

The Unity Workshop: Strengthening Team Dynamics

Duration: 12 Hours

Mode : Classroom Training

Module 1: Introduction to Team Building and Soft Skills

1.1 What is Team Building?

- Importance of teamwork in modern organizations
- Key soft skills for effective collaboration

1.2 Understanding Team Dynamics

- Discussion: Exploring different team players for high performance teams.

Module 2: Building Trust and Collaboration

2.1 The Foundation of Trust

- Discussion: Why trust matters in teams

2.2 Fostering Open Communication

- Key communication principles for teams

Module 3: Conflict Resolution and Emotional Intelligence

3.1 Recognizing and Managing Conflict

- Discussion: Types of conflict and conflict resolution styles

3.2 Developing Emotional Intelligence

- Understanding empathy and self-awareness

Module 4: Active Listening and Feedback Skills

4.1 The Power of Active Listening

- Effective listening techniques

4.2 Constructive Feedback Techniques

- The art of giving and receiving feedback

Module 5: Effective Communication for Stakeholder Management

5.1 Identifying Stakeholder Needs

- Who are your stakeholders? How do their needs differ?

5.2 Communication Hacks for Stakeholders

- Hack 1: The Rule of Three (Summarize in three clear points)
- Hack 2: Storytelling for Impact (Crafting persuasive stories for stakeholders)
- Hack 3: Using Visual Aids (Engaging stakeholders through visual communication)
- Hack 4: Asking the Right Questions (Open-ended vs closed questions)

Module 6: Building Accountability in Teams

6.1 Personal Accountability in Team Success

- The importance of personal ownership

6.2 Creating a Culture of Accountability

- Team agreements and holding each other accountable

Remove this module and
add back the Problem
Solving Decision Module

Suggested List of Activities

2. Blindfold Trust Walk

Brief: Pairs of participants navigate an obstacle course while blindfolded, relying solely on verbal instructions from their partner.

Objectives:

- Build trust and improve communication skills
- Enhance active listening and clarity in instructions
- Strengthen partnerships and teamwork.

80% of this group has been
together for greater than 3 years,
so not seeing a point of an
icebreaker

3. What's My Name?

Brief: This interactive icebreaker game encourages participants to engage with colleagues they may not have met before while highlighting the tendency to stereotype and categorize people based on their characteristics.

Objectives:

- Facilitate interaction among participants, especially those who haven't met before.
- Increase awareness of how stereotypes influence perceptions and interactions.
- Promote a fun and engaging atmosphere that fosters team bonding.

4. Human Knot

Brief: Participants stand in a circle, reach out and hold hands with others, then try to untangle themselves without letting go.

Objectives:

- Improve problem-solving and collaboration.
- Encourage creative thinking and teamwork.
- Strengthen relationships through shared challenges.

Has been done before in other similar workshops for most of the team so may not be new

5. Flip It Over

Brief: Participants discuss a common issue or perspective, then switch viewpoints to understand differing opinions.

Objectives:

- Develop empathy and understanding.
- Encourage flexibility in thinking and problem-solving.
- Enhance communication skills through perspective-taking.

6. Shark Tank

Brief: Participants pitch ideas or solutions to a panel (other participants), who provide constructive feedback and ask questions.

Objectives:

- Improve presentation and persuasion skills.
- Foster communication skills.
- Enhance confidence in sharing ideas.

7. Buckets and Ball

Brief: Teams compete to transfer balls from one bucket to another using only their team's cooperation and limited resources.

Objectives:

- Improve teamwork and coordination
- Enhance strategic thinking and planning
- Foster communication and problem-solving

One of Stryker's values is accountability and it is constantly explained at work so this may be redundant

8. Accountability Circle

Brief: Participants share personal accountability goals with the group to foster commitment and support.

Objectives:

- Promote personal ownership of responsibilities.
- Encourage accountability and commitment to team success.
- Strengthen relationships through mutual support.

9. The Responsibility Line

Brief: Participants stand in a line representing their willingness to take on responsibilities, discussing and agreeing on shared commitments.

Objectives:

- Enhance understanding of shared responsibilities.
- Promote accountability and ownership in the team.
- Foster open communication and commitment.

10. Marshmallow Challenge

Brief: Teams are given spaghetti, tape, and a marshmallow to build the tallest freestanding structure in a limited time.

Objectives:

- Encourage collaboration and creative problem-solving.
- Promote iterative thinking and adaptability.
- Enhance teamwork and planning skills.

11. Decision Dilemma

Brief: Teams are presented with a challenging scenario and must work together to make a collective decision.

Objectives:

- Develop group decision-making skills.
- Enhance critical thinking and negotiation skills.
- Foster collaboration and teamwork.

12. Kudos Wall

We have a huge R&R program here for recognitions so again a bit redundant.

Brief: A designated space where team members publicly acknowledge each other's contributions and successes.

Objectives:

- Promote a culture of recognition and appreciation.
- Enhance team morale and motivation.
- Foster positive relationships within the team.

13. Reflection and Next Steps

Brief: Participants create individual and team action plans for applying skills learned in the training.

Objectives:

- Encourage self-reflection and personal growth.
- Promote accountability for ongoing development.
- Foster a culture of continuous improvement.

14. Jigsaw Puzzle Challenge

Brief: Teams are given puzzle pieces and must collaborate to complete the puzzle as quickly as possible, promoting teamwork and strategy.

Objectives:

- Enhance collaboration and teamwork.
- Improve problem-solving skills under time constraints.
- Foster communication and strategy development.

15. Ink Challenge

The team foresees how it's important to prevent burnout and how it is important to come out of comfort zone.

Objectives:

- Fosters self-expression.
- Encourage discussion around team values.
- Strengthen team cohesion.