

EXAMPLE TEAM DEVELOPMENT ACTIVITIES

During our Team Development workshops we run a series of challenging activities that enable teams to learn from the experiences. Each activity follows the same fundamental structure so that participants can take the most from the activity and transfer the learning to their workplace:

Briefing	The activity and objectives are described.
Activity	The team completes the activity.
Debrief	The experience is discussed; what happened or didn't happen, the thoughts, feelings and observations of the participants, the observations of the tutors and instructors, the learning from the experience and how that relates to team performance in the workplace.

The workshop is designed so that each activity builds upon the last. In this way the learning points can be applied and reinforced in a new situation. The final track-based activity is the most complex of the day and requires teams to put into action all they have previously realised and learnt. Following the final track-based activity a thorough debrief helps team members to transfer their learning from the day, aided by the Team Silverstone driving analogy and the associated worksheets.

Activity One

Wheel change challenge

Description:



When we see a Formula 1 team complete a wheel change in less than 10 seconds we witness polished team working.

But a Formula 1 car is easy! Each wheel is held on by one nut, removed and replaced with a power tool.

We take a single-seat race car where each wheel is held by four nuts and no power tools are involved. The team is challenged to complete a series of wheel changes in the shortest possible time using the resources available. A twist also highlights how quickly team dynamics form and the effect they can have on collaboration.

The activity requires rapid learning, adapting and co-ordinating to ensure the fastest times are achieved. Complete this activity in less than 45 seconds and your team is doing well. Start pushing 30 seconds and your team is working exceptionally well – and it has been done.

Key learning points:

- Communication is critical
- Co-ordinate
- Know your targets
- Know your role
- Focus
- Rapid review and learning can immediately give dramatic improvements in performance

Activity Two

Description:



Get the product to market!

In business teams are frequently challenged to deliver a product or service to market as quickly as possible whilst achieving the highest possible quality standards. This activity challenges teams to achieve these objectives in an exciting way that balances the need for haste with the needs for quality.

Participants work as pairs and as a whole team to figure out the best way to get a number of products to market by negotiating a series of obstacles as quickly and accurately as possible.

The activity requires continuous communication and co-ordination, problem-solving, decision-making and a high-performance attitude.

Key learning points:

- Find and appropriately use the different talents available.
 - Best performance comes from an organised approach.
 - Goal setting needs to take into account a number of factors.
 - Fastest isn't necessarily best.
 - Shared understanding and agreements are a critical component of achieving results.
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Activities Three and Four The Team Silverstone 24 Minute Challenge

Description:



High performance doesn't happen by accident. Efficient teams are clear about their goals, standards of performance, team member roles and how to work together.

This activity asks a team to plan and organise to deliver high performance under competitive conditions. The activity requires individual and group learning so that the team manages:

- Driver learning and performance development
- Car maintenance
- Pit-lane management
- Driver changes
- Consistent high-performance contributions from individual team members

Key learning points:

- Planning and clear goals are critical.
 - All team members must share and commit to the same vision of performance.
 - Effective performance requires practice and review.
 - High performance doesn't happen by accident; it needs to be managed.
 - Everyone makes a difference to team performance.
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