Team Building Manual

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1. Introduction

If you are heading up a team or business then building a great team is your responsibility and optimising that team to reach and maintain it's best possible potential is your job and yours and the best way to do that is with the use of team games.

Team games provide you with a way to build confidence, focus and team spirit. Getting people thinking, learning and working together can be a fun and rewarding experience and team games support the building of a tight team that is confident, capable and focused on the task at hand.

This book provides you with an simple set of team building games that allow you to optimise team functioning and build trust amongst team members; improve communication; ensure that the team has a single, shared vision and that everyone is fully committed to getting results.

The games in this book can be followed in order or you can pick and choose based on your requirements. We would recommend a single team building session a week to begin with and with a focus on making it fun and getting people into the process before you attempt anything more weighty. The early games provide a way to focus on the team and team members before you start attempting to optimise specific business processes.

Ultimately, Team Games are just a single part of team learning and management but they provide a way to make the tough job of working in teams just a bit easier and hopefully a whole lot more rewarding - happy teams make constructive teams.

2. Why You Should Be Team Building

When you bring in a new employee, you are hiring an individual and most likely judging them on their individual merits but once employed, that person becomes part of a larger whole, part of a team. The purpose of this team, is to cooperate and work together to attain a goal and achieve a result. When hiring staff, you likely look for someone who is a team player and who has the qualities to work well within a larger cooperative group, yet, most businesses do little to grease the cogs of teamwork and create high performing teams.

Qualities of High Performing Teams

There are certain qualities that mark out high performing and successful teams and the best teams are all working towards a single goal with a like minded purpose. Tasks are allocated and assigned based on individual specialist abilities but always in a way that benefits the team objective (get the ball in the net).

Much like sporting teams, business teams don't achieve this high level of performance and structural optimisation by accident and the best teams have the strong team leaders who utilise effective team building strategies to mine the raw ability within their team members. Team games and activities are utilised to build trust, boost morale, establish decision making processes, resolve disputes and most important of all to determine what role individuals will play and are most happy performing within the team structure.

Forming Storming Norming Performing

There are many team building and development methodologies but most, if not all, still have at their core the Forming Storming Norming Performing model of group development first proposed by Bruce Tuckman in 1965.

Forming: this stage is concerned with the ground rules and objectives and where team members will get to know one another and will start to consider strategies for tackling the tasks that have been assigned. Team leaders will typically play a major role at this stage ensuring the team members understand the objectives and providing direction for the group whilst tasks are identified and members gravitate towards the tasks that best suit their abilities.

Storming: the storming stage, is as it sounds, a storm within the team structure and this is the point where new teams are starting to develop ideas regarding how problems should be tackled and where members will jostle for superiority within the group. Team leaders should provide

direction and aim to determine the optimum framework and swiftly move the team through this stage to ensure tensions do not disrupt the growth and objective of the team.

In an unmanaged environment, many teams never evolve beyond this stage much to the detriment of the core objectives.

Norming: the team has found its feet and is working as a unit towards the team goals in a cooperative manner. Individuals have found their place within the team and we start to see the beginning of team spirit.

Performing: teams that are performing have reached their operational peak and members are now fully autonomous, team leaders are active within the team. Team members will switch roles and share tasks and team efficiency is at its peak.

These famous (and catchily named) stages provide a lifecycle that all teams must go through for the team to grow, face up to the challenge, overcome problems, find solutions and ultimately, deliver all important results. The lifecycle is iterative and many teams will never progress beyond storming and only the best teams will reach the performing stage. All teams will also go back and forth throughout these stages as situations change and challenges arise – the work of the team builder is never done!

Purpose of Team Building Games

Once you start to understand team development and group models, you can identify the problems a team is having and look to identify activities that will help optimise team performance or resolve issues within the group. Tuckman's stages of group development provide a framework for this model of thinking and therefore are used as the theory behind many of the team building activities and games that make up the team building toolbox.

Team leaders should utilise team theory and team building games to help teams coming together (forming), overcome problems (storming), develop into a functional group (norming) and become finely tuned high performance vehicles for achieving the businesses goals and getting results (performing).

Building Successful Teams

Maximising team performance is no easy task and teams must be motivated and clearly understand their role and responsibilities within the group, achievable goals should be set and group rewards provided for successes. Goals ensure teams remain passionate and motivated and rewards provide feedback that the team is doing its job and further fosters an environment of cooperation and team spirit.

Team building games and activities provide the tools to build successful, high performing teams and overcome the myriad problems that can arise within the group and between the competing personalities and egos of team members.

Creating high performing teams is no five minute job but only through a process of team building will you be able to integrate the individual skills of team members into a consolidated effort. Any team building effort should look at the team and its members, identify any problems or weaknesses and create an action plan to boost team morale and performance.

Why Aren't you Team Building?

If you manage a team then the optimisation of that team will provide benefits to the business and team building games and activities provide a framework for that optimisation. You may need to spend time identifying the problems within an existing team or you may well know the problems you are facing (storming). Alternatively, you may need to hire a consultant to help you identify the problems and provide a framework for team development. No matter the situation, team building games provide you with a dynamic toolbox to overcome problems and develop high performance teams.

Affective, Quick, Cheap and Cheerful

Lest we forget, we are in a recession, but team building does not have to be an expensive corporate endeavour and there are many activities and games that can be completed in under 15 minutes and require little to no equipment.

Why Team Build?

So, to recap, team building activities and games can help you establish new teams, fix broken teams, break in new team members, deal with change, improve problem solving, improve communication, generate a bit of healthy competition amongst team members and ultimately, build high performance teams that get the job done.

All of that and many will not take any longer than 15 minutes or cost a penny to run – so, why are you not teambuilding?

3. What Makes a Good Team Player?

High performance teams are made up of the right people but just what are the qualities that make someone a good team player?

What are the abilities, behaviours, skills and personality types that make someone excel in a group situation and what are the team player qualities that can prevent someone working well in a group?

What skills are needed to be a good team player?

Before we can ask ourselves how to be a good team player there are certain skills that need to be in place to ensure success within the team structure.

1. Job Skills and Competency

So, number one on our list of essential skills for team members is simply the person's core competency and experience in their given role and how well they can do their job. I could be a perfect team player in terms of behaviour and personality, but if I don't have a level of skill and competency in my primary role, then… all those other qualities don't stack up in the team situation. This is not a team specific skill but it is simply essential to be able to perform if you are looking to optimise that person's output as part of a high performing group.

