

# Team Builder

Adaptability in work life



Nowadays the chance to be working with people that you have never seen before can be high. The soft skills required in these cases are fundamental: adaptability, work ethic, problem solving, communication. The tool aims at strengthening the cohesion among team members, also being them coming from different companies, taking advantage of what is proper of the Open Innovation philosophy.

Key aspects are rapidity for priorities identification and execution of tasks in synergy with people that you may not know so well; management of potential conflicts and disturbs that may happen.



### Target/Purpose

**Target:** Employees; co-workers  
**Purpose:** Increase cohesion among members of different teams; facilitating efficiency in short-term collaborations



### Requirements

- Large room (able to contain at least 80% of the workforce)
- A3 sheets, post-its, pens
- list of *tasks* to be assigned to the teams formed in step 2
- Moderator



### Output

Strengthening of soft skills aimed at efficient teamworking with external members and a quicker execution of activities



### Time

1 full workday

## Step 1

### Presentation

- All the participants **group** in a large room
- The moderator **describes the activities**
- **Presentation** of every single participant in front of others, describing roles and attitudes

## Step 2

### Draw and group forming

- Every participant writes his/her **name** and **main role** on a post-it.
- The moderator collects the post-its and starts a random **draw**
- According to the roles, the moderator forms the **groups** (max 5 ppl), avoiding putting together people already working in the same company/start-up

## Step 3

### Ready?

- The moderator assigns **one task** to each group, and replies to any potential doubt raised by participants

## Step 4

### Go!

- The groups **start working** on the task assigned, taking advantage of the A3 sheets to ideate workflows, internal roles, timelines, etc.
- The moderator, or a designated participant, can take part in groups as a "disturber", in order to train people to keep calm and focused on priorities.

**Time:** 4 hours

## Step 5

### Conclusion

- At the end of step 4, the moderator collects the **activities outputs** and calls the teams 1 by 1 asking them to present the **methodologies** adopted to speed up and complete the task

**Notes on conclusion:** the tasks' outputs are not evaluable. The focus should be put mainly on method, in order to identify potential replicable processes that could fit most of the situations.

Resources:

- img from [www.freepik.com/free-photos-vectors/business](http://www.freepik.com/free-photos-vectors/business) - photo created by yanalya;
- <https://www.thebalancecareers.com/list-of-teamwork-skills-2063773>

Successful cases: /