

[insert ideas here]

"Team building"

# "Team building"

Seagull

We don't really like the phrase "team building". It suggests that a team can be built in a day...but they can't. They're not rafts.

Catapult

What you can do, however, is give your team an exercise that unpacks relevant themes and replicates the day-to-day tasks the team undertakes...where they can have fun in the process.

Ribbon

So if you're looking for a bit of "something different" to inject life into your event but don't know where to start, look no further. Our sessions are always fun, always relevant, hands-on, and help build relationships in ways that "team building" never could.

Zoo

We've got a whole catalogue of exercises and activities for you to choose from, with a range of themes and problems that they explore. Exercises can be run "off the shelf" as they are, combined to make longer sessions, or tailored to fit your specific business objectives.

Forum

Here's a look at how we could bring something different to your next event...

Battleship



# Exercises: strategy, process and business complexity

Flex

Kite

Poem

Solution

Cube

Movie

## Treading on Eggshells (30 mins- 2hrs approx.)

The group is split into teams. Each team is given the task of transporting a set number of eggs, safely, without breaking them, from one side of the room to the other, overcoming a number of challenges. To do this, they have to consider the particular objective and write a detailed, but easy to follow, process.

### Looks at:

- End-to-end processes
- The balance of time, cost and quality
- Exploring the accuracy of written instructions
- Division of responsibilities to tackle a complex task
- Working together to achieve a cost, time, quality or safety outcome

## Packed Lunch Exercise (30- 60 mins approx.)

Think making a sandwich is easy? Each group is to document the process and procedure in making a sandwich, using only the materials provided. Although the ingredients themselves may be straightforward, the important details are often missed when the steps of making a sandwich are translated into an end-to-end process.

### Looks at:

- The link between design and results
- The importance of clear communication
- Decisions impacting results
- The importance of clear processes

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## The Pipelines Exercise (45 mins approx.)

Teams have to identify and lay out a route safely, avoiding pitfalls along the way and maximising their economic efficiency, whilst considering the requirements of the wider group. It requires teamwork, an attention to strategy and an awareness of the consequence of decisions.

### Looks at:

- Project planning and delivery, strategy and finance
- Compromise and negotiation
- The inter-dependencies of different project teams
- In-flight decision-making
- The ability to adapt quickly
- Collaboration to achieve the wider goal

## The Construction Challenge (30 mins- 2hrs approx.)

Teams are given a time-sensitive task, involving building a particular structure. The catch is, each team member faces restrictions on what they can do and how they are allowed to communicate. How do you work together safely under pressure? And how do you overcome the bureaucratic challenges you face?

### Looks at:

- Delivering a piece of work within a tight timescale
- Sticking to processes and being compliant
- Communication challenges

# Exercises: strategy, process and business complexity

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## The Cup of Tea Game (1 hour approx.)

This exercise illustrates how accepting responsibility is crucial to best service, how focusing on internal requirements can sometimes obscure and worsen the customer's experience and how communication, or lack of it, can make simple systems and tasks complex.

It also shows how processes and paper work can multiply unnecessarily, and the role that attitudes and behaviours play in any service.

### Looks at:

- Customer service, behaviour and attitude
- Process and bureaucracy within supply chains
- The importance of clear communication

## The Shoe Game (30 mins approx.)

A fast-paced exploration of how workloads can be shared amongst a group of people successfully, if everyone on the team looks out for each other, and knows when and how to play their part. How do you balance the incoming workload, and how do you share the responsibility?

### Looks at:

- The complexity of business systems
- Awareness and responsiveness
- Tackling a never-ending stream of tasks

# Exercises: team working and relationship building

## The Maze (30 - 45 mins approx.)

An exercise that looks at how teams cope with uncertainty. There is no clear path, and limited information from which to make decisions. The aim is simple: keep moving forward, keep finding out more, and make your decisions based on what you know.

Be flexible to respond to what you learn, and confident enough to take the next step forward. How do you- individually and as a team- deal with change?

### Looks at:

- The ability to be flexible and to adapt
- Decision-making using the information available
- Communicating effectively in tricky circumstances

## The Chaotic System (30 mins approx.)

This game allows groups to learn about strategy and working together as a team - by using awareness, looking out for those around you, being able to be more objective from a distance, and the balance between proximity to a problem, and fitness to act in service of solving that problem.

### Looks at:

- The complexity of business systems
- Awareness and responsiveness
- Decision-making as a group
- Being flexible and adaptive

# Exercises: team working and relationship building

## Body Language and Non-Verbal Communication Workshop (1hr approx.)

In this light-hearted session, we examine the tiny elements that influence how we do- or don't- get along with other people, breaking down individual components and testing them out on each other in an entertaining and engaging way.

We look at personal space, eye contact, posture, facial expressions, body language and presence.

### Looks at:

- The effectiveness of non-verbal communication
- Self-awareness and how you come across to others
- Guarding against unhelpful assumptions

## "C Squared" (1hr approx.)

Based on the concepts outlined in *Good to Great* by Jim Collins, this exercise encourages people to consider their own personal style and how it can change under stress or in challenging circumstances.