2. Problem Solving

Often, things don't go to plan and problems arise. Therefore, another core skill the individual needs as a foundation for their ability to work well within a group is their ability to deal with and proactively solve problems as they crop up. A proactive approach to problem solving is absolutely critical for teams so whilst not every team member needs to be an aggressively proactive problem solver every team needs to have some problem solvers within the group.

Qualities of a Good Team Member

A level of skill on the job and a keen problem solving attitude provides the foundation for your perfect team member and the following qualities and behaviours are the ingredients to team success.

1. Communication

Communication is a basic tenet of working with others and that team member that can listen to others, communicate ideas and is willing to tackle problems as they arise will improve the performance of the team and prevent problems from impacting on the team's performance.

The problem here is that teams don't communicate, and when problems arise, and communication channels are closed, then these small issues become big problems. The proactive problem solver who is willing to ask 'what is the problem?' and 'how can I help?' will be a big asset to any team.

2. Supportive

If a member of your team is struggling, then your team is struggling. Someone with good team member skills will always be a positive, supportive individual who wants to see others succeed for the greater good of the team as a whole.

A supportive team member will help the group in many ways. They may provide encouragement to someone whose confidence is wavering. They may prop up a team member who is having problems in a given situation and they may feed back on these problems in a way that this individual can get more support in their role. It may mean defending a team member who has come under some criticism. It will always over and above anything else mean the user has a big picture view and is looking at the success of the team and is willing to do anything to help other team members succeed for the good of the team.

3. A Positive Can Do Attitude

Unsurprisingly, someone who has a positive, can do attitude and who is action oriented when it comes it tackling problems will be an asset to the team. Being of the mindset where you are prone to acting when problems arise, when you will do something rather than debate it is a skill that makes for a good team member and in many cases can be a signal of team leadership qualities.

This really wraps around the core competency and problem solving attributes and describes someone who wants to overcome the problems as they crop up to effectively move the team towards its objective.

4. Personality

In the broad spectrum of personalities, it is easy to see that some people are positive, enthusiastic, supportive and helpful whilst others can be negative, defensive and hard to work with.

Positive team players will be motivating for others to work with and will empower the team with their energy without showing others up for their lack of vigour. They should carry an honest, enthusiasm for the task at hand and will get along with the rest of the group. Generally, this is a person that people like to work with, someone who helps the group achieve and makes it enjoyable to do so.

Building Good Team Players

Good team members are experienced and highly skilled at their primary function with strong problem solving abilities. They will also be strong communicators, able to take problems and make them understandable to others. They will be the backbone of the group providing support to others under pressure. They will tackle problems as they arise with their can do attitude and will be the personable, positive, enthusiastic and well liked member that gets along with everyone else in the group.

So, there you have it, for team leaders I hope this has provided an insight into what to look for in team members when constructing or improving your teams and also, for those of you working in groups I sure hope this has helped shine a light on how to be a good team player and to work for the greater good of your team.

4. Choosing Team Building Exercises

You may have noticed that there are a slew of team building companies out there, all offering an array of different team building events and most (if not all) offer little or nothing in the way of advice when it comes to choosing the right team building games for your team.

Does Team Building Work?

Does team building work? Of course it does if it is done right. Can team building events fail? Well, this gets us to the root of the problem. If you have a team that is not performing or that has some specific problems, and you then decide to partake in a team building event without any real consideration of the problems and goals for the day, then you are most likely going to fall flat on your face and its possible you may even make things worse.

Choosing the Right Activity or Event

It's fairly easy to understand how this can go wrong and if you have some problems with specific team members not getting along, then taking the group for a day of paintballing is not going to make that any better. Likewise, if certain team members are lacking in moral then a heavily competitive event will create too many 'losers' to be truly effective.

Common Problems with Team Building Events

- The chosen game or event is not in any way related to the problems facing the team.
- Lessons learned on the game cannot be transferred to the workplace and the game or event has no relevance or point in the mind of the team members.
- The event is highly competitive and promotes individual members and effectively demotes other members that are not performing as well. This can mirror the problems in the office and actually reinforce rather than resolve the issues.
- The event has no cooperative element and therefore the group has no incentive to work as a team towards a single goal.
- With no structure, and no goals, there is little in the way to measure success of any team building activity.

Problems Facing Teams

Before you can decide which team building activity is right for your team, you must first understand the goals of the activity and what you are trying to achieve. What are the problems you face? How can we resolve those issues? How can we reward the team and make them feel that they are part of a single group that is supported by good team centric policies rather than hounded by an ever more demanding management?

Before you dive into a team building activity or scratch your chin over choosing the right event for your team let's first take a look at the common problems facing teams and let that guide you in choosing team building games and activities to meet your goals.

1. Getting to know each other

This is the absolute basics and unless your team members know one another and get on then you are never going to take your team beyond basic formation and interpersonal battles toward the more rewarding norming and performing stages.

2. Understanding others skills

Assuming your team members are all capable individuals and able to do their jobs, it is likely that your team members don't understand everything that everyone does or certainly don't know that Jon from Accounts knows everything about the XYZ Corp Account or some such. Building this knowledge along with a policy of self disclosure amongst the team members can help everyone get things done faster and better.

3. Working as a team

When you have a group of people that understand each others positions and get on you have the foundations for a high performing team – now you just have to oil the gears and improve everything to make that happen. At this stage we are looking at games that aid communication and cooperation. To build team spirit and to incrementally improve on team processes whilst building a strong team identity.

4. Problem Solving

Your team will encounter problems whilst chasing down its goals, it is your responsibility to give them the tools to better deal with those problems and to ensure the team does not come to a halt. Team Building Games can be used to review, monitor and improve the team building processes and methods that your team utilise and to discuss them outside of the framework of their job role.

There is no 'I' in Team but there is in Team Building

You are the team leader or manager and you are responsible for your team and the success of any team building events. Corporate fun days, outdoor team building activities, indoor team building events and corporate evening events can all be a great asset in your team building toolbox but if you expect these big hitters to resolve underlying problems, think again.

There are no excuses and the simple team building games on this site can be used to help you identify and resolve problems within your team and build high performing teams but it is on you to understand your team and choose the right activities.

5. Icebreakers

1. Who says everyone can't draw?

Purpose

Breaking the ice isn't always easy. If you're confident it may feel
simple, but for others – especially a shy person joining a large
corporate organisation – it may be anything but. Enter this task,
which aims to make everyone equal. Instead of using words to introduce themselves, the team
will do so by drawing instead.

Equipment

For this activity you'll need to cut some card or paper up into a series of index cards. The cards
can be 3 x 6 inches or 4 x 7 inches. It really doesn't matter, so long as everyone has the same
thing.

