

[insert ideas here]

"Team building"

"Team building"

Seagull

Teams can't be built in a day. They're not rafts.

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. It's always fun, always relevant, hands-on, and helps build relationships in ways that "team building" never could.

Catapult

Ribbon

Themes include:

- Decision-making
- Moving through change
- Teamwork and accountability
- Communication and presentation
- Strategy and process
- Problem-solving
- Customer service/experience
- Business complexity
- Delivering excellent performance

Perfect for:

- Team away days and meetings
- Interactive sessions as part of a larger conference
- Annual get togethers
- Programme kick-offs
- Celebrations and Christmas parties
- Virtual and hybrid meetings
- State interrupters
- Warm-ups and energisers

Zoo

Forum

Battleship



Warm-ups, energisers and state interrupters

Flex

The paper elephant (10 mins)

A short starter exercise that levels the playing field and gives everyone a bit of fun! There's also 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. Half of the fun is in watching everyone's faces as they complete the task! Who can make the best elephant?

Kite

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.

Poem

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...

Solution

Cube

Movie

Warm-ups, energisers and state interrupters

Flex

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...

Kite

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..."

Poem

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...

Solution

Cube

Movie

Warm-ups, energisers and state interrupters

Flex

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...

Kite

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...

Poem

"Behold!" (5 mins)

This involves a lot of hilarity and good humour. We'll shout a statement that has to be brought to life by specific groups of people. E.g., "Behold! Everybody in Spain has spaghetti for arms!" or "behold! All the men here are paranoid about their ears!" Your job is just to respond in kind...

Solution

Cube

30 seconds to find... (20 mins)

You, at home, 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!

Movie

Exercises: strategy, process and business complexity

Thinking

Console

Shoe

Artichoke

Table

Speedboat

Treading on Eggshells

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:

- The understanding of an end-to-end process
- The balance of time, cost and quality in tackling an exercise
- 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

The Packed Lunch Exercise

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

Exercises: strategy, process and business complexity

Thinking

Console

Shoe

Artichoke

Table

Speedboat

The Pitfall Challenge

Teams have to identify and lay out a route safely, avoiding pitfalls along the way and maximizing 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, including strategy and finance
- Compromise and negotiation
- The inter-dependencies of different project teams
- In-flight decision-making and the ability to adapt quickly
- Collaboration to achieve the wider goal

The Sands of Time

This exercise looks at how to plan and deliver a schedule of project work within a tight allotted timescale.

It requires flexibility and for teams to adapt quickly, sticking to their plan whilst the goalposts keep changing...

Looks at:

- Planning and delivering work to target
- Delivering excellent performance
- Working together to overcome unseen obstacles

Exercises: strategy, process and business complexity

Thinking

Console

Shoe

Artichoke

Table

Speedboat

The Personal Impact card game

This card game examines the balance between wellbeing and the environment when it comes to travelling to work. With the profile you are given, which decisions do you make about your commute to work, and which pressures do you listen to the most?

Looks at:

- Making decisions as a team on, behalf of someone else
- The environmental impact of different travel options
- The cost of these options on employees' wellbeing

The Risk and Reward Challenge

Teams are given a time-sensitive task, involving constructing and dismantling a structure, with each team member facing restrictions on what they can and can't do. How far do you push yourselves? How do you work together safely under pressure?

Looks at:

- Delivering a piece of work within a tight timescale
- Working together to stay
- Staying safe and compliant throughout

Exercises: strategy, process and business complexity

Thinking

The Customer Service Challenge ("The Cup of Tea Game")

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 increasingly 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

Console

Shoe

Artichoke

Table

Speedboat

The Perpetual Hand-off

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.

Looks at:

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

Exercises: team working and relationship building

Thought

Tent

Patience

Beaver

Wardrobe

Metrics

The Path of Change

A team exercise that looks at how teams cope with uncertainty. There is no clear path, and there is 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. Every step forward brings good information.

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

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

Exercises: team working and relationship building

Thought

Tent

Patience

Beaver

Wardrobe

Metrics

Personal Styles Matrix ("C Squared")

Based on the concepts of *Humility Vs Inner Will* 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 accordingly

Social Styles Matrix

This session explores your "social style", the preferred way in which you wish to be communicated with and your default state, considering the two axes: assertiveness and responsiveness.

What are your needs as a result of this preference?

Looks at:

- A check-in of your state of mind and attitude
- Recognising others' personal styles
- Adapting your communication accordingly

Exercises: team working and relationship building

Thought

Body Language and Non-Verbal Communication Workshop

Tent

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.

Patience

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

Beaver

Looks at:

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

Wardrobe

Ghosts, Blockers and Champions

Exploring your working relationships with other team members, the roles they play for you and the impact they have on your success. Are they a ghost, a blocker or a champion?

Looks at:

- The proximity and strength of your professional relationships
- The roles others play in your life
- How to make the most of those around you

Metrics

Exercises: team working and relationship building

Thought

Guess Who?

XXX

Tent

Much like the title suggests, this involves working out who's who. The team are independently asked a series of questions (favourite film, item of clothing, best memory, etc.) and their answers recorded. The answers are then released to the wider team and throughout the event, attendees are given the task of matching the answers to their fellow team members. It's harder than you think!

Patience

Beaver

Wardrobe

Metrics

Exercises: creativity, collaboration and problem-solving

Book

Improvisation Workshop

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 this activity builds confidence in a way that is supportive and not embarrassing.

Looks at:

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

Wellington

Care

Mode

Arrow

Square

Find Your Treasure

This session is 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 on your treasure hunt!

