

Counter Intelligence

Task Supervision, Communication Skills, Establishing & Controlling a Process



Counter Intelligence is a group problem-solving exercise designed originally by Steve Hutchison and Helen Lawrence to be used with sub-groups of around 6 people. It focuses on task supervision: establishing and controlling a process, giving clear instructions, asking for and summarising inputs and setting out next steps.

This activity works well at first line supervisor level and allows group members to exercise a range of communication and logic skills. It involves active participation from all group members as each is required to contribute their information in order to complete the task, and a leadership role can be assigned (or left to emerge from within the group).

Counter Intelligence takes 15 minutes, and is designed to be run in groups of up to 6 people. Enough materials are provided to run 2 x concurrent groups for a group of up to 12 participants, and additional 15 to 20 minutes should be planned as review time. All instructions are contained on the Information/Task cards provided to participants so no brief needs to be issued by the facilitator.

During the exercise, teams must:

- Exhibit strong task (and process) supervision skills
- Observe both process and task instructions to be considered 'successful'
- Establish and control a problem-solving process that incorporates all players
- Give clear instructions to all players based on information provided
- Manage each other's inputs and progress according to the information they have



A range of information is provided to the participants: some relates to the task performance and others to the process and ways that the participants behave; 'rules' are provided and the review will typically include to what extent these 'rules' were observed.

Suggestions are provided for the review (which should be planned as additional time) focussing on areas such as :

- Task Supervision
- Project Management
- Team Leadership



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