How it works

Sitting or standing, it's up to you where you do this task.

Ask the team to go off on their own and write their name on one side and then draw on the back
of their cards. What should they draw, exactly? Well, here's the fun part! Instead of words – no
words allowed here! – they should feel free to draw something that reflects their personality,
hobbies or countries they have visited. The list of things which the team could draw is unlimited,
and the best thing is that everyone will have something fun to draw about, no matter what their
situation or love's outside of the workplace.

Once this has been done – and there is no time limit, so we'll leave this up to you – then it's time
for someone to collect all the cards and put them in a box, all with the name sides facing down.
If you like, shuffle them all up so that it makes things even more intriguing!

Then we come to the interesting part…now, ask someone from the group to choose a card from
the stack. There's no trick to this, and no way to cheat, so nobody will be at an advantage!

And here comes the fun

Ask the person who took the card to explain what is on it. They can say whatever they like, and draw whatever conclusions they think make sense from the card (although they shouldn't aim this information at any one person in front of them, as this may ruin the game somewhat! They should also keep the name on the other side of the card shielded from view at all times, of course).

Do this as many times as you like – how many people read a card out will depend on whether it's a lunch-break or early Friday afternoon when all the work has been done. The key thing is to have the person who drew on the card stand up after the speaker has finished describing the card. This might be a surprise or not, depending on how good the explanation of the drawing was!

At this point, it's time for the person who drew on the card to finish off where the speaker started. They may choose to put things right, build on what the speaker said, or continue adding more things which the speaker didn't pick up on. After the person has finished explaining about their card, they are next in line to choose a card, stand before the group and explain themselves.

A great activity for exploring areas of a person's life which we don't always talk about in business – in a safe and comfortable environment which isn't too intrusive – this is a great ice-breaker and a good way for everyone to learn about each other simultaneously. Whatever the case, this has proved a popular exercise and it's easy to see why!

Debriefing

This game never fails to succeed once you get going, but be aware that to start with, people may feel a little worried about interpreting their colleagues' drawings! This is completely normal and one way around it is to ask them to give a very brief idea using only descriptive words. This variation is good because it allows people to be more general, and it's fun because when most of us hear just one word, it gets us guessing!

At the end of this activity it may be fun to sit and discuss who was best at describing the drawings and why. By learning what that person saw in the drawing, we can all learn something about observation and this activity becomes something which everyone looks forward to doing the next time.

2. Innovative Introductions

Purpose

For team members to meet and greet in a fun and comfortable way. To stimulate discussion and for team members to learn about each other.

Equipment & Time

No equipment required and you will need around one minute per team member.

How it Works

Get your team assembled in a meeting room or somewhere that you won't be disturbed and the team leader will quickly explain the rules to the team as follows: Each team member has to state his name but attach an adjective that describes them or an aspect of their personality, ideally in relation to the work and starting with the same letter as their name.

So, that may be Judicious James and Meticulous Marcus but it could just as well be Analytical Adam or Careful Charles. Ideally the adjective should start with the same letter as their name but if this may make the task more difficult (if you have a Zena, Xavier or some other difficult names then feel free to drop that aspect).

Allow one minute per person to give their new name and a very brief description of why they chose that adjective.

"I am meticulous marcus because I like all my writing to be perfect".

"I am Judicious James because I chose to exercise only the best and most wise judgement calls".

Get the most out of this by...

- Allow one minute per person.
- If someone is struggling make light of it and move on
- for team meetings make badges with the new names
- In established teams with good rapport reverse the game and allow members to create names for each other
- Get team members to discuss how the name relates to their work

6. Team Spirit Games

1. Poster Boy

Purpose

To get your team members to learn more about each other through self disclosure but in a fun and enjoyable way. The ultimate goal is to get team members talking and break down barriers.

Equipment

You will need a bunch of coloured marker pens and a couple of sheets of flip board paper per person. Everyone will only make one billboard but there are bound to be those that want to start again.

How it works

Explain to everyone that they have five minutes to create a poster about themselves. They can use pictures, words and anything they want to illustrate who they are, what they like outside of work, what they do at work and anything else they want to share.

Once the people have done this they then have five minutes (more for large groups) to mingle around the group and learn what they can about the other team members.

Get the most out of this by...

- This game is easily tweaked to focus on a given topic or area. If you only want to discuss roles within the workplace then do that. If you want to specifically avoid work, do that. If you want to bring new team members in do both. Whatever the problem you are trying to tackle, then the game is easily adapted to suit your needs.
- If you have people who are hesitant (hey, it's team building, you are going to have people who don't want to play) then reassure these bods and tell them to only share fun things that they like, often, when people get into this, they will find it is a fun way to learn more about others and that will encourage them to share more on subsequent team building games.
- Stick the posters up for a few days around the office so people can continue to learn about their team members.
- Instead of posters create t-shirts, do this first thing and have everyone wear their t-shirt for the rest of the day or on future team building efforts.

Debriefing

A debriefing is not always needed for this kind of activity but it can help to reiterate what has been learned about others. Possible questions included:

1. Can everyone state something they learned about another team member?
2. Can we use this approach to learn more about each others roles on the job?
3. Do you feel it is important to learn more about your team mates beyond their work?

2. Task of many hands

Purpose

The task of many hands is a puzzle which everyone can get involved in. It's an activity which is addictive, fun and most importantly of all…is never boring! Its purpose is remarkably simple, too: put people of different personalities together and ask them to learn the value of working together. Even though this is a fun activity, the lessons work-mates will take from it are much larger and may be applied to many aspects of their working life.

The best part about 'The task of many hands' is that it's ideal for everyone. So if your group contains manager's, office temps and secretaries then that's fine – nobody will be left out or feel unwelcome or unable. Designed to show people how vital patience can be and how to spot negative patterns, it's an activity which works well on a number of levels.

Equipment

Seeing as you'll be splitting the group up into only a couple of teams, there's no need for lots of sheets of paper here. Instead, you'll need just 3 sheets per team and also some blue or red poster-paint (water-soluble is key) and the kind of brushes which you would use to manoeuvre around a window-frame (you could use washable markers, but some people find that even these take a lot of effort to get off the skin). Above all, make sure it's a colour which will stand out on your skin!

If there's a mutiny and people don't want to paint on their hands then don't worry too much: just nip down the shops and grab some rubber gloves! Problem solved.

How it works

The task of many hands is a great task for people who aren't used to working in teams. Why? Because the next step is to divide everyone into small teams where everyone will feel at home.

