

Team building exercise: A Vision is worth A Thousand Words

Objectives:

This fun activity helps team members release their creative juices while developing a clear collective vision for becoming a stellar team.

Materials Required:

Several magazines (about two – three per person), scissors, glue sticks, flip chart paper, markers

Group Size: Teams of 4 – 6, up to about 50 people

Approximate Time: 20 – 45 minutes, depending on the number of teams and discussion time

Preparation:

Gather several magazines you don't want back. Even better, ask each person to bring two or three old magazines with them to the meeting. Preparation Form teams and give each group a sheet of flipchart paper, a bunch of magazines, scissors, markers, and glue sticks.

Say:

It's generally believed that we gravitate toward what we think about most and what we visualize. Let's spend some time creating a vision of what we want our team and workplace to look like in order to function at peak performance. With your team members, please cut images and words from the magazines to create the vision you have for our team. Glue them to the flipchart paper, and in about 15 minutes I'll ask you to sign your masterpieces and hold them up for everyone to see.

Discussion Questions:

How did you first feel when I said we'd be working with scissors and glue? How did you feel as we got into the activity? How does that relate to trying other "unusual" things? How much does your collage differ from our current reality? How can we work together to achieve your vision? What can you do personally to achieve this vision? What are the first specific action steps? How can we ensure that we stay on-track? How can we monitor and reward our progress?

Comments from the author:

The first time I conducted this activity was with a group of "very serious" businesspeople. I was hesitant because I thought they might think it was too silly. To my surprise, they loved it! After a half-hour of cutting and gluing, I could hardly stop them. You may wish to hang the collages on the walls of a prominent area for the team to see on a regular basis and monitor the progress toward reaching the visions.