



## **TEAM BUILDING ACTIVITIES**

Executive Essentials (EE) provides customized programs to serve the specific needs of our clients. Below are a few activities and possible learning intentions for each program. You may select the learning intentions that are of most interest to customize your program.

### **1) HOMELAND SECURITY**

With your group of 50, we can break into teams by office location (unless the numbers per office are very uneven.) Each team will be assigned a hula hoop to protect. There will be a 6<sup>th</sup> hoop that contains 50 – 100 ping pong balls.

#### ***Instructions***

The object of the game is to place all the balls in your team's hoop. Once you have all the balls, you win. You must follow these rules:

1. There is no throwing or tossing of the balls.
2. All the balls must be out of the middle before you can take them from other hoops.
3. No defending the hoops.

#### ***Debrief***

Learning intentions can include:

- Understanding and expanding your definition of team
- Moving from competition to collaboration and the win/win
- Developing your network and building relationships
- Creating awareness of your communication, the impact it has on others, and the results it creates

#### ***Variations***

These learning intentions can be highlighted using similar activities including:

1. **The Voting Game:** This activity is based on economic game theory and the two teams vote to maximize points.
2. **The NUMBER RELAY:** This game requires strategy and cooperation among four teams to achieve maximum productivity by selecting squares to place your team number in.

## **2) HOW WOULD YOU LIKE TO BE ME?**

This program incorporates an online assessment on thinking preferences. The program starts with developing an understanding of each style. Teams then execute activities developed by the different styles. It concludes with discovering clues to identify styles without an assessment and discussion of selected learning intentions.

### ***Instructions***

The group is split up into four groups based on the results of their assessment. Each group represents a thinking/ communication style. They will then have 30 minutes to develop an activity for the entire team to perform. The activity must start in the room, but does not need to be completed there or within the time frame of the off-site.

### ***Debrief***

Learning intentions can include:

- Understand other communication styles
- Learn how to, and the benefits of, flexing your style
- Identify thinking preferences through "clues"
- Develop your network and build relationships
- Create more effective team communication
- Improve listening skills and learn the levels of listening

## **3) BUILDING BRIDGES**

These games utilize a toy called Toobeez © which are similar to giant tinker toys or a Lego set. It is an innovative tool used to facilitate group work while engaging in challenging and fun tasks.

### ***Instructions***

The group is split into two teams and instructed to build half a bridge on their respective sides of a visual divider. When the divider is removed at the end, the two teams must connect their halves to complete a bridge with the addition of only one more Toobeez tube.

### ***Debrief***

Learning intentions can include:

- Understanding and expanding your definition of team
- Developing your network and building relationships
- Strengthening team communication and decision-making techniques
- Expanding influencing and negotiation strategies
- Improving listening skills and learning the levels of listening

### ***Variations***

These learning intentions can be highlighted using similar activities including:

1. **The LONGEST BRIDGE:** In this exercise the two teams are told the objective is to build the longest bridge possible.
2. **MIRROR IMAGE:** The two teams, separated by the curtain, must build the exact same structure. Challenges can be added where only one team member can talk per group or where the builders are blindfolded but the communicators can see both structures.

### **Other Sample Toobeez Activities:**

#### **SHAPE UP**

A group of blindfolded people attempt to form a perfect square (or other shape) using Toobeez. Another variation uses several groups where each group must work with the other to get the right pieces to complete the task. This version could work well with a larger group.

#### **TEAM CHALLENGE**

Build a simple cube structure in 90 seconds. Now rebuild it using only left hands, and in less than 120 seconds. Now rebuild it while the entire team is blindfolded, and only one person can give verbal instructions.

#### *Variation* -- NO **LOOSE ENDS:**

Create a structure with no dead ends and use all the pieces provided.

#### **THE MAZE**

The team must solve the hidden maze route and get as many members through the maze before time runs out. In this fast paced, pressure event team members must collaborate, communicate clearly, listen, cooperate and rely on other team members to succeed. Aspects of project management and role delegation have also resulted from this activity.

#### *Variation* -- MINEFIELD:

Working in small groups, move the blindfolded team members through an obstacle course without stepping on any of the mines.

#### **JOIN TOGETHER**

Each member of the group is given one Toobeez piece. The goal is to connect every member of the team together. This incorporates aspects of strategy, critical thinking, communications and teamwork. To increase the pressure, you can time the exercise or not allow people to speak.

#### **MODELING SUCCESS**

The group must duplicate a structure based on instructions from their team. The person building at any given time will have eyes closed and breath held.