4 to 8 people per group is a good rule-of-thumb to follow, and will also mean new members of the company will be able to meet other workers without having to remember every name at once!

Next it's time to get the poster-paint out and paint a number onto the back of everyone's hand (1 to 6, or up to and including 7 & 8, depending on how many of you there are). If it's winter when you're doing this, use a hair-drier to dry the paint quickly, or use the hand-drier in the WC! To make the numbers up, it may be necessary for some people to paint a number on the back of both their hands (something which can easily be avoided by bringing in someone from the neighbouring office should you have that option).

Now it's time for stage 2, which is where the paper comes in: place 3 pieces of paper before each team in a neat row with the same space between each piece (people like symmetry and the lack of disorder will allow them to focus better on the task in hand).

Finally, it's time to get going with the main part of the activity which makes the name so suitable. Beginning with number 7 or 8 on the paper, instruct the teams to place their hands one on top of the other, ending in 1 on the very top – but tell them to wait until you say to go ahead. Sounds easy and simple, right? And that's exactly what you want the team to think! The simpler they believe the task to be, the more they are likely to learn from it!

Here's why The task of many hands is more complex and difficult than the team will have first thought: there are rules which need to be followed at all times! The rules are as follows and will quickly illustrate the potential issues that can and will arise.

1. Everyone has to keep their hands still while just 1 person moves their hand at any 1 time. The moment you notice more than 1 hand moving, stop the game and remind the teams of this important rule!
2. Nobody is allowed to move their hand away from the others. The hands must either be on top or beneath one another, or on the empty paper next to the stack.
3. That hand we talked about in the first point in this list? It's got to be the top hand!
4. Here's where it gets really tricky…as well as all this, a hand with a higher number may never move onto a hand which has a lower number painted on it. Suddenly you can see the potential for this task going wrong and lots of healthy discussion taking place!

Hopefully you've done the task by the time you are reading this, or if not then you have imagined the difficulty which this activity will present to even the most patient person! Either way, you'll likely have found a few things coming to mind. Questions like:

1. Who was the most argumentative person?
2. Did any 1 person control the group?
3. Who was more passive?
4. Did anyone find it amusing?
5. How long did both teams take and is there a reason why I took far longer than the other?
6. Were any pair of people influential in changing the others' minds?

All these questions are things which can be adapted to normal working life. The task of many hands is so good because it demonstrates just how vital it is to listen to one another, as well as put across your own point of view in a patient and non-threatening way.

Debriefing

Looking for a novel way to remember this task? Then why not use a dictaphone! By recording how people interacted, it'll be easy to show who helped and who hindered. There is another reason to use a dictaphone, of course, and this relates to normal working life: if people are recorded then they cannot argue later about how they said this or that. This is an important thing to learn in business: memory often distorts our perspective, both consciously and unconsciously, making us believe we acted in a certain way which makes us feel better about how we performed a task. In other words: we like to think we did one thing, when in fact we did quite another!

To add an extra dimension to the task, set a time limit in which it has to be complete. This will push people who found it easy, and create an environment where working as a team cannot be avoided if the best outcome is going to be at all possible.

7.Games to Improve Communication

1.The identity check

Purpose

Identity is something that's crucial to all of us, and in business it's what differentiates us from other brands, allowing consumers to make the informed choice based on what they want to buy, or what service they feel most suited to. Identity is central in all our lives. The purpose of The identity check, then, is to make team members more aware of how important being cohesive is, and how working together directly affects the identity of a business as a whole. In other words, it's a small experiment which reveals a lot about the way we live and work together.

Equipment

The lack of equipment means that this activity is popular with many kinds of businesses, and that it can be done while away at conferences, too. First you'll need to get a piece of paper and clipboard and make a list – the contents of the list are entirely up to you and the number of items on it can range from 5 to 100 (but note that the more you have…the more difficult it is likely to become!). We advise things which can be found easily – or not so easily…we'll come to that in a minute – within the vicinity.

How it works

It doesn't matter how big the area you're in is, your first job as leader of the task is to set boundaries which everyone has to stay within at all times. No cheating, and nobody should step so much as an inch past these points (although they can step on the line). Mark the boundaries with bins if you like, or other things commonly found in the office. Next, you'll want to keep a strict eye on the time! This activity relies heavily on the team meeting a deadline, so get one or more people to keep an eye on that. If you like, have someone ready to call out 30 second intervals as the time elapses.

Now it's time to hand over your list to the group. The list may comprise of office-type things, such as staplers and pens, or it may consist of things you have planted especially which are located in draws (such as certain documents with specific information on). The task, of course, is for the team to find all the items in the time allotted. Easy…but then maybe not so easy when you haven't got a clue where some of these things are! The beauty of this activity is the element of surprise.

Debriefing

How did it go? Was it simple? Did some people use tactics while others seemed to flounder? How about communication? However it turned out, chances are that some people took over while others tried to work in pairs, creating a more efficient system. Either way, it's a fascinating task, and great as an ice-breaker for those new people who have recently joined the company.

No matter how this task is performed, it'll be intriguing; for those who are natural born leaders but didn't even know it, it'll prove insightful, and for those who are better at working in larger teams it will show others how to follow suit and use systems to work better as a whole.

2. Folding Paper

Purpose

By following spoken instructions, a group of team members will close their eyes and then fold a sheet of paper in the classic style of Origami.

What's the purpose of this? Following these instructions shows the team members just how important communication is, and how different people interpret the same thing. The results of this prove that communicating clearly is a crucial skill.

This activity should be used if:

Communication problems are occurring within a group, leading to issues with clarity and understanding that have broader effects.
Team members are making incorrect assumptions from what they are hearing, leading to wider concerns.
A simple activity is needed, such as when time/location issues mean a more complex activity is out of the question (such as when away at a conference on a day-off).

Equipment

a single sheet of easily bendable paper for each of the individuals taking part. Each piece of paper should be exactly the same.

Instructions

Everyone in the group takes a sheet of paper.

Tell them that very shortly you'll be announcing a series of instructions that everyone should follow independently (you may need another person to keep an eye on this!).

Advise everyone to close their eyes and keep them shut. While the instructions are spoken, none of the participants may ask questions – this is so that nobody has an advantage over anyone else. The idea is to keep things fair at all times but also make things fun and interesting.

Ask the team to fold the paper and then rip the paper. You may choose how to ask them to do this, and it is up to you how many times you repeat this process.

Now it's time for the team members to open their eyes so that the paper can be compared, to see how similar the instructions were interpreted, or not. This part is always interesting!

