

Organization and country: INPRO, Czech Republic

Name of the activity: Create together

Overview (What I am going to learn?): You are going to learn how to assign task effectively and make yourself clear.

Objective (What am I going to learn it for?): You are going to practice team work as well as assigning tasks. Each participant will gain a fun experience of teamwork in an informal environment. Also, this tool is enhancing the competitiveness between teams and colleagues.

Materials: You need to come up with tasks that the teams will be completing. The material should be appropriate to the chosen tasks. Below you can find examples of such tasks.

Time: Depends on the number of groups as well as on the tasks you will prepare, however the time should be measured to be able to compare results of different teams.

Target group: All employees, especially those who would like to practice their task assigning skills. Minimum number of participants: 8 (for 2 teams of 4).

Instructions for facilitators

This activity is a tool for several (at least) 4-headed groups. One member is appointed the leader, other members are listening to his/her orders. The aim of this game is to practice the delegation of tasks and to win over other teams.

You should pay attention to the fact that each member of the group, except the leader, is actively involved in process of completing the tasks.

This tool will help the leader to see the actual impact of his/her words and the result of it.

There is a wide variety of tasks that you can use in this activity. It depends on the environment that you are playing in and on the possibilities you have.

Tasks and procedure:

The whole group of participants is divided into several (at least) 4-headed groups.

One member of the group is chosen to be a leader and is delegating tasks, but s/he cannot be actively part of the tasks, other members will complete the tasks based on orders by the leader.

In front of the groups, there is a table with cards faced down. On each card, there is a task written that needs to be fulfilled. One of the leaders will pick one card and show it to other leaders. Members of the teams cannot see it. Once each leader understands the task, they go back to their teams, facilitator starts the time and teams can start with solving the tasks.

The leaders do not participate in fulfilling the task, they should lead the time, divide tasks, coordinate and give feedback.

Examples of tasks:

- building a lego building
- creating origami from a piece of paper
- drawing something
- creating a poem
- building a house from materials found around (e.g., for outdoor activities)

A group which completes the task first, wins. At this point you can finish this activity, or you can do it again, only the leader will be changed, new task will be picked and the procedure remains the same.

Conclusion and evaluation:

If you will be able to express your ideas clearly, it will make the work environment better and healthier, because there will be no stress resulting from the misunderstandings among employees. Therefore, this activity is a good opportunity to train your skills so you can see the immediate impact of your orders.

After the activity is finished (and various team leaders change), the participants can evaluate who was the best leader and why.