

EM-CITY TRAINING MODULE FOR YOUNG VOLUNTEERS

MODULE 3. TEAM BUILDING





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MODULE 3. TEAM BUILDING

Aim of the Module is to create a positive and productive team environment by fostering strong team dynamics. Through this module, participants will develop essential skills in communication and collaboration, enabling them to work effectively together. The training focuses on building trust and mutual understanding among team members, as well as enhancing problem-solving and decision-making abilities. By engaging in various team-building exercises and activities, participants will strengthen their teamwork and synergy, ultimately leading to the formation of a cohesive and high-performing team. The module aims to equip participants with the necessary skills and strategies to achieve shared goals and foster a positive team culture.

Duration of Module: 2h

Learning Objectives

1. Build trust among participants
2. Enhance problem-solving skills
3. Develop leadership skills
4. Encourage collaboration
5. Foster creativity

Learning activities/teaching methods:

Energizers, team building and group activities
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3.1 Team Building Activities

Team building activities can vary in form, tailored to the specific goals and needs of the team. These activities encompass icebreakers, problem-solving exercises, trust-building activities, and team challenges. The effectiveness of team building activities relies on several factors, such as skilled facilitation, active participation and engagement from team members, and the alignment of activities with the team's goals and objectives. Sustained team building efforts are crucial as teams evolve and encounter new challenges. Regular team building sessions serve as a means to maintain focus, cultivate trust, enhance communication, and foster collaboration within the team.

Energizers

Energizers play a significant role in team building as they contribute to establishing a positive, engaging, and supportive environment among team members. By integrating energizers into team building sessions, leaders can overcome barriers and promote a sense of comfort and connection among individuals, which in turn enhances communication, collaboration, and teamwork.

When team members feel a stronger bond with one another, they become more inclined to share ideas, offer feedback, and collaborate on problem-solving. This fosters a culture of creativity and innovation within the team, leading to improved productivity and performance. Additionally, energizers can effectively alleviate stress and boost morale, especially during periods of high pressure or tight deadlines. By incorporating enjoyable and interactive activities into the workday, leaders create a more relaxed and enjoyable atmosphere for team members, contributing to greater job satisfaction and a positive work attitude.

Problem solving

In the context of team building, problem solving entails the identification and resolution of issues or challenges encountered within a group of individuals working towards a shared objective. Effective problem solving processes can strengthen relationships, foster trust, and enhance communication among team members.

Various problems may arise within a team setting, including disagreements regarding goals or priorities, conflicts among team members, coordination difficulties in task delegation, or challenges related to time management and resource allocation.





To tackle these problems, teams can employ various activities such as brainstorming sessions, facilitated discussions, conflict resolution strategies, or training sessions aimed at developing skills like active listening and effective communication. By collaboratively addressing these issues, team members can cultivate a stronger sense of collaboration, mutual respect, and shared purpose, ultimately enhancing their ability to achieve their goals.

Trust Building

Trust building is a vital element of team building that involves cultivating mutual respect, confidence, and reliability among team members. Trust serves as a cornerstone for effective collaboration and communication, enabling teams to work efficiently and productively towards their goals.

Trust building encompasses various activities and strategies tailored to the specific needs and challenges of the team. Here are some examples:

- **Setting clear expectations:** Establishing clear goals, roles, and responsibilities for each team member reduces ambiguity and minimizes misunderstandings or conflicts.
- **Encouraging open communication:** Creating an environment where team members feel comfortable openly expressing their thoughts, ideas, and concerns fosters trust, prevents misunderstandings, and nurtures shared purpose and mutual respect.

Building relationships: Taking time to get to know each other on a personal level through team-building activities, social events, or other opportunities for bonding outside of work strengthens trust and camaraderie within the team.

Holding each other accountable: By holding themselves and each other accountable for their actions and commitments, team members establish a sense of reliability and dependability, fostering trust among the team.

Celebrating successes: Recognizing and celebrating shared successes reinforces a sense of accomplishment and shared purpose, fostering trust and strengthening the team's bonds.

By prioritizing trust-building activities and employing effective strategies, teams establish a solid foundation of collaboration and mutual respect, enabling them to achieve their goals with greater effectiveness and efficiency.





Team challenges

Team challenges are a popular component of team building activities that facilitate the development of problem-solving, communication, and collaboration skills. These challenges involve a group of individuals collaborating to overcome obstacles or achieve specific goals. Here are some examples of team challenges:

Escape room: Teams are immersed in a themed room and must solve a series of puzzles and clues to escape before time runs out.

Scavenger hunt: Teams receive a list of items or tasks to complete within a set time frame, requiring collaboration and resourcefulness to find or accomplish them.

Building challenge: Teams are provided with materials to construct a specific structure, such as a bridge or tower, encouraging teamwork, creativity, and problem-solving.

Role-playing scenarios: Teams engage in hypothetical situations, such as customer service issues or conflicts, and collaborate to find resolutions, enhancing communication and decision-making skills.

Group problem-solving exercises: Teams tackle complex problems or challenges, working together to brainstorm ideas and implement effective solutions.

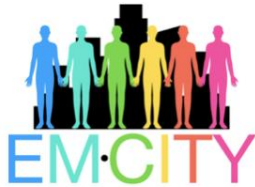
Team challenges effectively foster trust, communication, and problem-solving abilities among team members. By overcoming obstacles and achieving shared goals, teams develop a stronger sense of camaraderie and collaboration, enhancing their ability to work together effectively and achieve desired outcomes.