Here's an example which you may wish to emulate:

1. fold your paper evenly in half, as carefully as you can. There's no need to rush so take your time
2. do the same thing again, so that the paper is half the size of what it originally was
3. make a tear in the left-hand corner
4. turn the paper over, then over again, you should be back on the side you started on
5. make a tear in the bottom right-hand corner, so that it matches the tear you did before

Debriefing

You may want to ask the group the following things:

1. How do the results compare with each other? If the results are wildly different, why do you think that might be so? (There may be a range of theories which can be discussed.)
2. Do you think that if everyone had kept their eyes open the papers would have been more or less the same? For example, with your eyes open, you may have been able to copy one another and rely less on yourselves. Or, some people may disagree with this.
3. Does anyone have any suggestions for me which would make my instructions clearer and easier to interpret? Should I change the tone of my voice or speak louder or slower?
4. What can we learn from this activity which we can take to our tasks at work? (You may be surprised at just how many things you come up with!)

Things which may help you succeed:

Be slow, clear and direct – think before you speak and think as if you know nothing about what you are about to say; in other words, put yourself in your team members' shoes. Perhaps it'd be a good idea to repeat these instructions once more to give people another chance to think about what they're doing? Or maybe you could repeat the instructions in a different way that second time.

Try not to help people in any way, you need to be harsh but fair! – the more different the results, the more accurate the results will be and the more everyone will learn.

Be sure to look out for cheats! This is supposed to be fun and productive, but there is a serious message here that cheating is not allowed, and this should be considered at all times.

Different things you can do with this task:

After you have done this activity, why not ask the team members to take it in turns to give the instructions and take your role? Now they have experience of this activity, it may mean more success all-round. It'll also keep things interesting, which should always be at the forefront of your mind.

Why not change things up? Allow everyone to keep their eyes open all the time, but make the task more challenging by adding more complexity to the instructions. Origami paper may also be worth buying if you're going to be doing this a few times in the future – it folds better and there are many books available which can show anyone how to make basic Origami paper shapes.

8.Problem Solving Games

1. The Solution Maker

The solution maker is an activity that all businesses will identify with. And it's not all about solving the problem immediately, either. Instead, this activity looks to inspire creative thinking in all problem solving situations. In short, it's about simplifying a difficult issue and making it that much more approachable.

Purpose

When confronted with a problem, there isn't a person in the world who doesn't instantly race to solve it. The solution maker is a task which will train individuals to stop rushing towards the end answer, and instead ask them to think in smaller steps that will aid speed and efficiency. The main purpose of the task is to invite discussion: could this be done in a better way? If we do this will we argue less, allowing us to work better as a team? By encouraging discussion, people give suggestions which can lead to long-term solutions, as well as solutions which are more thought-through and likely to work out.

Equipment

As we say in every blog post, simplicity is key. This activity is absolutely ideal as a basic task during a conference break, or as something to do on the long coach ride home when everyone's tired and some casual problem solving will help raise spirits (although on this occasion it will work best in small groups). All you'll need are a few basic things like pencils, pens or notepads. The colour, type and variety are entirely up to you.

How it works

Ideally, you'll do this in the office after clearing the papers from the desks! The fewer distractions the better, so it's probably also best to agree not to answer phones while this task is underway.

You begin by gathering around a large table – or collection of tables – or in a large formation so that everyone can see each other. For this first step in the activity you don't need to be close to the next person, but you will need to be for the next part.

First comes the thinking. As the team leader and main task organiser, stand up and ask everyone to consider a problem they have that is directly related to their job. You wouldn't be human if you didn't think of something negative when reading that last sentence, but remember:

problems don't have to be negative. A problem is really just anything that needs to be solved – it may be as simple as not having enough time to complete a certain task, or a software glitch which is beyond your control that often means you're late for your lunch break! *Important: remember to remind the workers that the problem should not be personal and it should not feature or name any one individual who is involved or not involved in the task.*

The next part of The solution maker is easy, and you probably already guessed what it is: ask everyone to write their problem down. Be sure to remind everyone to do this carefully and legibly. If the text cannot be read then that will be a problem in itself and the whole point of this task is to solve problems, not create a multitude more of them! To simplify things further, you could suggest using bullet points.

Once everyone has written down their problem in a way which can be easily understood by a third-party, ask the team members to pass their sheet to the next person sitting on their right hand side. Next comes the simple and intuitive part of this activity: as soon as everyone takes hold of their neighbour's paper and reads the problem, ask them to write down what first comes to mind as a solution. Tell everyone to be creative here. They may choose to write down a list of things which instantly come to mind, or they may choose to consider their opinion carefully for longer. Whatever way they decide to come to a conclusion about the problem on the sheet, remind them that this is a rapid-fire exercise and after 30 seconds or so the paper will be passed on to the next person waiting in line.

As you probably expected, this should be repeated until everyone has seen every problem. By this point, the papers should be full with different hand-writing and a broad range of solutions from both female and male members of staff. And that is the beauty of this exercise – few other team-building activities create such an atmosphere of problem-solving in such a short period of time.

Debriefing
The discussion part of this activity is just as fascinating as the activity itself! First you have the potential for thinking from different perspectives – something which is even more prevalent if your group consists of workers with a range of different skills – and then you have the debate factor: what everyone thought of the comments they read before they wrote their own. The intriguing thing, of course, is that because each person will have read each problem before writing their own solution, they will have been influenced. You can add more difficulty by asking each person to cover up the previous solution or suggestion. By doing this, they will be forced to think for themselves with no external influence to guide them in their logic, and this will undoubtedly produce results which are even more contrasting.

The most important part of this exercise is the conclusion: now everyone is more aware of the problems that the group faces – both small and large – the team should be able to come together and solve problems in a way which individuals will likely welcome.

2. Puzzling Puzzles
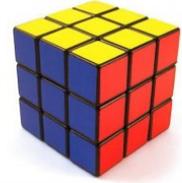
Purpose

This forces the teams to realise that they must cooperate and communicate with other teams within the business to succeed. This can work for large teams where certain pockets are not communicating well or for smaller departments that need to work together for the good of the business (Sales, Customer Support, Marketing and IT jump to mind).

Equipment

One small puzzle for each group. Usually a children's puzzle with 25 to 50 pieces works best. Some envelopes to divide the puzzle pieces into and a stop clock always helps to add that urgency and stoke those competitive urges.

