



Program Team Management

1. Welcome and introducing, workshop objectives, name game activities. (20 min)

This workshop will help you develop your teambuilding and team leadership skills. The session will help you to foster teamwork and enhance skills in raising energies, improving responsiveness, enhancing motivation through responsibilities and rewards and encouraging your team to work effectively with other teams.

The objectives and issues are:

- understanding the key mechanisms and techniques used in management practice team,
- training skills of effective management in today's teams,
- solve problems in a team and decision-making through facilitation,
- procedures and communication tools.

2. Just a little bit of theory - introducing to SUSU Team Management Tool Smart Kit. (5 min)

SUSU Team Management Tool Smart Kit presentation. Each participant will receive one copy of Kit. It contains a lot of theory eg: SWOT, management styles, motivation team members, team roles, tools, games, stages of forming a team. It will be full of infographics, pictures, examples, videos etc. So in the nutshell I am not gonna talk about what is the team, how to motivate team members and all this boring stuff. You will read about it in the smart kit.

3. Clap or double clap – that's the question! - pre-energizer (10 min)

4. Team Management Activity - Tower of Babel or Marshmallow Challenge (20 min)

Build the Tallest Freestanding Structure: The winning team is the one that has the tallest structure measured from the table top surface to the top of the marshmallow. That means the structure cannot be suspended from a higher structure, like a chair, ceiling or chandelier.

- **The Entire Marshmallow Must be on Top:** The entire marshmallow needs to be on the top of the structure. Cutting or eating part of the marshmallow disqualifies the team.

- **Use as Much or as Little of the Kit:** The team can use as many or as few of the 20 spaghetti sticks, as much or as little of the string or tape. The team cannot use the paper bag as part of their structure.

- **Break up the Spaghetti, String or Tape:** Teams are free to break the spaghetti, cut up the tape and string to create new structures.

- **The Challenge Lasts 18 minutes:** Teams cannot hold on to the structure when the time runs out. Those touching or supporting the structure at the end of the exercise will be disqualified.

- **Ensure Everyone Understands the Rules:** Don't worry about repeating the rules too many times. Repeat them at least three times. Ask if anyone has any questions before starting.

The aim of the exercises is to familiarize with the team roles through participants own experience.





SHAKE UP START UPS

Their task will be to build the highest tower in 15 minutes. It features will only A4 paper. They can not use other objects and help, for example. Scissors, tape, glue, or plasticine. After the end of the allotted time, the winner is the team whose tower will be the highest and will stand without the help of participants for 1 minute.

5. Video and Activity Evaluation. (15 min)

Paragraph #1: Leadership

- Was there a leader on your team? Who was it and who decided who the leader would be?
- If you had no leader, do you think having designated someone a leader would have helped?

Paragraph #2: Collaboration

- What does collaboration look like and sound like?
- Did you feel everyone's ideas were well received during the activity?
- How did you deal with frustration?
- Were all teammates included?

Paragraph #3: Planning

- Did your team have a plan?
- Did the plan work?
- Did you change from the plan at all? Why or why not?
- What worked?
- What didn't work?

Paragraph #4: All About Me

- What did you learn about yourself throughout this activity?
- Are you a leader? Do you work well in groups? Do you work well under pressure? Do you become frustrated under pressure?
- What is something you could work on in the next challenge activity?

Tom Wujec – build a tower, build a team, https://www.youtube.com/watch?v=H0_yKBitO8M

6. Roles in Group – different perspectives. (10 min)

Belbin - <https://www.youtube.com/watch?v=eFsA4wUf3l0>

Dr Meredith Belbin studied team-work for many years, and he famously observed that people in teams tend to assume different "team roles." He defined a team role as "a tendency to behave, contribute and interrelate with others in a particular way" and named nine such team roles that underlie team success.



SHAKE UP START UPS

Team Role		Contribution	Allowable Weaknesses
Plant		Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores incidentals. Too preoccupied to communicate effectively.
Resource Investigator		Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
Co-ordinator		Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as manipulative. Offloads own share of the work.
Shaper		Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Offends people's feelings.
Monitor Evaluator		Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ability to inspire others. Can be overly critical.
Teamworker		Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crunch situations. Avoids confrontation.
Implementer		Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Somewhat inflexible. Slow to respond to new possibilities.
Completer Finisher		Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
Specialist		Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on a narrow front. Dwells on technicalities.

7. Test. (20 min)

The [free team roles test](https://www.123test.com/team-roles-test/) of 123test® is inspired by ideas on team roles theories, generalized competency frameworks and recent knowledge of the [Big Five personality theory](#). It measures roles found in businesses and management teams throughout the world in many cultures.

<https://www.123test.com/team-roles-test/>

8. Rescue mission – decisions, always decisions. (30 min)

Participants must decide whom to give the ability to survive in extreme situation.

9. Team management online apps. Presentation. (10 min)

10. Conclusions. (5 min)

