



# EXPERIENTIAL TEAMBUILDING

The first step in achieving high performance teamwork is to build strong interpersonal relationships and alignment to team goals. A "shared experience" that involves working together on tasks which are unfamiliar and which require a high degree of interdependence quickly builds trust and rapport across the group. To rely on others in ways which are not customary for individuals in a normal working environment generates mutual respect and support often far beyond anything previously experienced by colleagues in the workplace. The shared experience will serve to bond the team for many years to come.

## KEY OUTCOMES

- "Buy-in" to the teamwork concept
- Sense of common purpose and team identity.
- Trust in others
- Commitment and motivation to achieve team goals.

There are many different activities that can provide a memorable "shared experience" for your team. We have designed a teambuilding experience to suit your situation and achieve your specific outcomes.

## DESIGN OPTIONS

1. Icebreaker/ Energiser Activities
2. Teamwork Challenges
3. Integration Activities - cross team development
4. Creativity Activity/ Presentation

### **Icebreaker/ Energiser Activities**

A series of short, high fun warm-up activities that get people feeling comfortable in mixing with others and contributing their ideas. Some examples include:

- Matching Pants
- Lining Up
- Your Fantasy
- Grouping Colors

## Teamwork Challenges

These activities typically run over 1 to 3 hours and involve the team going through a series of games and instruction that requires collaborative effort from each member. The activities have a scripted scenario to make it relevant to your team and make learning more transferable to the workplace.

- Mummy Lift



- Ding Dong



- Handshake



- Get up Together



- Spider Web



## Integration Activities

Teams may become too inwardly focused and tend to operate as separate entities within an organisation. Building strong communication links with other teams not only improves operational efficiency but also ensures continuous improvement through knowledge transfer. The activities below remind teams of the importance of not losing sight of these links and the value to be gained from working in a "Team of Teams" culture!

- Blind Train



- Pyramid Challenge



## Training Objectives

- To strengthen the values and spirit of teamwork amongst the employees
- To provide awareness on the importance of working together to achieve higher productivity
- To improve the leadership skills
- To motivate the team to work more effectively and efficiently
- To sharpen communication skills
- To build trust and enable Yaku Shin employees to work more cohesively to achieve the desired vision.



## Course Outline

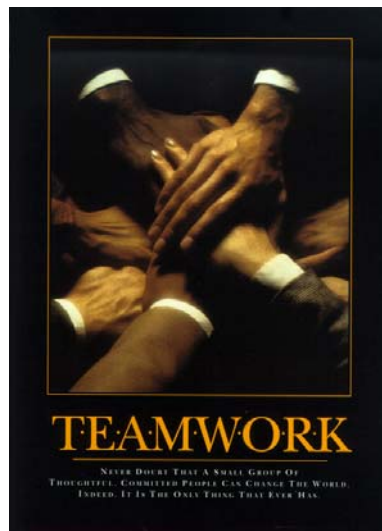
- Introduction – Program and Objectives
- Activity: Ice Breaker
  - Activities to put the team at ease at start of program
- Individual Activity: Line-up
  - Checks team response time, communication skills, understanding instruction, group discipline
- Discussion: Organisational Goals
  - The Train – The power of common cause
  - Understanding the Organisation
- Team Activity: Ding Dong
  - Checks teamwork, trust
  - Review and Reflect
- Team Activity: Mummy Lift
  - Checks teamwork, problem solving, goal
  - Review and Reflect

- Team Activity: Handshake
  - Checks teamwork, communication, problem solving, decision making, leadership skill
  - Review and Reflect



- Team Activity: Get up Together
  - Checks leadership skills, communication, coordination, instruction
  - Review and Reflect
- Team Activity: The Blind Train
  - Checks communication skills, understanding instruction, leadership, trust, creativity, teamwork, change
  - Review and Reflect
- Discussion: Teamwork
  - What is a Team?
  - How to build an effective Team
  - Team trust and confidence

- Discussion: Leadership
  - To lead is to serve
- Discussion: Communication
  - What is communication?
  - Effective communication
- Activity: Spider web
  - Checks teamwork, patience, perseverance
  - Review and Reflect
- Activity: Trust Fall
  - Checks Team trust, personal development
  - Review and Reflect
- Discussion: Goal
  - Which goal?
- Discussion: What is customer satisfaction?
  - Who is the customer?
- Review and evaluation
  - Review and feedbacks from participants.
- Closing and wrap-up



# Escapade for 33 managers

## Hospital Fatimah in Ipoh holds three-day 'Timeout' at Swiss Garden Resort, Lumut



APPROXIMATION... Dr Lim (right) presents a memento to Ahmad Fauzi as a concluding/celebratory break



TEAM-BUILDING... participants taking part in 'Elephant game' event

By Lian Lian Song

EVERY year in a while it is good to take a break. For the 33 managers of Hospital Fatimah in Ipoh, the break came in the form of a three-day "Timeout" at Swiss Garden Resort, Lumut.

With this in mind, hospital management has managed to hold a three-day "Timeout" for all of its managers at Swiss Garden Resort, Lumut, on May 1, 2 and 3.

Lead by chief executive officer Dr Lim Chie Seng, the staff sought to find various ways to address their personal growth at the hospital.

Ahmad Fauzi A. Wazni, a partner of the Professional Management Consultants (PMC) Peak International Business Development Manager of Hotel Technology Sdn. Bhd. was the first to speak.

In a session on the nature and effect of business break, the group was introduced to a few "challenges" and "networking" games by the event's general coordinator at the workshop.

Various games such as "Twisted The December" and "Garden Walk" where participants had to walk with two objects under their armpits and transfer between team members were played.

Other games the managers took part were the "Glass Canyon", "The Road" and "Stone Bridge".

Three teams took part and

after the games ended. Team 3 were awarded the winner.

The day concluded in a group-building session and Dr Lim gave a closing by Ahmad Fauzi on "Team Building".

The training session was a half-day programme including group-workshops.

Dr Lim also gave a briefing on "Annual Review For 2000" and discussed benchmarking as one with them.

Quality manager, team chief Fred said:

"It was stimulating and did us a world of good as it is an initiative to develop a renewed and shared vision to create a desired future for the hospital."

Another participant, personnel and development manager Margaret Chan said that she found it to be a challenge to adapt new ways to face the challenges of the 21st century. She said this helped to create a competitive edge over others and pushing the hospital to grow.

"We're very excited with a renewed sense of enthusiasm and energy as there was a great sense of work and fun," she added.



STRETCHING TRAINING... Ahmad Fauzi (left) watches (Chia Lay-Ming (second from left) and P.C. Kim (second from right) in an exercise