How it Works

1. Put each puzzle in its own envelope
2. Take two pieces from each puzzle and put them in another teams envelope
3. There should be groups of 3 to 5 people and they will need a puzzle each
4. DON'T tell the teams that they have pieces missing from the bag
5. DO tell them that the goal is for ALL teams to complete their puzzles to succeed
6. Brief them that they have 5 minutes to complete their puzzle

It's going to take a bit of time, but the groups are going to realise they have a problem soon enough and will likely come to you. Don't explicitly tell them what to do, instead tell them that all the pieces needed to complete their puzzle are out in the room.

You should see a split with the competitive or non cooperative (problem) teams somewhat taken back by this and the naturally cooperative teams working together to see if they can do an exchange.

Get the most out of this by…

If you know that specific groups or teams are not working well together then you can label the envelopes to ensure that you force communication between these problematic groups. Likewise, if you have teams that always work well together you can make sure they have each others pieces so it better highlights the problem teams and their lack of communication.

Time is tight, just tight enough that too much deliberation will cause the cooperative teams to win easily where the competitive teams lack of cooperation will be their downfall.

Another important point here is to never use the word compete, win or competition and don't stoke the fire – the point we are making is that these groups are not in competition and are part of a larger team.

Debriefing

The situation as it unfolded will likely have given you some good scope for post game debriefing - you may see the problems come out in the wash along with certain key players who are causing problems, resolving issues and such – this can give you a real insight into what is happening within your teams when you are not about.

Some questions to ask if needed:

1. Did you feel that this was a competition?
2. Who were you competing with?
3. Did you want to cooperate with the other groups?
4. What did you do when the other groups asked to see your spare pieces?
5. Does this situation mirror anything that happens when doing our jobs?
6. What can we learn from this?

It is inevitable that at some point you will have teams, individuals or departments not working together in the business for the greater good. This game can help you get a better understanding of what is going on and provide a simple way for you to underline the purpose of the event.

Different things you can do with this task:

You can make your own jigsaws, laminate them and even put certain messages on to further illustrate the problems within the group. Sometimes this may be positive, other times it may help to just allow teams that are not working together to see the bigger picture and as part of a series of team building and cooperation games you can make these problems fall away and turn your storming team into a norming or even performing team!

9. Improving Team Work

1. All Together Now!

Purpose

All together now! is a deceptively simple but fun game which forces work-mates to think more about how they interact in a team environment. The purpose is very basic: by working together, problems are highlighted and everyone gets to see how simple things aren't always so easy when there are a large number of people involved at different stages! It's an activity which is ideal in a range of scenarios – such as when work-mates are taking a more casual approach to their tasks than they ought to be, or when cooperation seems to be at the core of the problems. It's also a good activity for highlighting what a difference concentration can make, and how applying more focus can lead to insights which may have not been noticed otherwise.

Equipment

Most offices will have a long tape for measuring things, and this piece of equipment is ideal for this basic activity. Equally, if you haven't got a tape to hand then you won't be at too much of a disadvantage – a simple rope will also suffice. Lay this on the floor in a straight line to form both a starting and finishing point. If you like, you can have a mid-way point as well, although be warned that this may make it easier than it otherwise would be!

How it works

The first thing to do is to instruct everyone that this is very much a team exercise. No loose cannons or mavericks allowed! When you're confident the competitive nature of some individuals has been calmed down, advise everyone to line up at the starting line. The next part is extremely simple...which is why it will also cause problems and be interesting! Tell the team to make their way to the finishing line, and explain to them before they leave that everyone should arrive at precisely the same time (definitely interesting if you have a large number of people and a very long piece of rope).

Hopefully – if everyone has been paying attention... – the team will, however many seconds or minutes later, arrive at the finishing line as one together unit. Not the case? Well, then there's no option but for them to go back and start again! It may sound really easy, but many a workforce has been fooled by this game, which is just as much about patience as it is working in a team and building on your cooperative skills.

Get the most out of this by

Experimenting with different ways of reaching the finishing line. Be creative! The team might decide to hold hands to make things easier, or they might decide on appointing a different person to lead the group at various times. Whatever techniques they choose to employ, the great thing about this game is that you can't help but learn things – both about how individuals behave in a group environment and how we operate when we need to rely on ourselves when under instruction.

Debriefing

Remember that with such a game, cheating is likely to happen, and that's when it's time to get strict! For example, in order to eliminate any really bad cheating methods, give a time limit and say that nobody can stop at any one time. This will really keep the team on their toes, as they'll be forced to go backwards and forwards and pay attention to what everyone else is doing...not just the person next to them!

And if your team manage this too easily then don't worry, you always have an ace or two up your sleeve: ask them to do the activity while turning round slowly in a circle, or ask them to arrive at the finish line with the person at the end working their way up the line until they switch places with the person on the other side.

Once your team has done this activity, it's not likely they'll forget it in a hurry, right? They'll learn all sorts about how to organise themselves, and hopefully the conclusion will be that coordination is really good and not paying attention when you need to is really bad!

2. A Game Of Remembering

Purpose

First, let's talk about what you're trying to accomplish. This is at the root of all activities, and gives you something to strive for and expect.

- Prove that team-work is excellent when it comes to achieving results that working alone just cannot offer.
- Show that processes can be done more quickly and made more efficient. These processes may include tools or complex parts, unfamiliar materials, equipment or a range of supplies.

Equipment

For this, you'll need: a range of objects. This range may consist of 2 or it may be more like 14 – the exact number will depend on how many team members are taking part, so it's entirely up to the organising party to decide.

How it works

1. Gather together various objects which are easily moved around and which the team often use in relation to their every-day work. This list may include various tools and forms, office stationery and supplies – what these are depends on the kind of work the team do.
2. Put these items on a table which the team cannot see, and which nobody will be able to see by moving around (tip: don't have a table in plain view with a cover over it. Although nobody will be able to see the things, they may be able to guess!).
3. Now form the groups. Each one should be made up of either 4 or 6 people. Tell everyone that the main goal of this activity is to work as a team. Why? To form an understanding of the objects that are hidden from view.
4. Allow each team 60 seconds to view the table. This should be done in silence without any communication, either vocally or by using lip-reading/facial expressions. Be careful to observe at all times!
5. Once the groups have returned to their individual tables – which should be far enough apart that neither can see or hear what is happening on the other – you should ask each person to write down everything they remember seeing on the table. Nobody should talk to anyone else, so that everyone is reliant on their own memory only.
6. Finally, ask one of the team members on both tables to draw up a list using everyone's feedback. This will prove that team-work always produces the best results.

