Problem Solving ◇ Team Building

The Team Builder's Toolkit is a wide-ranging programme based on a seven stage problem-solving process. The purpose and value of each stage is introduced and a game or activity is then undertaken so that participants gain experience of how to improve team performance in each area. The programme also examines the importance of the working climate – what steps can a team take to ensure that the climate is conducive to problem-solving?

Objectives

Participants will be able to:

- Identify the key stages of the problem solving process.
- Recognise where they are in the process and how to move forward effectively.
- Appreciate the relationship between the working climate of a group and its ability to make quality decisions.
- Become a more effective team through the common learning experience.

How it works

The Team Builder's Toolkit uses sequential and continuous activities to examine problem-solving and the working climate. The activities are presented in seven sequential stages and are a mix of games, simulations and exercises, each of which is specifically related either to one part of the decision-making process or to the creation of a co-operative working climate.

Throughout these exercises, the working climate is under close scrutiny and players are supported in their efforts to respect the personal needs of all members, create a communicative climate, encourage individual contributions, listen to and understand others, recognise all constructive behaviour, and acknowledge different behavioural styles.

What participants will be doing

Players will engage in each of the experiential activities, reflect on their performance, and share their experiences in a post-activity review led by the tutor. This will entail examining how they themselves behaved in relation to the task and towards other players. The subject matter of the exercises is not work-related so that general principles can be illustrated, and no one individual will have more knowledge than any other. The package encourages self-analysis, open debate, and the considered formulation of strategy. It can be delivered over an extended period with each session lasting between one and two hours, or in its entirety over 2 days.

For what levels is it appropriate?

The Toolkit can be used with participants from all backgrounds and all management levels.

Duration

It can be used as the basis for a series of workshops addressing different areas (1 to 2 hours each) or as the foundation for a two day course.

The package

Includes a comprehensive tutor manual, six stand-alone packaged games and two short activities. This re-usable activity costs **£800** plus Vat and postage.

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