants on each team.
 2. Each team has 20 oranges that must end up in the team's orange box at the end of the line.
 3. Each person must touch the orange.
 4. If an orange is dropped, it must start over with the first person.
 5. The 3rd person on your team must pass the orange over their left shoulder to the 4th person.
 6. The 5th and 6th persons must use his/her left hand only.
 7. Teams will have will have five minutes to strategize and plan.
 8. Winning team survives and wins a prize!
-



Variations

- Blindfold some or all of the people.
 - Silence some of the louder voices, or potentially all of them. This will make strategizing very difficult.
 - Give each person a small piece of paper that has his or her role and responsibility on it. They must accomplish their tasks without telling the rest of the team what their person 'agenda' is and/or how it will affect the team.
 - Hand each team a sheet of paper that lists the requirements for each team as above and let them
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Dynamics to Watch For:

- How the team deals with the different needs and responsibilities.
 - How the team sets up their strategy. Do they make a line, circle? Do both teams set up the same way or different?
 - Cheating. Don't worry about stopping the team, just note it for later and ask the team about it.
-



Questions for Group Discussion

1. What was your first thought about this event and what do you think about it now?
 2. How did the team deal with the differing responsibilities of each member?
 3. How was the planning different for this 'game' versus planning at work?
 4. How does what happened relate back to your life at work?
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Tips and Tricks from Our Own Facilitation

- 1.) The more excited and dramatic you are about the prize, the more the group will strive to attain it. This will allow them to let go of their inhibitions and have more fun.
 - 2.) Be sure to give the same prize to both teams.
 - 3.) If you see someone cheating, you may or may not want to breach the subject of integrity. This can be dangerous and should never be directed at ONE individual, but use neutral statements to the entire group. See the facilitative tools below.
 - 4.) Be sure not to make it TOO hard. Generally, the harder it is, the more fun, but we have seen this taken to the extreme.
 - 5.) Many times, when a member of the group is silenced, that person will withdraw and not participate in the strategy discussion. Watch to see if this happens. If so, share your observation with the group and ask how the silenced person felt as they were left out. Back at work, do silent people have a chance to be heard? Does anyone pay attention to him or her?
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Facilitative Tools

The key to a good facilitation is to let the group discover the learning that is appropriate. As the facilitator, do not try to manipulate the questioning to get the group to discover what YOU feel is important.

Below are some tools to help you in your questioning to help the group discover their own learning without manipulating the conversation.

Maintenance Tools

Throw-Back:

Team Member: *"How can we possibly get through this obstacle?"*
Facilitator: *"If it was possible, what would need to happen?"*

Share Observations:

Facilitator: *"It is very quiet. What does the silence mean?"*

Review Group Agreements:

Facilitator: *"Remember the ground rules we discussed as we begin to talk about this event." (If there are any)*

Check-In:

If a group is really struggling or people are becoming very frustrated, interrupt the activity and ask:

"So what are you doing right now that is working?"

"What is not working?"

Accept/Legitimize/Deal With or Defer:

Create a safe environment for participation by:

- Responding neutrally to a speaker whose ideas are "out of synch" with others in the group
- Legitimize his or her contribution
- Agree together how to move forward

Facilitator:

"You're not convinced we're not getting anywhere? That's OK, you may be right. Would you be willing to hang on for fifteen more minutes and see what happens? Yes? Thanks."

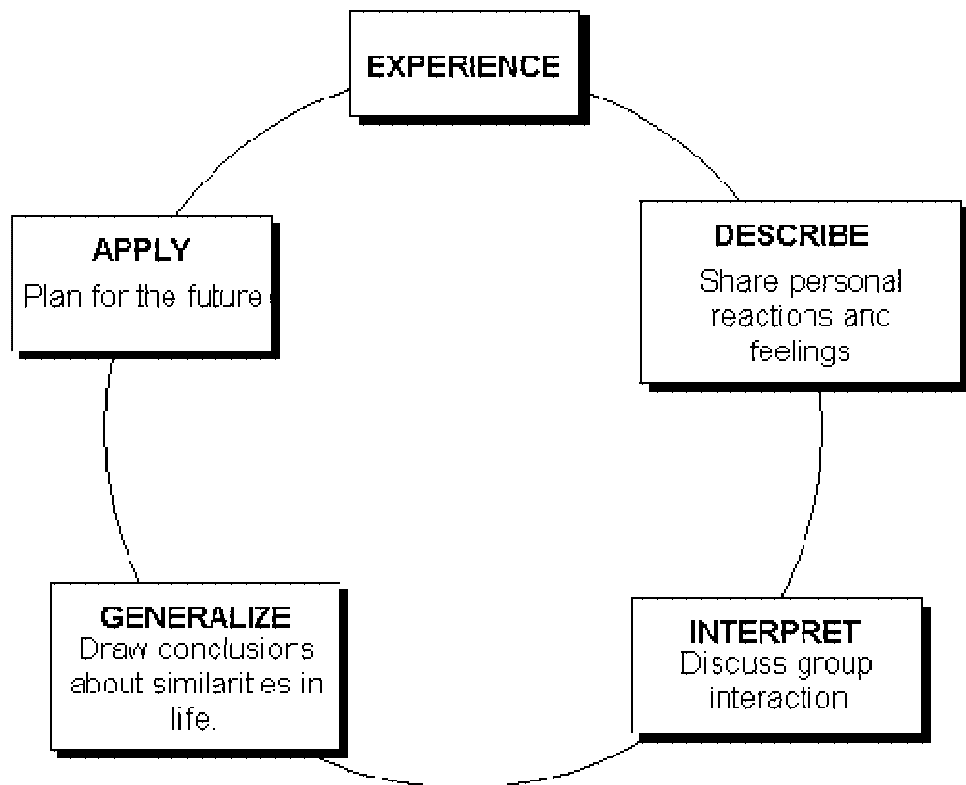
Facilitator:

"The issue you just raised sounds like an important one to you. Can we finish debriefing this event, before we move on to discuss your issue?"

Clarity Tools

	When You Hear:	Respond With:
Universals	All Every Never	"All?" "Every?" "Never?"
Rules	Should Shouldn't Must Can't	"What would happen if...?" "What causes or prevents...?" "Must?" "Can't?"
Non-Specific Verbs		"How specifically?"
Non-Specific Nouns	We It	"Who specifically?" "What specifically?"
Quantifiers	Too Much Too Many Too Expensive	"Compared to what?"
Statements	I Don't Know That Is Impossible	"Well, if you did know, ..." "If it were possible, what would need to happen?"

Learning Cycle Stages



1975 Annual Handbook for Group Facilitators, University Associates

Stage 1: Experience

The experience forms the basis for the rest of the cycle. A structured activity, new game, or community service project can all be good experiences from which to draw learning.

Stage 2: Describe

In this stage, the facilitator asks the participants about their feelings and reactions to the experience. The focus in this stage is on the individuals' feelings and experiences. Ask questions such as:

"How did you feel?"

"What did you do?"

"What happened to you?"

Stage 3: Interpret

In this stage, participants discuss what went on between group members during the exercise. To process individual reactions into collective ideas, good questions to ask include:

"Why do you feel the way you do?"

"What caused that particular result or feeling?"

Stage 4: Generalize

In this stage, the group generalizes from this experience to see how it might be reflected in other areas of their lives. Participants are asked to focus on situations in their personal or work lives that are similar to those in the activity. The task is to identify similarities and state principles that they can apply to other situations. Some questions that could be asked are:

"What did you learn from the experience?"

"What other similar situations have you experienced?"

"How does this relate to your work life?"

Stage 5: Apply

Finally, participants can decide on a course of action for the future. As a facilitator, ask questions such as:

"What do you want to remember from this experience?"

"What would you do differently in a similar situation?"

The Miracle 10% - One Idea for Closure

The Miracle 10%

This is quite possibly the easiest method of participant buy-in for change we have in our arsenal.

In front of the group simply ask:

"Who feels they cannot improve <insert topic, i.e. communication> 10%?"

99.9% of the time, everyone will raise their hand. (This is not saying that the same people are not trying as hard as they can. Many are giving the 100% effort, but that does not mean they cannot improve. Sometimes you need to make the distinction.)

"Does everyone agree that improving 10% is a reasonable goal?"

Everyone will agree. After all we are not asking for a HUGE change, just a small one.

"There are 'X' (i.e. 15 in the workshop) number of you here. So if each person improved 10% that is a 150% improvement. What would work be like with that improvement? How much better would our communication be? (Open up for discussion and create a specific list)

"So it sounds like everyone agrees that with just a small effort to improve from each person, we would all be much happier."

*“Each person will be responsible for their own improvement.
You will each need to hold yourself accountable.”*

Set the right expectation.

“We all agree 10% improvement is a reasonable goal but I want you to think for just a moment what that REALLY means.”

“After we leave today, we will be expecting to see a difference in <insert topic>. But a 10% improvement means that 9 times out of 10, you will see me (use yourself as an example) doing the same old crap I always did.”

“And the one time I actually do the right thing, you may not be around. So you may see me do the same old crap 15 or 20 times before you actually see me improving.”

“Each person here must have that expectation and when you do see the right change, make every effort to point it out to the person who did it and to everyone else. It is hard to become tired of praise, regardless of how well you handle it.”

At the end of the workshop, you can have everyone spend 15 minutes and write out how they will improve the 10%. Not simply “improve communication” or something generic, but the behaviors that will improve communication. Help them drill it down until they have something that they can act upon every single day.