

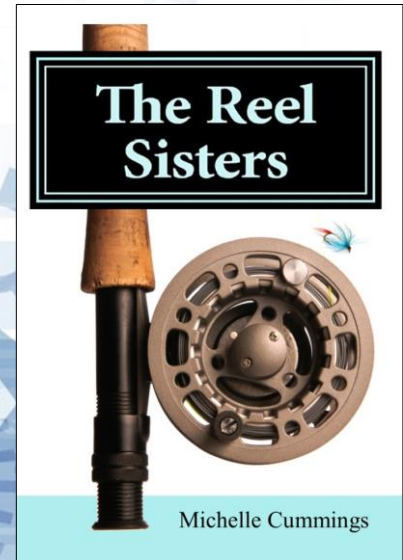
Team Building Activities that Don't Suck

MICHELLE CUMMINGS
TRAINING WHEELS





PERSONIFY
LEADERSHIP®



MICHELLE CUMMINGS

MICHELLE@TRAINING-WHEELS.COM

www.Training-Wheels.com

www.PersonifyLeadership.com

www.TheReelSisters.com





Most People
Hate Team
Building
because we
don't explain
the 'Why?'



Team Bonding

Team Building

Or

Team Development?



TRAINING
wheels

Team Bonding

- ✱ Designed around a simpler goal or outcome of having a good time
- ✱ May follow a specific schedule, but is not catered to an end workplace goal.
- ✱ Typically does not require reflection time.
- ✱ Can act as a stand-alone event.

Team Building

- ✱ Designed around a particular goal or outcome that is transferable to the workplace or school environment.
- ✱ Has an intentional curriculum or flow.
- ✱ Is designed and/or facilitated by trained facilitators with skills in experiential facilitation techniques.
- ✱ Allows for built-in reflection time
- ✱ May include follow-up work.

Team Development

- ✱ Is designed around long-term, targeted organizational goals.
- ✱ Has a multi-phase curriculum including behavioral assessments.
- ✱ Includes a minimum of one program a quarter and ongoing coaching for team members.
- ✱ Is facilitated by a Master Facilitator who works closely with the internal Human Resource team.
- ✱ Outcomes include behavioral and organizational change.

IMMERSIVE LEARNING

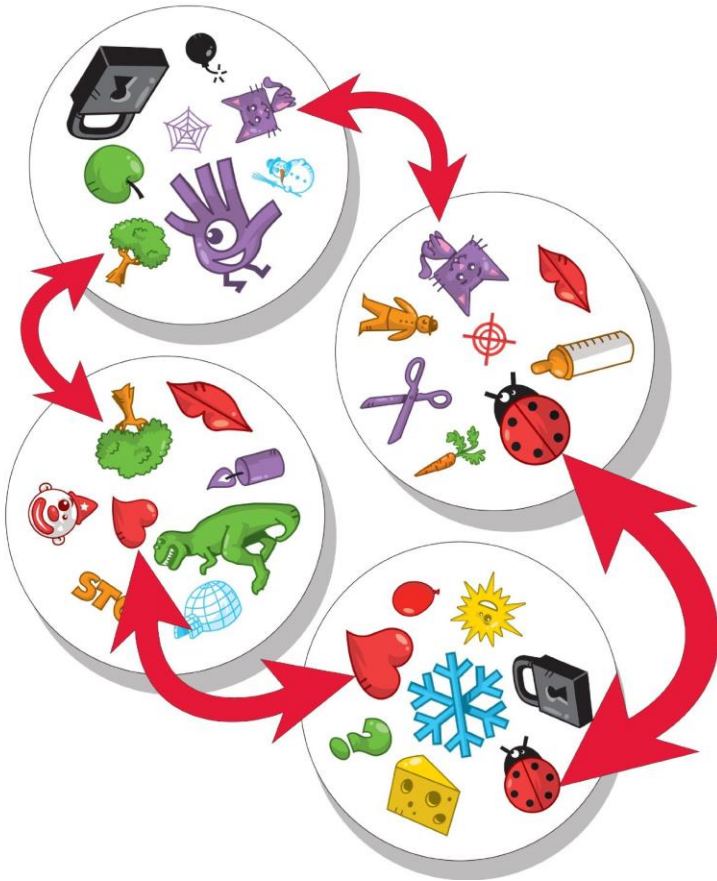


NAME GAMES ~ ICEBREAKERS ~ ICEBREAKER THUMBALL

- * Name Game
- * Simple, surface level sharing
- * Easy for late-comers to slip into the program unnoticed
- * Easy to make on your own

