

Operations Training Teamwork

Purpose: Realize the power of teams over individuals.

Preparation: Everyone needs a piece of paper and a pencil.

Facilitator: Begin the session by stating the name and purpose of the session. Then, break them up into small groups of 3-4 people. However, get two individuals and ask them to separate as individuals.

Have all participants write the alphabet down the left hand side of a piece of paper. Then have them write the words from an article or newspaper next to the other letters.

EXAMPLE:

A	W
B	H
C	E
D	N
E	T
F	E
G	E
H	M
I	A
J	N
.	.
.	.
.	.

Do this to the letter z .

Tell the group the exercise is going to be a competition to see which team or individual can come up with the most celebrity names using the first and last letters above. The person has to be “REAL” and not fiction or cartoon. The test will be that the majority of the people in the room will have had to have heard of this person. Example: J and T above. Could be Justin Timberlake.

Tell the group to not start until you send the two people in the hall. The people in the hall have to work independently. The people in the room can work together in their groups of 3-4.

A twist on this exercise is to have different size groups. You will find that the bigger the group, they will most likely come up with more names.

Give the group only about 5-7 minutes to come up with names and then stop the exercise. Get the total number of correct answers and see if the TEAMS outperform the individuals.

Facilitator: Bring the group back together and ask them to explain what they learned about teams vs individuals.

Facilitator read the following:

Teams are much more capable than individuals. This is primarily true because different people bring more ideas, skills, unique talents, experiences, and personality to a team. This allows for more creativity, innovation, and the right talent to be applied in the right place at the right time.

In the workplace, teams are critical. Work is a team sport! Teams with diversity are become even more powerful. However, teams also create difficulties. Differences can be challenging to manage. People are complex and teams can have problems when they do not connect effectively.

The best teams are ones that do the following:

1. Seek to understand before seeking to be understood.
2. Always look toward what is best for the whole vs the individual.
3. Celebrate differences.
4. Stick to highest and best use of talent.
5. Focus on the desired outcome.
6. Have clarity of what is expected and how they will get to the desired result

Facilitator ask the following questions:

- What items can you add to this list?
- How do we make sure these items are part of our teams at work?