It allows people to plot their own position and consider how they respond to external factors.

### Looks at:

- A check-in of your state of mind and attitude
- Your individual "baseline of operation"
- Recognising others' personal styles
- Adapting your communication

# Exercises: creativity, collaboration and problem-solving

Thought

## Improvisation Workshop (1- 1.5hrs approx.)

Most people do not consider themselves imaginative, creative, or able to make something up on the spot. This activity shows what you can achieve if you allow your imagination free rein, always say "yes" and have the support of others.

Starting from very basic, simple exercises, we build confidence in a way that is supportive, not embarrassing.

### Looks at:

- The advantages that come from saying "yes"
- Supporting others and asking for support yourself
- How to face ambiguity and change
- Collaborating to achieve a common goal

Tent

Patience

Beaver

Wardrobe

Metrics

## Find Your Treasure (3 hrs approx.)

A team treasure hunt with a difference: the treasure is the knowledge you gain from others on your team. Find objects and tell stories that represent you, your team and your business...wherever you can find it!

### Looks at:

- Team working and collaboration
- Storytelling and how you represent your business
- Sharing experiences and building relationships

# Exercises: creativity, collaboration and problem-solving

Thought

## Game Changers (45 mins approx.)

This free-form session features emphasis on willing participation, letting go of established behaviour and remaining open to possibilities.

We invite groups to discard the learnt behaviour of adults and embrace the wild imaginations of the children they once were- by creating a game from scratch.

### Looks at:

- Creativity and imagination
- Designing solutions from seemingly unrelated objects
- Teamwork and collaboration

Tent

Patience

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Metrics

## The Storybook Challenge (2hrs approx.)

This session is fun, creative and always features lots of laughter! We'll give you a story (think classic literature, films, plays or even pantomime) and your team will have to work together to tell part- or all- of the story. Top marks for creativity, collaboration and your willingness to get stuck in...

### Looks at:

- Collaborating towards a common goal
  - Using storytelling and performance techniques
  - Understanding audience
- Inclusive team working

# Exercises: creativity, collaboration and problem-solving

Thought

## The Boat Race (1.5 - 2hrs approx.)

Given a pile of recycled materials, some tape, some glue and their best know-how, each team has to build a vehicle that will be raced. The exercise culminates in a race between teams- whose boat will be the fastest?

There are prizes for the fastest, most ambitious and the design that looks closest to the design sketched out on a piece of paper...who will win?

### Looks at:

- Executing plans to an agreed design
- Flexibility and adaptability
- Creative thinking and innovation

Tent

Patience

Beaver

Wardrobe

Metrics

## The Go Kart Challenge (2hrs approx.)

Like the Boat Race...but bigger. Teams are given a pile of recycled materials, tools, decorations and fixings, and charged with making a soap box go kart that will undertake a series of tasks, in competition with other teams. The go kart has to hold the weight of one person as the driver, and is powered by the push of another team member...

### Looks at:

- Product design, innovation and creativity
- The balance of safety, quality and time
- Collaborative team working

# Warm-ups, energisers and state interrupters

## The paper elephant (10 mins)

A short starter exercise that levels the playing field and gives everyone a bit of fun. There's absolutely no pressure to be good at it...because we're all starting from scratch. We'll ask everyone to grab a piece of paper, put it behind their back and tear out the shape of an elephant...no peeking. Who can make the best elephant?

## Zero-balancing (5 mins)

An "alternative" way of getting your body and mind working together. On one level, it frees up the "energy pathways", by tapping on acupuncture pressure points; on another level, it's just a silly series of actions that will wake you up, switch you on and prepare you for the day.

## The Performer's Warmup (10 mins)

Have you been talking for a long time? Is your voice getting tired? Or are you just wanting to get everyone ready for the day? These quick head, jaw and shoulder exercises, taken from a professional performer's warmup routine, will relax your speaking muscles and ready your voice...

# Warm-ups, energisers and state interrupters

## **You're Like Me, Because... (20-30 mins)**

People are presented with a number of random objects (think a can of baked beans, a cricket bat, a pen, a bunch of flowers, a lemon, etc.). Everyone has to align themselves with the object with which they most identify- no matter how tenuous the link is. Tell us your story...

## **Stand up, sit down/ Hands up, hands down (5 mins)**

A quick-fire exercise that starts from common ground and gradually refines the group down to a select few that have an interesting story to tell. "Put your hands up if you're on this Zoom call...keep your hands up if you're sitting in your office...keep your hands up if you have a cup of tea..."

## **Commonalities (20 mins)**

Outside of working for the same company, what do we have in common? This exercise builds relationships within the group based on commonalities outside of the business world and gets out some great stories. Categories include: left-handed/right-handed; vegetarian/pescatarian/meat-eater; eldest/youngest/middle/only child, awards/certificates/trophies, broken bones/no broken bones, class clown, heart broken/heartbreaker...

# Warm-ups, energisers and state interrupters

## 1,2,3,3,2,1 (15 mins)

This exercise looks at knowing when to act and knowing when to be still. It requires concentration, intuition and observation skills to pre-empt and react to the actions of your colleagues. One person raises their hand for 10 seconds, then puts it down. Two people then do the same. Then three...

