

Team Building Exercises

brought to you by **Visa Business & Michael Cardus**



Team building isn't a one step process. It takes continued work over time. The following includes team building expert Michael Cardus' teachings. Use these excerpts from his work to enhance the dynamic of your own team.

Making Decisions - The Coaching Wheel

The Coaching Wheel is a resource for efficient decision making. If you and your team utilize the same decision making steps, it's more likely you'll reach the same conclusions and goals, together.

This Coaching Wheel is designed to consider all the factors, arrive at a decision and then take action. Here are the steps in the Wheel.

- What do you observe?
- Where is this currently impacting you?
- What are the implications if nothing changes?
- What is your contribution to the problem?
- What is the ideal outcome?
- What is the most potent action step you can take toward resolution?



Social-Network-Un-Plugged

This exercise visually connects you to team members through business and personal-based commonalities. You may learn things about colleagues you didn't know previously, and this will hopefully bring your team closer together.

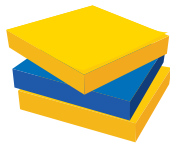
Purpose

Getting to know others while finding visual representations of known and unknown connections, dependencies, and accountabilities within teams

Materials:



Flip Chart Paper



Post-its
(multi-colored)



Colored Markers

Group size:



Objective:

To find connections, then to continue to explore how people in the team are connected. By graphically illustrating connections people begin to feel and understand that they are more alike than they at first thought.

Preparation:

You will need at least one Post-it per person and each person will need a marker, or something to write with.

Instructions and facilitator script:

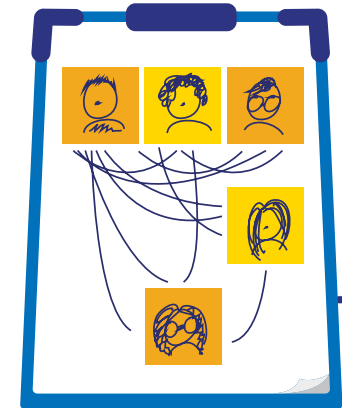
1. "In the top portion of your Post-it write your name and draw a picture of your face below. Below your picture write two "tags" about yourself (skills or traits you possess).
2. Place your Post-its randomly on the paper. Using the markers draw lines connecting you to other people. Label these lines with what the connection is. (e.g hire date, favorite tv show)

Processing & reflection:

Ask each person to find his/her Post-it and count the amount of connections that off-shoot their name.

Once they find their Post-it and count connections ask people to read the connections and reflect on how the connections were:

- formed
- broken
- strengthened
- changed



Possible questions for the group:

- How many connections were formed?
- What surprised you about the connections?
- In what ways did you form connections?
- Who are you connected with that you did not know you shared such a connection with?

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