Looks at:

- Working together as a team
- Storytelling and how you represent your business
- Sharing experiences and building relationships

Exercises: creativity, collaboration and problem-solving

Book

Game Changers

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
- Teamworking and collaboration

Wellington

Care

Mode

Arrow

Square

The Storybook Challenge

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

Book

The Upcycle Challenge

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?

Prizes for the fastest, most ambitious and the design that looks closest to the design sketched out on a piece of paper...

Looks at:

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

Wellington

Care

Mode

Arrow

Square

The Art of Business

Teams are given the task of representing their team, function, business- or even their journey over the last months or years- in art form. What you use is up to you, but it must tell your story...

Looks at:

- Creativity and imagination in problem-solving
- Storytelling through art
- Collaboration to achieve a finished piece

Exercises: creativity, collaboration and problem-solving

Book

The Art Gallery

Like The Art of Business session, this is a creative exercise, but it's far more personal. Your task is to find an object, picture or structure that you believe represents you, your journey and your contribution to the organisation.

Think of it as a time capsule- how will you be remembered? Write up the artist's notes, create your display and we'll tour the "art gallery" together.

Looks at:

- Bringing your whole self to work
- Storytelling techniques
- Building relationships
- Creative expression

Wellington

Care

Mode

Arrow

Square

News Bulletin (wrap-up)

In the style of a tongue-in-cheek newsroom, teams are tasked with telling the story of the event in their own way, ready to replay to the rest of the group. This could involve pictures and screenshots they've taken of the event, notes and reportages from other attendees, and even interviews.

Bonus points for the team that gives the best news-show presentation.

Looks at:

- Storytelling techniques
- Creativity and collaboration

Estimated costs

There are two options for our involvement, both with different price points: session design and delivery, which means our professional facilitators/event hosts deliver the session for you, and the “workshop-in-a-box” option, where the session is purchased “off-the-shelf” for you to facilitate yourselves.

Session design and delivery

This 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 with client
- Hosting and facilitating of exercises/sessions
- Any outputs and playback as required

Half-day : £1,500

Full-day: £2,500

“Workshop-in-a-box”

This includes:

- Use of our exercise/materials for event
- Facilitator notes and materials delivered to you (virtually and/or physically)
- Briefing call with our facilitation team to run you through the exercises and facilitator notes, with hints and tips

**One-off fee: £200 to £1,500
depending on exercises, prep,
materials and session length**

NB- any and all expenses incurred by us will only ever be recharged at cost.



Pixel

Hat

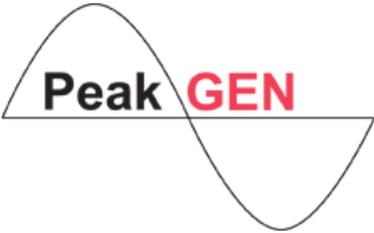
Fork

Flamingo

Carousel

Vault

Clients



We have worked with variety of organisations worldwide, including:



Pinsent Masons



bp



nationalgrid
ventures



nationalgrid



Digital



Lighthouse

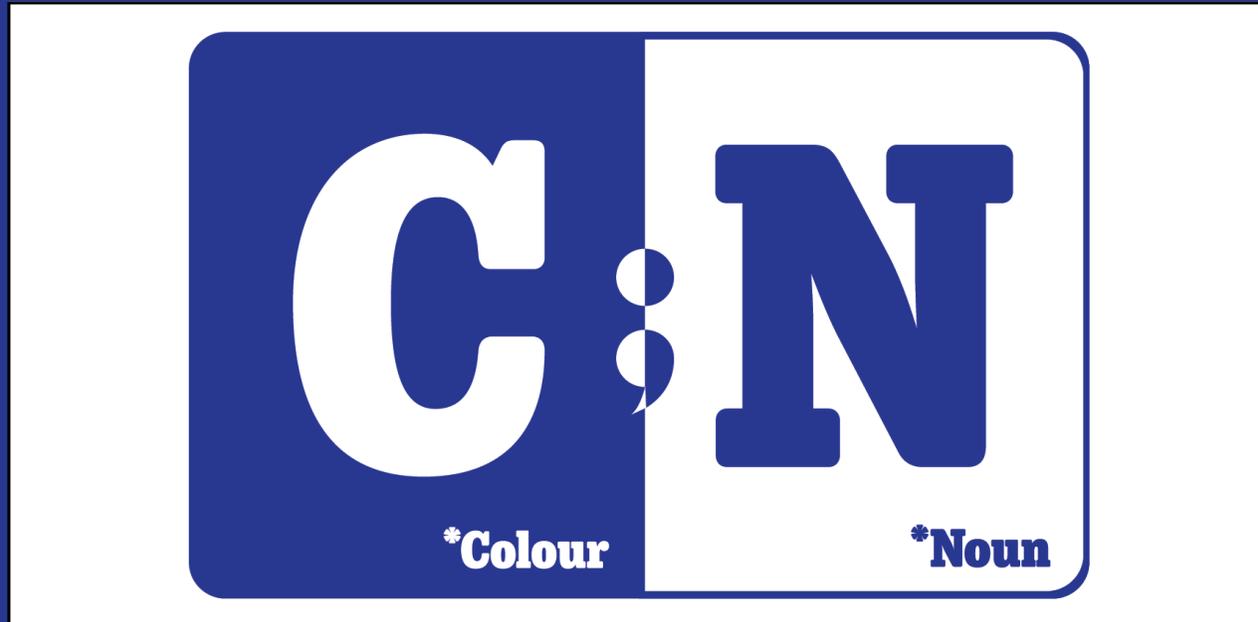
Feather

Cube

Labs

Apex

Concept



[insert ideas here]

Phone us: 01926 941747

Email us: vicky@colournoun.co.uk

[Book a meeting](#)