

# Team work

## Teamwork Skills

A **team** is a group of people, united by a common culture and purpose, who are cooperating to achieve quality results.

The challenge we have as Team Managers – helping kids develop healthy and effective interpersonal skills and processes so they can work cooperatively. A Team Manager needs to work on Teamwork with their new team before anything else. Teamwork skills will help the team in both the Central challenge and in IC.

Teamwork consists of Team Bonding, Trust and Listening skills. You need to get the kids to trust each other and to develop some common experiences to help them bond as a team and work towards a common goal. Teach them to listen to each other and to the challenge so they can achieve success.

Games seem to be the best way to teach kids these skills and promote teamwork while having FUN.

### Team members who trust each other:

- Feel part of the group
- Are concerned about the well-being of other members
- Believe that other team members are capable
- Feel competent with tasks and roles
- Are open and honest with each other

### The Team Manager's role in facilitating trust among the team:

- Focus on relationships—your relationships with each team member and relationships between team members
- Help the team set guidelines around respectful behavior
- Create opportunities for success
- Help the team avoid destructive conflict.

### Teamwork Activities for the first few meetings

Some great ideas for team bonding are field trips, outings and games. As the Team Manager try and come up with a few activities that help the kids become a team.

**Field trip suggestions** – The more you join in the fun the better it is for the team. Act silly and interact with all of the kids.

- **Home Depot** – Scavenger hunt activity Pair the kids up and have them hunt down screws, lumber, zip ties, card board boxes and paint. Ask the Home Depot guy to help too! He/she will lead them all over the store and suggest things you won't have thought of. Get parental help for group supervision. Keep the kids safe!
- **Michaels** – walk thru the store and discuss all the materials. Can they come up with ways they could use tissue paper or dried flowers etc. as decorations.
- **Airport** - Watch the planes and have a snack at a smaller airport. Ask the kids to make up stories about where the planes are headed.
- **Bowling** – Join in the fun too! Bowling is a great way for a team to bond.
- **Pool Party** – Invite the parents too. Just remember to add team bonding activities.

## Games

- **Group Knot** – Team members stand in a circle facing inward with their eyes closed. Each team member reaches into the circle and grabs a hand. Repeat with the other hand. Have them open their eyes and work to untangle the knot without dropping hands.
- **Ring Around the Circle** – The team stands in a circle and holds hands. Place a hula hoop between two members. The team moves the hoop around the circle without dropping hands.
- **Tag** – A good old-fashioned game of tag gets blood moving and laughter flowing. Be sure to play along. Nothing gets a team feeling like a team faster than the common target of the Team Manager.
- **Blindfold Walk** – Break the team up into pairs or groups of three. One member of the small group wears a blindfold. The small group walks with the blind-folded team member across the room or somewhere safe. Group members take turns wearing the blindfold. To demonstrate your trust in the team, wear a blindfold and have the team work together to guide you physically around a room. When trust is strong, you can venture outside. Repeat the activity using verbal commands to guide each other, including you as the Team Manager, safely around the room or through obstacles.
- **3-D Human Sculptures** – Team members work together to use their bodies to create shapes, designs and objects, including all team members in the sculpture. Start with easier sculptures, such as triangles, rectangles, diamonds, squares, etc., and work

toward more complex objects, such as flowers, a book, elephants, helicopters, eating utensils, etc. As the team becomes experienced at moving from one shape to another, have them add movement to their sculptures (e.g., snake that moves across the room, airplane that flies, roller coaster, etc.).

- **IDEAS Activity**

Team members need to learn to assess ideas based on the best interest of the team. Use this activity to promote open discussion and consideration of other's ideas. First, place a cardboard box somewhere in front of the team. Ask the team to generate as many ideas as possible for how the box might be used in their Team Challenge solution. Each team member must generate at least three ideas.

After the team is done generating, each team member selects two of his or her favorite ideas from the list. Team members **may not select their own ideas**. They must say why they like about the ideas they chose.

Questions to ask the team about ideas and team work:

- Why is it important for team members to compromise?
  - What can they gain by making sure that everyone is involved?
  - What are some ways they can make sure that everyone is heard?
  - What are some ways they can voice their concerns if they don't feel they're being listened to?
- **Tip** – My team had a secret word 'TIDDLYWINKS' that they used to signal team members to move on, quit arguing or to signal that someone was too dominating. When they heard someone say the secret word the rest of the group would high five and move on.
  - **Tip:** Joining in on the play will build trust and help you connect with your team. If you show you are having Fun, then the kids will have fun!