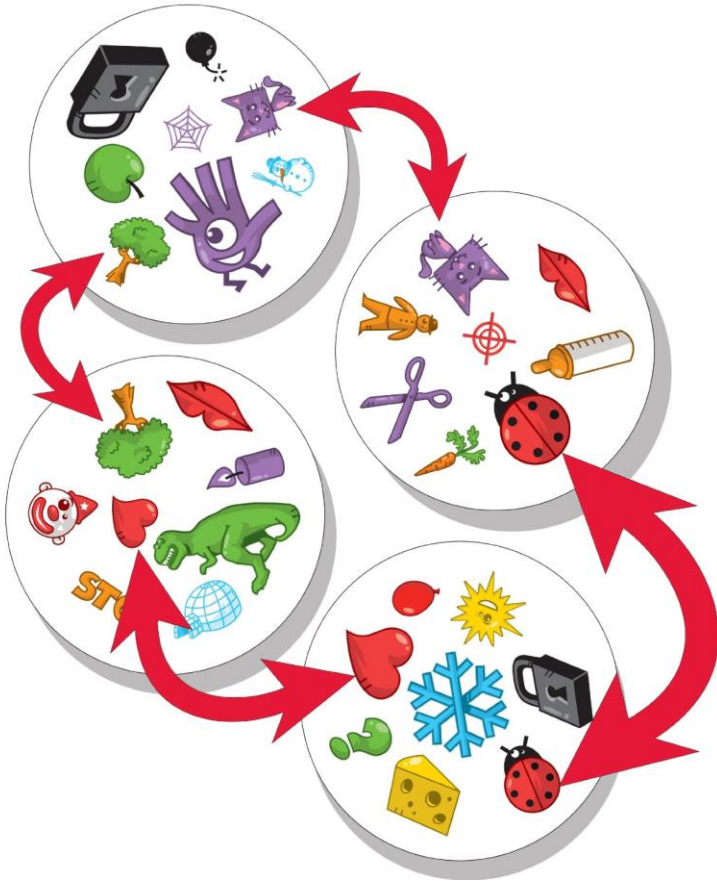


CONNECTION ACTIVITY – COMMON BOND



- Find a partner
- Find the common image on your card
- Then find one thing you have in common with your partner

CONNECTION ACTIVITY – BLIND FIND



- 60-seconds to memorize your card
- Find the common image on your card without looking at your card
- Then find one thing you have in common with your partner that is not obvious to the eye

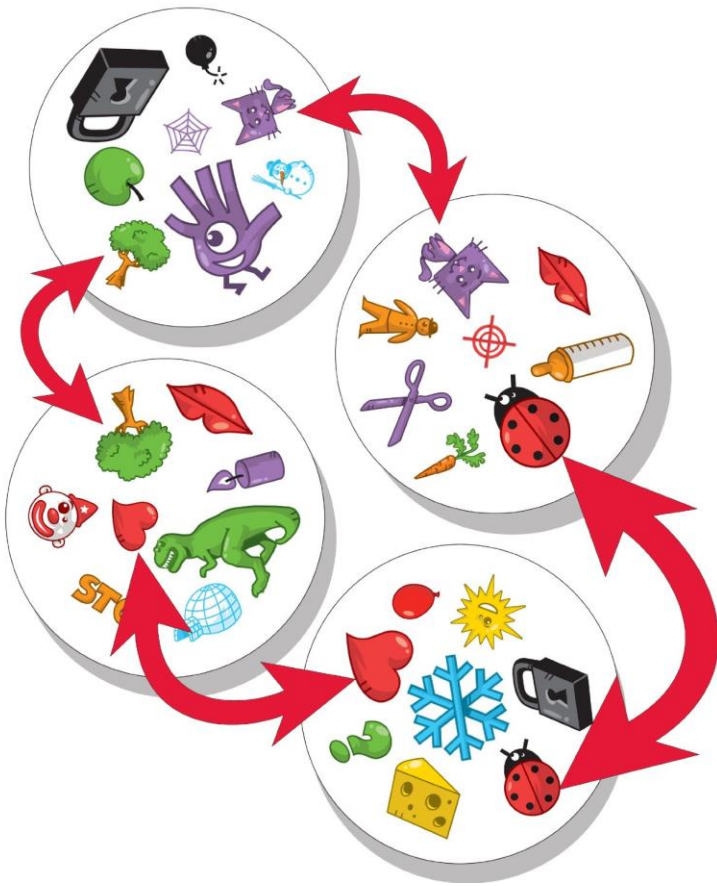
LEARNING STYLES ~ SPOT IT ~ BLIND FIND

Learning Outcomes:

- ✳ Use Icebreakers to surface learning styles
- ✳ Memorization not as hard as expected
- ✳ Fixed Mindset vs Growth Mindset



CHAMPIONSHIP FIND



- Competition between two ppl
- Whoever finds the common image advances in the game
- Whoever does not win becomes their cheerleader
- Play until there is one winner

KEYPUNCH

- * Scramble up the numbers and place them face up on the table
- * Round 1: Touch the numbers in sequential order as fast as you can
- * Round 2: Try to beat your baseline time. This time turn the numbers over as you touch them.



