



IOL (UK) Limited & Northgate Training
EXERCISES, GAMES & SIMULATIONS FOR MANAGEMENT DEVELOPMENT



Teamwork Challenge!

**An all-time classic.
Get your team
across the aircraft hangar
on planks and oil drums
(simulated of course!) but
first you have some
problems to attend to!**

**Highly competitive - builds
teams and tests a range of
teamwork skills in a fun and
challenging way.**

Core skills

- **organising a team**
- **planning and decision-making within a team context**
- **risk management;**
- **implementing a strategy and negotiating**
- **problem solving**

Timing	1 - 1.5 hours
Numbers	up to four teams of four to six participants
Cost	£395 plus delivery and VAT

What it's all about?

This top-selling activity, **Teamwork Challenge!**, involves getting across the floor of an aircraft hangar, without touching the ground, by using planks and oil drums -- *simulated of course!*

There are a number of possible routes and teams must decide which is best for their team. Laying a plank takes one minute so clearly the least number of planks they lay, the better.

Painted on the hangar floor-plan are some red and green lines. If teams choose to lay planks *across* a line they must complete a task. Green lines signify comparatively easy tasks, red ones, more difficult tasks. Once the task is completed, the groups continue on their route.

The tasks are problems that teams need data to solve – they have the data on a set of 48 cards. These should be divided up between team members so that they can all contribute information. This allows all team members to be involved and is designed so that good teamwork skills pay dividends! Team leaders can make a big difference, poor ones may well monopolise the data and fail to utilise the team members, who can work on different aspects of the challenge.

The winning team is the one that gets across the aircraft hangar first. In theory, the team that plans the most effective route and carries out the tasks most efficiently!

Teamwork Challenge!

What it does

This activity examines the elements that enable a team to develop and work effectively. It puts teams under pressure in a competitive situation - so poor teams, who have an urge to 'get on with it' will jump in without prior planning, will have little organisational structure and will inevitably have problems of timing, quality and motivation. Thinking first is critical - many of the tasks have a built-in "easy solution" which teams in a hurry may well overlook.

A high performing team will need several things in place - high morale, energy, an objective, an understanding of the task, interpersonal skills and much more. They organise themselves to complete the tasks quickly and efficiently and motivation increases as the team succeeds. They will:

- spend some time pooling ideas about how to approach the task.
- agree the amount of risk they are prepared to take.
- nominate a coordinator who will summarise the plan.
- identify individuals' strengths and weaknesses.
- organise themselves to work quickly while without loss of quality.
- devise a strategy for managing all the information
- review progress and be prepared to change according to needs.
- resolve conflict.

Teamwork Challenge! Running a session

1 Divide participants into teams and introduce the exercise.

2 Issue participants' material: **floor plan**, '**planks**', **team briefs** and set of **48 data cards**.

3 Allow groups 20-30 minutes to plan their strategy

4 Announce that the exercise proper is about to begin. Be ready to issue relevant **task cards** to groups.

5 When teams finish give them a team **analysis sheet**.

6 Ask groups to give brief presentations, or go straight into a debrief, focusing on the key issues - all discussed in the **Trainer's Notes**.

TO ORDER

please contact:

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Teamwork Challenge! Trainers' Comments

An excellent exercise to show the effectiveness of a well co-ordinated team.
Sheila Hancox, Warwickshire EBP

Highly active and involves all participants well.
Karen Connell, Hemsley Fraser

*I ran **Teamwork Challenge** on our graduate selection day last week. It worked really well. The graduates all relaxed and it was clear to see their characteristics coming out. We could identify who had the logical brain, who were the team players, who were the leaders, how they went about making decisions and whether or not they were able to keep cool under pressure. It was ideal. Thanks very much for the advice and help.*
K. Redman, HBG Construction.

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