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STUDENT EMPOWERMENT, ENGAGEMENT AND REPRESENTATION IN LEBANESE UNIVERSITIES

StEER-Leb

Training Curriculum
Team Building



TRAINING TITLE: TEAM BUILDING

Targeted participants	Staff and students
Number of participants	Between 15 and 20
Duration (contact hours)	Full day

Objectives

- Enhancing a listening-oriented behavior among participants.
- Engaging participants in activities that reflect clear communication and planning.

CONTENT

1. Briefing
2. Energizer
3. Roundtable activity
4. Team challenges
5. Wrap-up session

DESCRIPTION OF THE TRAINING METHODOLOGY

1- Briefing:

- Upon arrival, the group is split into several teams. Participants will be with their respective teams throughout the activity.
- The structure of the day is such that the participants will develop and practice their skills through a series of activities.
- By introducing "Team Time", safety instructions and Q&A, every participant will understand the program flow and objective, boosting motivation, igniting competition spirit and kick off challenges.
- Individual team members will interact in one way or another with all challenges, reflecting the business agility in terms of response time, adaptability to change, and flexibility while in action.
- Participants' skills, performance, characteristics, and other behaviors will be reiterated more frequently during that day.

2- Energizer:

A relay race where members of each team take turns running a distance to a place where each person will alternately build a pyramid by stacking 6 plastic cups or dismantling the pyramid and placing the cups in each other. Teams will be ranked as first, second and third places.

3- Roundtable activity:

Each team must complete the below assignments in 90 minutes.

- Team Identity: Decide on a name for your team, then create a flag including the following elements: team name, symbol, slogan or motto.
- Write a 2 min motivational speech.
- Solve provided riddles and puzzles.
- Build a standalone tower with a marshmallow on top using the following resources: 75 straws, masking tape (limited length), one marshmallow.
- Blind structure: Each team introduces their name, flag, slogan, and motivational speech before moving on to team challenges.

4- Team challenges:

- **The Balance Game:** Each team will balance a cup on a tarp. Rules make the task more challenging as they require full focus and synchronization of all team members. Outcome: communication, leadership, teamwork, and result focus.
- **Half Pipes:** Transferring several objects from source to destination through half pipes without the objects dropping. The rules of the game require the full cooperation of all team members. Outcome: communication and leadership.
- **Electricity:** A message is whispered from one team member to another. The first team member comes up with the message and the last team members speaks the message once it has been passed through the whole team. The goal is to keep the original message unchanged. Outcome: clear communication and focus.
- **Let us Switch:** There are several stepping-stones for each team. Team A and team B should switch places with specific instructions to follow. Outcome: communication, leadership, trust, and problem solving.
- **Rope Figures:** Holding a rope with both hands at all times, team members have to draw several given shapes. Outcome: teamwork, communication, planning and leadership.
- **Bricks:** Team members should cross from point A to point B stepping on bricks altogether as one. Outcome: teamwork, leadership, trust, support, and communication
- **Snake Walk:** Clear communication makes the team's objective an easy task. Walking through a storm, only one member has good vision and must navigate the rest of the team through the terrain. Outcome: communication, leadership, and trust.
- **Human Ladder:** Crossing from the start to the finish line on a human and improvised ladder. This challenge requires the full attention and support of the whole team to finish before their opponents. Outcome: trust and strategy.
- **Blindfold Tent:** During this self-rescue journey, a huge snowstorm has hit the area; the team need to build up a tent for shelter before the storm gets to its highest peak. However, the rules of the game will make the task more challenging. Outcome: teamwork, communication, planning, and trust.

More theoretical techniques for team building:

1. Investigate:

Be clear that your intent is to build a happier, more involved team. You do not want to inadvertently get rumors going.

2. Lay the groundwork:

A strong team starts with a strong manager. It is everyone's responsibility to do good work, but it is a manager, supervisor, or business owner who sets the tone.

3. Communicate, communicate, communicate:

There is little that can destroy a team faster than gossip, and a lot of gossip is the result of speculation. Do not let your team fall into this trap.

4. Value everyone:

Ask each person their opinion on strategies and goals, and never downplay the response.

5. Set goals:

Each team needs direction.

6. Encourage:

Even the best teams and employees miss their goals sometimes. You are not going to strengthen your group by threatening people or embarrassing them.

7. Empower your team:

Give your team the tools they need to do their job well.

5- Wrap-up session:

Summarizing key learnings through the program and providing a platform for the participants to share their experiences.

PREPARATION BY PARTICIPANTS BEFORE THE TRAINING (IF APPLICABLE)

No specific preparation is required from participants before the training.

MATERIAL TO BE PROVIDED TO PARTICIPANTS DURING THE TRAINING

No material is to be provided to participants.

REFERENCES

Pekin Insurance: 10 Clever Team Building Techniques You Need to Try with Your Team

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