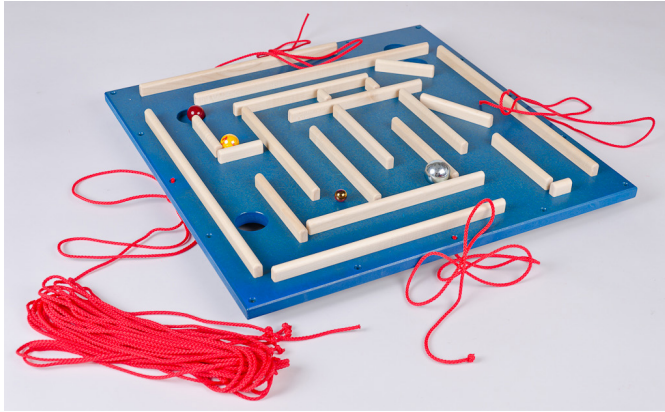


# Team Balance

## Deceptively challenging team management activity



Team Balance is a beautifully made, high quality wooden maze which offers the opportunity for a team of up to 16 people to work together through a series of increasingly challenging tasks that make demands on team co-operation and co-ordination. There are opportunities to review and apply learning at all stages and involvement in the whole series of exercises gives practical experience of engaging in a process of on-going improvement.

The Team Balance board is double-sided: each side poses a different set of challenges. The set comes with 16 attached cords and a variety of sizes and weights of ball. In the trainer's manual are a large number of suggestions for tasks of different difficulties and review questions to focus on defined learning objectives.

Team Balance can be used to represent different aspects of working in project teams. It clearly illustrates the impact of individual actions on team performance and shows the difference between working in small and large teams. Working with 4 people, co-ordination is easier than trying to manage a group of 16!

Team Balance can be an interesting way of observing individual differences in style. It is easy to assess the differences in individual persistence, focus, approaches to risk, quality and challenge.

Team Balance enables a facilitator to focus on a variety of learning objectives. It is an ideal learning tool for younger learners who enjoy the 'fun' aspect of the challenges. However, once adult learners recognise the need for focus and concentration, they also become committed to achieving their objectives.

Team Balance can be used to address:

- Goal and Target Setting, including assessing the team's attitudes to risk
- Supervision: using a supervisor who is not involved in the active control of the board and who is responsible for briefing and directing the team
- Communication: using some blindfolded participants or having some participants unable to speak
- Planning and implementation: offering a planning and rehearsal phase during which discussion is allowed, then limiting communication during the implementation phase

There are 4 main ways to use Team Balance:

1. Group Evaluation of Performance, where participants work against a performance standard (eg. to complete tasks within given time limits or to strict quality standards).
2. Competition, in which multiple teams compete to win.
3. Individual leadership or management challenges, in which one nominated individual accepts responsibility for the team's performance.
4. Group process challenges, in which the participants explore effective team-working and process improvements.



To add TEAM BALANCE to your resource library:

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