Things you may like to discuss:

1. How much more was remembered when the team worked together than when individuals worked alone? We think you'll be pleasantly surprised by how well most teams do!
2. Is there some physical correlation between the items which were most commonly remembered? Or do the items most remembered seem random and without anything in common?
3. Lastly, this activity proves without doubt that shared knowledge makes a team much more productive than many people working on their own. Can you think of any situations at work which would be improved if working as a team happened more often and team members shared what they know with the group as a whole?

A final hint for you: this activity will help with employee orientation, as well as for cross-functional groups where team members could be made to be more productive in their jobs.

10. General Team Building Games

1. Ever Decreasing Circles

Can you catch?

This is a simple game of pass where we try to improve upon the time it takes to pass the ball around a group of people in a nonlinear fashion – easy right?

Purpose

The purpose is twofold: we want people to realise that a process can always be improved and that the successful and speedy completion of any process is dependent upon the whole team. This improves teamwork skills and illustrates that business process can always be honed and improved.

Equipment

Well… a stopwatch, a ball and some people should do the trick. But seriously, ideally, a hacky sack or some soft, safe ball – not a golf or medicine ball (we don't want any nosebleeds).

How it Works

Get the group to stand in a circle and toss the ball to the first person. Tell them that you want them to toss the ball to someone, anyone in the group. Then, ask that person to toss it to another person who has not had it previously. Repeat this till everyone has had the ball. Now, toss it back to the person who started and ask them to do the same again, but this time, remember who they passed it to as this is going to be the pattern you want them to follow.

So, to recap:

1. Nominate a person to start
2. Tell them to pass the ball to someone and remember who
3. Get the next person to do this till it has gone to everyone in the group
4. Get them to do it a few times to get the pattern down

The Rules are as follows:

1. The ball has to get around the group and back to the person who started.
2. If the ball is dropped then it has to go back to the first person and start again.
3. They will have five attempts to see how fast they can get the ball around the group.
4. In between rounds they will have a couple of minutes to refine their strategy and try to improve on the next go around.

So, when you are sure that everyone knows the pattern and who they have to pass it to then get the timer out and begin. After the first round, let them have a couple of minutes to discuss strategy and see if they can improve on anything.

Get the most out of this by…

Well, the rules are pretty simple, but if you want to post them on the wall it always helps.

Make sure the team has a good bit of a warm up and everyone is happy with the general pattern and process (and then watch them struggle when the timer is running and the pressure is on).

Debriefing

Ask the group what strategies they used to improve their time and whether they think they could improve upon this further.

The best thing the team can do is rearrange themselves so they can more easily pass the ball to each other. If the group do not figure this out in their debrief sessions then ask them to rearrange themselves first by moving closer together and then secondly by rearranging so they pass the ball directly to the next person in a circle and then complete a final timed circuit.

Whether they figured this out themselves or you have to help them to it, ask them what implications this has for the job? Is there anyway they could 'reorganise' things to improve processes for work? You may get some useful insights here from the team so make sure you note all that down and that is your job as the team leader to put that insight into action points.

2. Speaking Clearly

Purpose

In a perfect world, communication would be simple – everyone would say exactly what they thought, nobody would get offended and misunderstandings simply wouldn't arise. But in reality we all know that isn't always the case! More to the point, all of us know what it's like to struggle to make ourselves understood. The first purpose of Speaking Clearly, then, is to break down the barriers that interfere with communication in all its forms. The other crucial purpose of this task is just as vital: show how communication is down to every individual, and never the fault or responsibility of any one person. In other words, although errors in communication may sometimes appear like they are the fault of one or two people, the reality in most scenarios is that problems could have been prevented by everyone involved. The best thing about this exercise is that it doesn't take too long, so if you have less than 20 minutes then that should be plenty.

Equipment

None needed in this case, although we'd advise you to partake in this exercise when you're not mentally exhausted. You're definitely going to need that brain!

How it works

First of all, you'll need to appoint a team leader (which may well be you, or you may choose to appoint someone else so you can observe how effective this task really is). Then, you'll need to get the teams together. You'll need 3 of them – there is no limit or maximum number per team – and then you'll need to form some lines. Each team should be in a line parallel to the next one, although the bigger the number of team members, the more difficult this will be to achieve!

Next, it's time to add a fair amount of confusion to the proceedings. Why would we instruct you to do this? Because confusion – whether it be subtle or more obvious – is usually at the heart of miscommunication. And one thing is for sure...there is nothing more confusing than the team in the middle making lots of noise and waving their arms about while the team on one side attempts to get a message to the team on the other! Note: the team in the middle don't have to just shout and wave their arms. In fact, they can employ whatever techniques and tactics they like to divert the attention of the team sending the message. This may come in the form of eye contact, questioning, trying to make the other team laugh or simply distracting them by doing a funny dance!

Get the most out of this by

Allowing the team who are sending the message to plan what they are going to try and get across to the other team. The more complex the message, the more difficult this may be to do. This may mean that the team decides to send a number – it is easier to say single digits than sentences – or alternatively, a message which contains a few keywords which are easily spoken or written down on paper.

Debriefing

The beauty of this activity is that nobody will ever get bored! The other great thing is that after all the teams have played each role, you can increase the complexity of this exercise by making the message longer and more involved. Although this will mean the message is easily disrupted, keep in mind that the team sending the message will eventually start to get better at doing their part, which will mean that everyone has to keep up with them by coming up with new ways to do theirs as well!

After you've played this game a few times, you're sure to come up with novel ways to send your message.

3. Beat the Timewasters

Purpose

Beat the timewasters is an activity designed to include all team members, no matter how many you have. The key goal of this task is serious, but the exercise is designed to be fun as well, so that nobody gets bored and everyone gets something out of being involved. In other words, it's a test to see what the team know about time-wasters in business, and the research which has been done into this important subject.

Equipment

That's the beauty of this activity…it's all about knowledge! All you will need is a master copy of time-wasting things which frequently annoy managers the world over. Some kind of reward for those who do well will also be appreciated. OK, so we're all adults, but who doesn't also like a reward every now and again?

How it Works

This exercise doesn't take long, which is great, because one thing every business has in common is a lack of time to get things done! Do this in a break while you're all away on a training course, or put a great end to the week by doing this on a Friday. Another reason why this works so well is that it blends competitiveness with something we all know something about. For these reasons, it's not exclusive and everyone can get involved.

To kick things off, you'll need to ask a simple question which may have many different answers: how do you think a manager's time is wasted and what are the 12 most fundamental culprits? You may want to spend some time thinking about this, or you may want to leave it open so that each team member is forced to think hard about it, increasing the challenge.