## Shape Description (15 mins)

How good is your imagination and ability to follow instructions accurately? This exercise will put you to the test. We'll describe a combination of shapes, which, put together, form a picture. Your task? Draw exactly what you've heard and try to be as accurate as possible...

## 30 seconds to find... (20 mins)

You, wherever you are, have 30 seconds to find something that fits the criteria we announce: most niche utensil, biggest mug, stupidest thing you can stir a cup of tea with, brightest object, something that represents your town or country...go!

# How does it work?

Pixel

Many of our exercises can be taken “off the shelf” and run as they are, regardless of team, business function or organisation, as they explore common themes for businesses worldwide.

Hat

However, we always like to make sure that our sessions are fun and business-relevant for you and your team, so that you can make the most of your time together as well as exploring any pain points or challenges you currently face. This may mean that it’s better for us to spend some time with you (whether it’s a quick phone call or meeting), to make sure that any exercise you choose will fit the themes of your day or the messaging you’d like to get across. We can then tailor our exercises accordingly and ensure you get the most out of the session.

Fork

Flamingo

Our work includes:

- All design and preparation of exercises, activities and content
- Working in collaboration with you to tailor the content accordingly (time/audience)
- Rehearsal time/briefings as needed
- Hosting and facilitating of exercises/sessions
- Debriefs, “lessons learnt” and linking the messaging back to your day

Carousel

Vault



# How does it work?

Pixel

## Off the shelf

Take a look at our exercise overviews and see what stands out for you. We'll then walk you through your chosen exercise(s) in more detail so you know exactly what it covers and involves. After that's been finalised, we'll get everything ready to deliver the session on the day.

Hat

## Tailored

Once you've looked through our catalogue of exercises, there might be some that you like, but you want to tweak them to be even more relevant for your team. This might be changing the scenario of the exercise so it's in your business function or industry, changing the job roles to those of your team, or putting the emphasis more on safety if it's one of your business priorities. You might also want to combine two or three exercises to deliver maximum impact in the time you've allocated within the day.

Fork

Flamingo

## Bespoke

You've looked at our exercises and you've been inspired by them, but you want something bigger. No problem! We'll work with you to design your very own team session, tailored to your team and your business - it might take bits of our previous exercises, but it's designed to work for you.

Carousel

Vault



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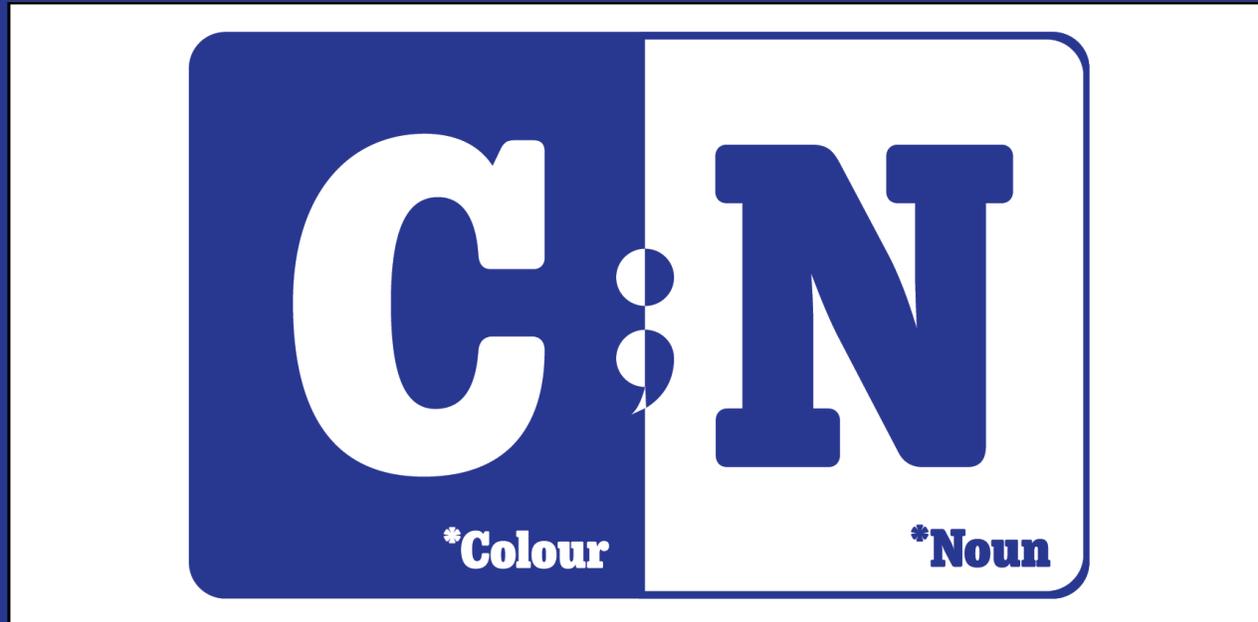
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**Phone us:** 01926 941747

**Email us:** [vicky@colournoun.co.uk](mailto:vicky@colournoun.co.uk)

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