KEYPUNCH

- * Round 3: Touch the numbers in sequential order while they are face down
- * Round 4: Train the person on your left to touch your numbers
- * (you will also be learning new numbers from the person on your right)



KEYPUNCH

Learning Outcomes?

- * Process Improvement
- * Delegation
- * Learning New Processes
- * Change Management
- * What Else?



Switch, Change, Rotate



SWITCH, CHANGE, ROTATE

- * Practice Directions
- * Human Brain can only process so much at one time
- * Repeat back what was heard



SWITCH, CHANGE, ROTATE

Learning Outcomes?

- * Change Management
- * Learning Agility
- * Working Together
- * Assisting Others
- * What Else?



MEMORY TEST

- ✱ Dream and Pillow?
 - First and Last
- ✱ Night?
 - Repetition Effect
- ✱ Artichoke?
 - Surprise Effect
- ✱ Bed?
 - False-memory Effect



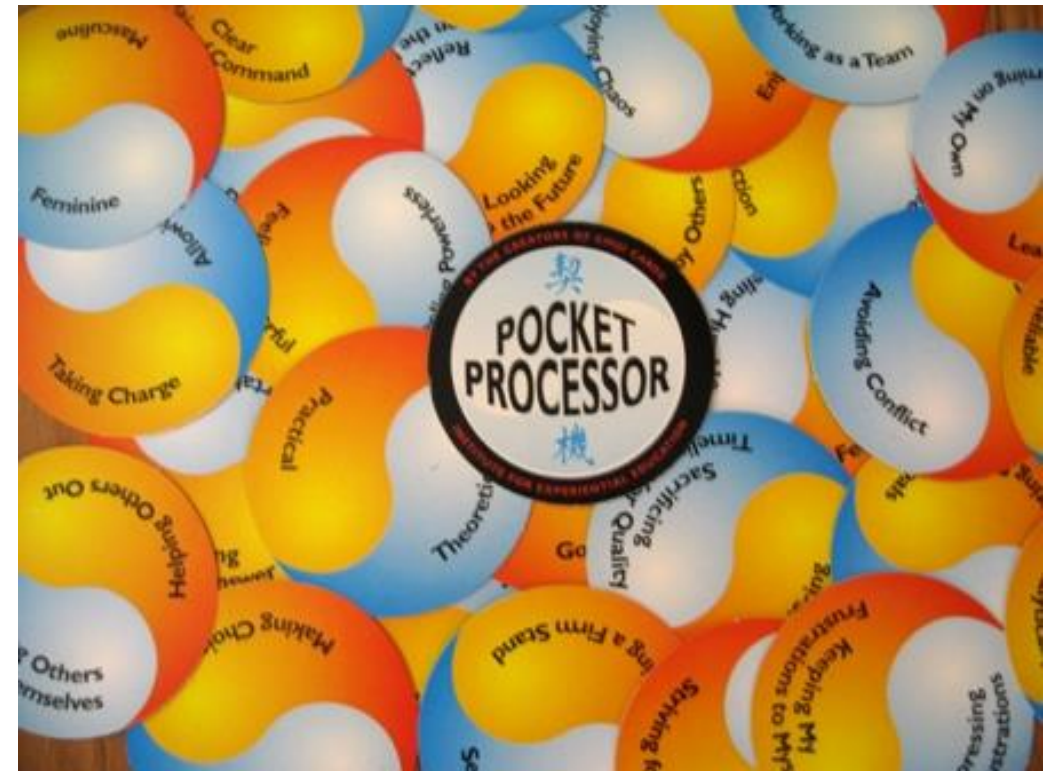
POCKET PROCESSOR – HUMAN CONTINUUM ACTIVITY

- * Place tape or rope down the center of the room
- * Read off the two categories
- * Vote with your feet