After everyone has given their input, you may want to switch things up by adding an extra element of competition. Do this by forming several teams – as many as you like, this is your exercise – and asking the teams to put their thoughts together to form a list that they all agree on. This is great if you have new team members in your group who are still getting used to joining the company, and it also fills any gaps in knowledge which others may have.

Get the most out of this by

Putting people together who work well, or creating tension by putting more competitive people together in the same team. The key thing to remember is that although this is a case of winners and losers, it's really about learning and seeing things from another person's point of view.

Debriefing

To conclude this activity, you may want to have a brain-storming session to discover how everyone came to their reasoning about certain things. You may also want to ask why some things were very obvious and everyone got them, and why other things weren't remembered by many, even though they seemed just as essential. By doing this, knowledge is much more easily spread than by any one or two people giving a lecture, and each team member gets to have their say, which means people feel they have been heard and their opinion considered.

The end result of this activity, most of the time, is an increased awareness in what time-wasting actually is. This is a great thing, and can lead to people thinking more carefully in future about a wide range of issues, such as how delegation can sometimes be poor, why procrastination can be damaging, and what can be done to create a better awareness of one's self-discipline.

4.Who Are We? – Team Spirit Game

Purpose

We want to create a team identity and team spirit but we want people to truly feel part of the team so we let them name it and decide upon their own mission statement or slogan.

Equipment & Time

Fifteen minutes should be enough and we don't need anything more complicated than some flip charts and marker pens.

How it works

If you have a big team, split them up into groups of say five or so and give them some paper and pens. Then, have a big group brainstorming session to get some ideas down about the team.

You can ask some leading questions:

1. What are our goals?
1. If we were a celebrity who would we be?
2. If we were an animal what type of animal would we be?

If you have a whiteboard and can get all of these up where everyone can see them then all the better (else just pin a sheet of paper to the wall with the output of this process on).

Then, the groups have ten minutes to come up with ideas for a team name and then five minutes for you all as a group to review the names and slogans and decide on the name for the team.

Get the most out of this by…

Getting a name may be about all you can manage in the first session so you can have a second session to come up with a slogan and a third session to design a team logo, coat of arms or mascot.

Remember this is a fun topic and is meant to be controlled by the group so let them have something a little silly if they want and the group all seems happy with it.

This can be tough for some groups so make sure you pre empt that with the brainstorming and possibly have some examples for them: Surefire Sales Team, Madcap Marketers, Customer Support Cobras – I am freestyling here folks so work with me .

If you are planning on developing a logo, try to push them towards descriptive words, possibly a mascot type character that makes the logo session easier and more productive.

If the team really bonds after the naming and logo process consider getting a graphic designer to knock up a professional version of the name and logo and have it printed off, get it put on badges, t-shirts etc to help really build that team spirit!

If you are steering the group, you can always try to take it towards an aspirational name so think: Superstar Sales Team or Dazzling Deal Closers.

Remember, this exercise should be fun so be sure to stress that to the team and keep it light!

Debriefing

As ever, it can be helpful to just go over what has happened. This type of activity does not require a post activity interrogation so a few simple questions will do:

1. How did you decide on the logo?
2. Why did you choose that mascot?
3. Do you feel more a member of a team now?

The Great Rope Exercise

Purpose

As business evolves, a lot of things change – technology, strategy, ways of doing things – but one thing will always remain the same, and that is the fact that communication is vital, no matter what field of business you are in.

The purpose of The Great Rope Exercise, then, is to create an atmosphere where cooperation takes the centre stage. By working together, each member of the team will learn what they can do better, and may also be reminded of what they already do well.

It's an ideal exercise which includes everyone and doesn't exclude any one individual as the problem. Additionally, it's a fun thing to do, and although fun is not the key thing a business should strive for – after all, work is work! – there is definitely something to be said for creating a scenario where people feel relaxed and motivated enough to always try their best.

Equipment

That's what's so great about this exercise – all you'll need is a single piece of rope that's as much as 50 feet long. The rope shouldn't be too much smaller than this, as the whole point is to have enough rope that multiple people can work with it simultaneously.

How it works

Begin by instructing the team to pick up the rope. Ensure everyone does so, as this exercise relies on every person working at the same time.

Now it's time to set a basic rule which must be adhered to at all times, and it is this: everyone is allowed to move their hands along the rope, in any direction, however they please. But what they must not do at any time is change places. The aim is for the hands to never leave the rope, so keep an eye on the team at all times!

And here's where things get interesting and the team-building starts. The aim of the game is for the team to form a star on the floor in just 10 minutes. Sound easy? Well, it's not that easy, as this has to be a five-pointed star. To make things even more challenging, the star should be as neat as possible with no excess rope left over.

Get the most out of this by

Allowing the team to formulate their own version of the star. The aim is to create a five-pointed star, but how the team achieve this will differ depending on the group and, possibly, the number of team members involved in the exercise. It doesn't matter how big the star is or if the rope

doubles up in places; likewise, it also doesn't matter how thick the rope is. The key thing is to step back and allow the team to make their own decisions. And remember, the more mistakes they make, the more they will learn!

Debriefing

Basic in idea, this exercise is a great one for revealing the individual strengths of the team. Not only does it highlight who is listening and who is not, but it also puts everyone in the same boat, which means team members are more likely to see why a certain form of approach does or does not work. Disagreements may well happen, but these are usually handled quickly, and people find themselves focusing most on the task in hand, rather than arguing.

Another thing to remember is that the flexibility of the rope will play a large part in this activity. The more flexible the better, although if you want to increase the difficulty level then you could introduce a more difficult to use rope and see how that affects the group.

The beauty of this exercise, of course, is its many variations. After trying it out once or twice, blindfolds can be used or you may wish to try and form a more complex shape that takes a bit more thinking and time. Additionally, you might ask the team to perform the activity without speaking, which will mean every person needs to adapt to a new way of doing things: a problem-solving attitude that every business person needs to adopt at some time in their career.

11. Debriefing

So, wow, you did it, how are you feeling? How is your team performing? Do you have a happy bunch of co-workers who you can now consider friends? Is the team working together as a spirited group and getting results?

It's important to remember that team building never ends and if you want more team building games and activities be sure to visit our team building blog where we add a new game every week along with other articles discussing how you can benefit from team building and be a better team leader.

www.fradleycroft-events.co.uk/blog

Something a little bigger?

If you are after a team building event with a little more scale, something to suit a specific objective or maybe something to reward your finely tuned team for all of their sterling good work then give me a call on 0845 689 1066 or visit www.fradleycroft-events.co.uk and I can talk you through the options.

If you have any questions or would like to simply learn more about how a professionally designed event can help with team building for your business then get in touch.

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