

TEAM BUILDING EXERCISE:

"Everyone can't do everything but everyone can do something"

What is the purpose of team building exercise?

One person can not do everything and to accomplish a bigger task we need to work in a team. The objective of the team building exercise is to align the thought process of every individual in the organisation to increase the productivity through the optimum utilisation of human resources. This exercise gives us practical knowledge to work in a team. We need two kinds of people in a team (organisation) to accomplish a project- leaders and followers. To be a good leader we must be a good follower first.

Team building exercise is done through a game. Learning through game is one of the best ways of imparting knowledge as it becomes an experiential knowledge for the participants.

The participants are asked to volunteer for the game, "The people who are interested to participate in the game as players are requested to stand in a separate group."

The next step is to get a captain I ask the participating players, "Who wants to be the captain of the team?"

If we are playing volley ball, then 11 participants can take part in the game as I will be the captain of the other team; rest participants play the roles of referees and spectators. The volunteered team captain is asked to be 30 meters away from the group to avoid listening to the instruction given to the rest players.

I instruct the volunteered captain, "You are to make your team from the group. They will be running away from you. Whomever you touch, he/she becomes your member. Once you made a member, you have to hold your member's hand to make the third member. To make the fourth member you all must run together like a chain. If you touch someone while the chain is broken, the member is not out."

Then I go to the group and tell them pointing towards volunteered captain, "He will come to touch you. Once he touches you, you are out. The last three members will get award." The participants run like anything to save themselves from getting out. It will be very difficult to touch the strong and healthy members. Generally the captain touches the weak and older members as they are easy to catch hold unless the captain has a strong strategy to make a strong team. Once he touches (recruits) a weak member, it becomes very difficult for him to run fast (performance goes down). The other person (team member) becomes a burden to

the captain (manager) as he has to pull him. As the captain start experiencing the mistake, he changes his strategy to catch strong members. Video recording is done to show the steps which was followed to make the team and what were the mistakes in the team formation (recruitment process) strategy. Once the captain makes (recruits) 5 members, his team is complete (6 members including himself). I tell him, “That’s your team and rest members are in my team”, and then we play the game. Generally strong members will be left, so I will have a strong team. Therefore in most of the games my team will win the game. Once the game is over, we will replay the video recording for understanding each step required to strategise for a successful team formation.

Once I was taking program for a recruitment company. The volunteered captain was aware of the game plan as he was from recruitment and training. He was clear that he needs strong members who are physically fit and healthy (not with lots of talents and experiences in their specialised field) in his team to win the game. He got a very strong team of six members including himself. I was left with two boys and three girls. Still we won the game. How? Because, he was not able to handle the team members (he could not delegate the jobs) properly. When ball was coming to their court, everyone was fighting (overlapping) to hit the ball. Instead of sending the ball to other court, they were sending outside the court.

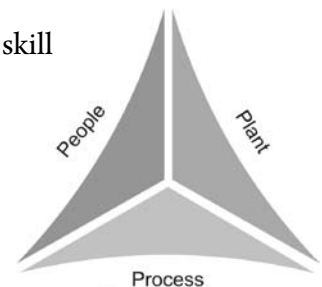
I instructed my team members not to fight for the ball. “Please remain in your place and hit the ball which is coming to you only. I will handle the difficult (challenging situation) balls.” In this process all the members were very cooperative. Even the girls played very well.

Later on the video recording is shown through LCD Projector and we analyse each steps involved and their relevance in day to day work place. Seeing is believing; actions are more powerful than words, I make it happen through actions. It is shown in the exercise; even you can win with a weak team, if you have got strong strategy and if you have got unity, and proper delegation of work.

Production is the multiplication of three factors. They are people, plant and process.

$$\text{People} \times \text{Plant} \times \text{Process} = \text{Production}$$

- The people who work in the organisation, their technical skill and attitude
- Plant and machinery used for the production
- The system and procedure to be followed including the strategy to achieve the end result i.e. production.



To execute a project we must keep in mind the end result i.e. the finished product (objective). On the basis of your objective you must strategise (step to be followed- process) for the optimum utilisation of human resource (People) and the facilities (Plant & Machinery) available at your disposal. Team building exercise is for experiential learning. It can't be described here in writing; it must be experienced.



Team Formation



Author in Action