



Title of the activity

Introduction:

This process is designed to be used by a team as part of a team review and planning event.

It is designed to allow them to reflect on their individual contributions to the team and the collective responsibility they all share as team members

Number of Participants:

This process can be used with teams of all sizes but works best with teams numbering from 8- 15 members

Supplies:

Points of You - The Coaching Game +
flipchart paper and stand, flip chart markers, blutak, mp3 player + speakers

The objectives of the process:

1. To review where the team is in terms of its development, shared understanding and sense of team
2. To explore how best to work together

NOTE:

This process could occur as part of a longer team building event.

Time:

At a minimum you will need 2.5 to 3 hours for this process.

Room/space set-up:

The ideal set up is a room large enough to allow the participants to sit in a circle (on chairs or floor). Each participant will need room to work on their individual process sheet using flipchart paper and the room needs to be large enough for all the participants' flipchart sheets to be placed on the floor or posted onto wall space.

Facilitator preparations:

The facilitator needs to allow sufficient time for room set up. An individual flipchart process sheet needs to be prepared for each participant as well as group process sheets for groups of 3-4.

Participants need to be informed in advance that they will be participating in an interactive team process and need to dress comfortably for this.

It is useful to have soft music playing as participants arrive so as to create a calm,

relaxed atmosphere.

Activity Process - Step by Step:

1. Introduction

Explain to the participants that this session will explore their team and look at what each person brings to the team and how they can improve how they work together. This session will use creative techniques and the innovative resource 'The Coaching Game' to shift their thinking into areas that might not occur conventionally. It will be an enjoyable experience and it is important to remember that this activity is a game - interesting and powerful game, during which there lots of fun and insights."

2. Define the game rules

It is important to remember that we play this game in a non judgemental and positive manner. We will look at ourselves and our team with the intention to move forward on our decisions.

3. Describe the activity:

- Stage one

Place all cards face up on the floor in circle or spiral shape to encourage participants to walk around while they focus on the cards. Ask each person to introduce themselves and to answer the question by using the card they have chosen to explain 'as a team member, what I want to achieve from today is...'

- Stage two

Present each participant with their flipchart sheet with 4 prepared questions. Each participant takes a card from the pack and places them face down in the spaces. They then answer each question using the cards to stimulate and encourage their thinking. If they do not like a card they can change it but challenge them to explore the card before they replace it. It may be the correct one despite their resistance!

- Stage three

All the completed sheets are placed on the floor or on the walls, each of all participants reflects on each others work in silence. Ask them to make a mental note of their reactions while they absorb all the contributions. While this is happening play some music. (I suggest U2-Beautiful Day or John Mayer-Say) Allow 10 minutes for this to occur and then ask for reflections and note what is said on the facilitator's flipchart.

- Stage four

Now combine the participants into groups of 3 or 4 people and as a sub-group work through the group process sheet. Each group then presents their results.

- Stage five

Allow for a group discussion on what emerges, facilitator takes notes on agreed actions moving forward the team as a record for the participants. Facilitator also photographs all the individual and group sheets for the teams benefit and record.

4. Our closure sentence: Enjoy and pay it forward...



Points of You Activity Process Developed by:

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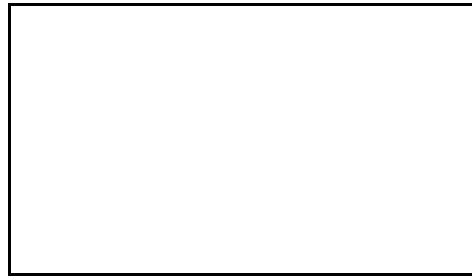
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Individual Process Flipchart sheet layout (Stage 2)

**What I bring to this team
is.....**



The other team members bring.....



What works well in this team?.....

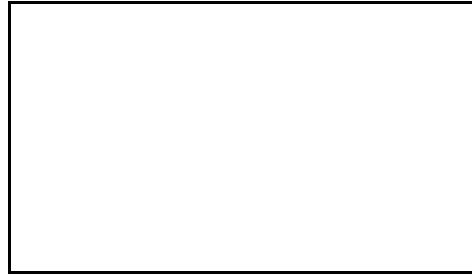


What could happen to improve the team?.....

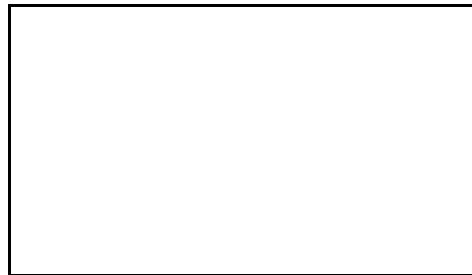


Group Process Flipchart sheet layout (Stage 4)

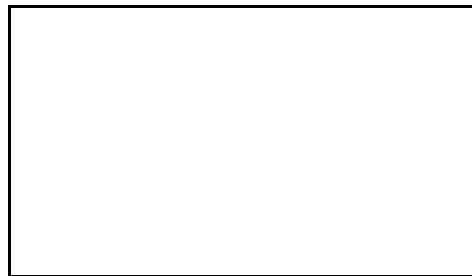
What impact would I like to see our team making?-in our company, in community, with customers etc



What's holding us back?



What can move us forward?



What first step could we make?



Sub groups make notes on the sheet prompted by the cards and the emerging insights, then present their results and seek group agreement on how to move forward.