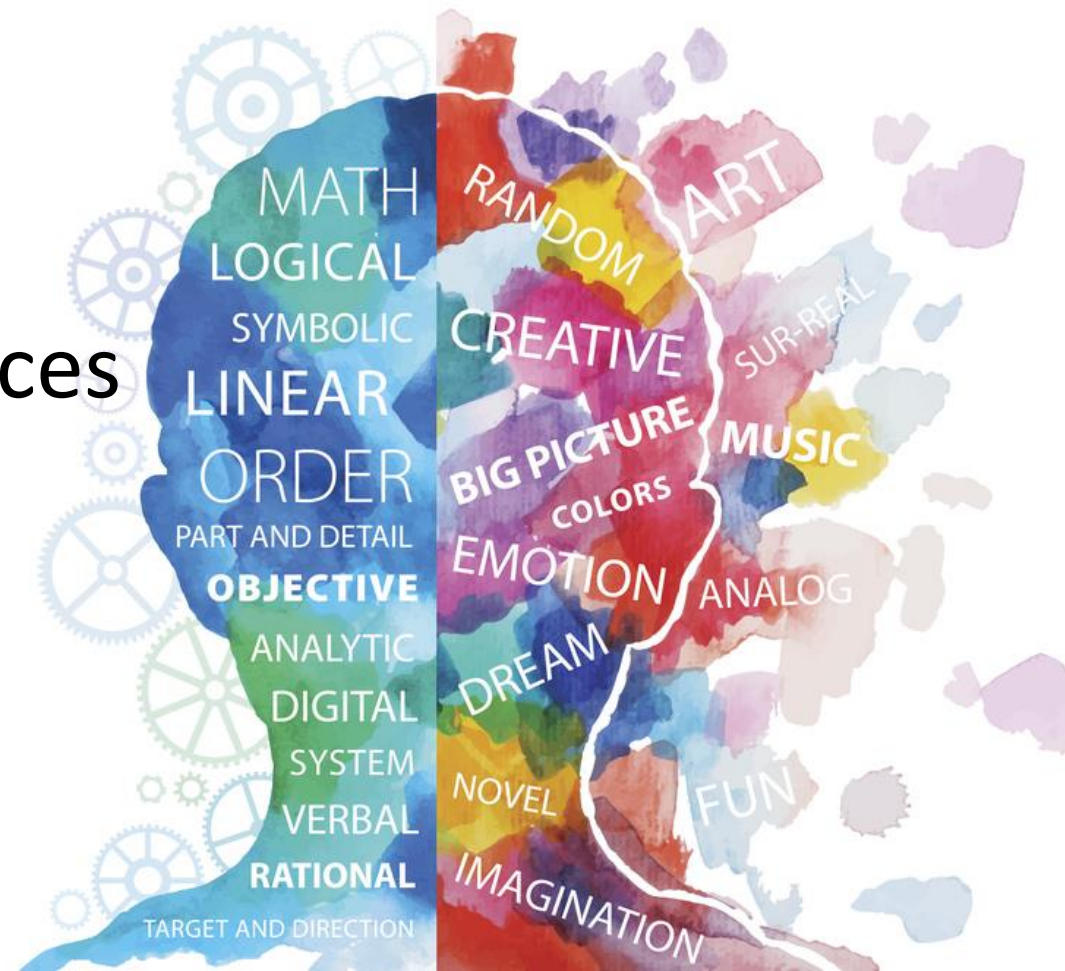
UNDERSTANDING BEHAVIOR PREFERENCES ~ HUMAN CONTINUUM

- * Human Continuum
- * Helps participants visibly see differences in behavior preferences
- * Goal Setting Activity



Understanding Behavior Preferences

- * We all have different behavior preferences
- * Gives visualization to the differences in behavior preferences
- * Left Brain vs Right Brain
- * Professional Assessments
- * Self awareness
- * Right vs. Wrong



DEBRIEFING TECHNIQUE ~ ACTION & REFLECTION

* Debriefing Thumbball

- Reflection Questions written on panels
- Toss it, Catch it, Look Under your Thumb, Answer it!
- Participant Driven
- Create Your Own

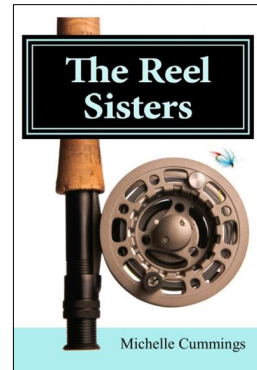


DEBRIEFING TECHNIQUE ~ ACTION & REFLECTION

* Shuffle Left, Shuffle Right

- Aids in Fatigue
- Helps with Focus
- Combine with a Metaphoric Tool
- Participant Driven
- Large or Small Groups





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Scan for Handout with full
Activity Instructions



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