5. TEAM BUILDING ACTIVITIES

5.1. ICEBREAKER

1. True or false?

– Expected Time: 30 minutes

Ask people to write in a post-it or in a paper tie one truth and two lies about themselves. Then each one will hang the paper in his or her jacket and they will go around reading the statements and guessing which information is true.

It is an excellent way for the entire group to get to know one another better and establish some relationships.

2. Batman & Robin

Expected Time: 20 minutes

You'll need: a marking-pen, scotch tape, a post-it per person and a list of word pairs (Batman & Robin, Laurel & Hardy, pizza & tomatoes, cat & dog, black & white and so on…)

How-to: Divide the word pairs and write a word on each post-it. Fix one post-it on each person's back. Tell them to walk around the room and to ask questions (that can only be answered yes or no) to find out the word behind their back. Once they figure out their word they need to go for their matching pair, sit down with them and discover 3 things in common and 3 differences between each other.

3. Egg Drop Challenge

Expected Time: 20-30 minutes

You'll need: Eggs, paper towels and any tool available in the office.
How-to: The "Egg Drop Challenge" is a widespread game. Critical thinking, problem-solving and entrepreneurship abilities are needed. It is also always a fun activity to do. What they have to do is to realize a container for the egg using any office supply. The objective of the game is to make sure the egg does not break after falling from a pre-set height. Try dropping it from different heights to determine the ultimate champion.

5.2. TEAM BUILDING ACTIVITIES

1. Building houses

Expected time: 30 minutes

You'll need: wooden sticks, pebbles, bows, glue, scotch tape, leaves, cardboard, bottle caps, clay etc.

How-to: Divide the employees into teams of 3-4 people. Give each team different materials in different quantities. Prepare also a paper with the explanation of the building each group has to build.

Each group will have to build a house with different characteristics (explained on paper) in a given time (10-15 min): to achieve the requested construction, they should negotiate and exchange materials between them. At the end, they will brainstorm by sharing difficulties and ways to solve them and how they could improve the work done.

2. The One Question

Expected Time: 30 minutes

The team leader decides on the questions' subject of the activity. Then he/she will put people in pairs and tell them: "If you were looking for partners for our humanitarian mission (explain which one) and could ask only one question, what would it be?" Each team has time to agree on the ideal question to find the most suitable person. The problem can be adapted to the subject thought by the team leader.

This activity encourages cooperative work, critical thinking and problem-solving. Moreover, it trains them to formulate great questions to obtain excellent results.

3. Objective pyramid

Expected Time: 45 minutes

You'll need: A large piece of paper, pens, post-its.

How to: We all write the goals and values of our NGO on post-its. Then, on a large piece of paper with a big triangle drawn on it, we place each post-it depending on how important they are for our association and discuss each of the themes and post-its. Maybe once we have discussed all the objectives, we know better how to act and prioritize our actions.

4. The PROBLEM TREE

Expected Time: min. 60 minutes.

You'll need: A board or a flip chart paper, post-its, pens.

How to: This activity is useful to solve any problem or to find a solution to any situation.

After discussing the issue to be addressed, it (or the key words) is written in the center of the blackboard and is circumscribed within a tree trunk.

Post-its are distributed to people so that they can trace the causes of the problem. Once the causes have been identified, post-its are attached in the root space of the tree. Each cause - or group of them - corresponds to a root.

Similarly, the consequences are traced in other post-its that stick in the space of the branches of the tree. The post-its can be arranged in a root-branch correspondence according to the logic of cause and effect.

During the development of the process what counts is the discussion generated in doing so. Is possible to divide people in pairs or groups of three to deepen into the causes and consequences. When you have written the affirmations on your problem tree, you will have a photo of the situation and can start to collect proposals about the objective of a future intervention or campaign to grow up starting from that point.

Another option is to transform the problem tree in a solution tree:

if you transform the negative language used to build the tree, and use positive affirmations, you will get a useful resource to reformulate your goals. For example, "scarcity of funds" will become "greater economic resources".

So, the final exercise can be to reframe each element into a positive solution. Of course, it is important to be as specific as possible at this stage. Also, new goals can be added. In this case, you can consider going back and adding the associated problem to the problem tree as well.

5.3. ONLINE TEAM BUILDING ACTIVITIES

1. In their shoes

Make pairs of different organization members with various tasks. They have to explain and talk about their job to each other to understand well what they do. Once they finish, they have to explain to the rest of the organization the tasks of the other in an online meeting. The others have to evaluate if they have understood their place inside the organization. This activity will create bonds between the members and develop a better understanding of how the NGO works.

2. Got talent!

Each of the members has the chance of making a video or a small audiovisual piece (a podcast, a PowerPoint presentation, an audio recording) showing one of their talents. All of the members can share it to know each other's talents and vote for the best presentations. Afterwards, we can think of applying these new talents to the goals of the organization.

References:

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Problem Tree
http://www.mspguide.org/tool/problem-tree