3.2 Example of Activities for Team Building Session

Activity 3.1 Mountain Expedition

Aim of the activity/technique: The aim of the "Mountain Expedition" activity is to foster teamwork, communication, and problem-solving skills within a team while promoting a sense of adventure and resilience.





Duration: 30-45 minutes.

Preparation/Materials/Equipment:

- Printed or drawn image of a mountain landscape in A3 size (one per team)
- Marker pens
- Index cards or sticky notes
- Timer or stopwatch
- Flipchart or whiteboard (optional)

Outcomes of the Activity:

Knowledge:

- Participants will gain knowledge about effective communication, collaboration, and problem-solving strategies within a team.

Skills:

- Communication: Participants will practice clear and effective communication within their teams.
- Collaboration: Participants will work together to solve challenges and accomplish tasks.
- Problem-solving: Participants will apply critical thinking and problem-solving skills to overcome obstacles.

Attitudes:

- Resilience: Encourage participants to approach the activity with determination, adaptability, and a willingness to face challenges.
- Teamwork: Foster a sense of cooperation, support, and trust among team members.
- Creativity: Encourage participants to think creatively and explore alternative solutions.

Instructions/Suggestions:

1. Divide participants into teams of 4-6 members each.
2. Provide each team with a printed or drawn image of a mountain landscape and marker pens.
3. Explain that the mountain represents their team's expedition, and their task is to overcome a series of challenges to reach the summit.





4. Introduce a set of challenges or tasks that each team must accomplish to progress in their mountain expedition. These challenges can be related to physical tasks, problem-solving puzzles, or knowledge-based quizzes.
5. Write each challenge or task on index cards or sticky notes and place them in a designated area.
6. Teams start by choosing a challenge, discussing strategies, and working together to solve it.
7. Once a team completes a challenge, they can mark or annotate a portion of their mountain landscape to represent their progress.
8. Set a time limit for each challenge to maintain pace and competitiveness.
9. After completing a challenge, teams can choose the next task from the remaining options.
10. The activity concludes when a team successfully completes all the challenges and reaches the summit of their mountain landscape.
11. Gather all teams for a debriefing session to reflect on their experience, discuss lessons learned, and celebrate their achievements.
12. During the debriefing, facilitate a discussion on the importance of effective communication, collaboration, and problem-solving in achieving team goals. Encourage participants to share their strategies, challenges they faced, and how they overcame them. Highlight the positive attitudes and skills that contributed to their success.

Activity 3.2 Jigsaw Puzzle Challenge

Aim of the activity/technique: The aim of the "Jigsaw Puzzle Challenge" activity is to enhance teamwork, communication, problem-solving, and collaboration skills within a team while fostering a sense of accomplishment and unity.

Duration: Approximately 30-45 minutes, depending on the complexity of the puzzle and the group size.

Preparation/Materials/Equipment:

- Jigsaw puzzles (one per team) with varying difficulty levels based on the group's preferences and time available.
- Timer or stopwatch.





- Table or flat surface for each team to work on.
- Optional: Prizes or certificates for the winning team.

Outcomes of the Activity:

Knowledge:

- Participants will gain knowledge about effective communication, collaboration, and problem-solving strategies within a team.

Skills:

- Communication: Participants will practice clear and effective communication to coordinate their puzzle-solving efforts.
- Collaboration: Participants will work together, sharing ideas and strategies to solve the jigsaw puzzle.
- Problem-solving: Participants will apply critical thinking and problem-solving skills to fit the puzzle pieces together.

Attitudes:

- Teamwork: Foster a sense of cooperation, support, and trust among team members.
- Resilience: Encourage participants to remain persistent, patient, and adaptable in the face of challenges.
- Celebrating success: Encourage participants to celebrate both individual and team achievements throughout the activity.

Activity 3.3 Human Knot

Aim of the activity/technique: The aim of the Human Knot is to promote teamwork, communication, and problem-solving skills within a team building session

Duration: 15-30 minutes

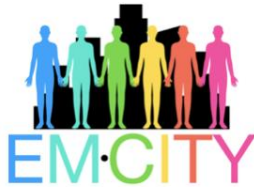
Preparation/Materials/Equipment: Not needed.

Outcomes of the activity:

Knowledge:

- Understanding the importance of effective communication in team dynamics.
- Recognizing the value of collaboration and problem-solving skills in overcoming challenges.





- Learning to adapt and adjust strategies in a changing environment.

Skills:

- Communication: Practicing clear and concise communication to untangle the human knot.
- Collaboration: Working together, coordinating movements, and supporting team members to solve the challenge.
- Problem-solving: Analyzing the situation, identifying possible solutions, and finding the most effective way to untangle the human knot.

Attitudes:

- Teamwork: Fostering a cooperative and supportive attitude within the team.
- Patience: Maintaining a calm and patient approach while working through the challenge.
- Resilience: Demonstrating persistence and adaptability in the face of obstacles.
- Trust: Building trust among team members as they physically rely on each other to untangle the knot.

Instructions/Suggestions:

1. Ask everyone to stand in a circle and put their hands in the center.
2. Each person should grab two different hands (not the hands of the person standing directly next to them).
3. Without letting go of anyone's hand, the team must work together to untangle themselves and form a circle again.
4. Once the team has successfully untangled themselves, take some time to debrief with the team and discuss what you learned about working together.
5. After the activity, take some time to debrief with the team and discuss what they learned about working together. Ask questions like:
6. What strategies did your team use to untangle yourselves?
7. How did you communicate effectively during the activity?
8. What challenges did you encounter during the activity, and how did you overcome them?
9. How can the skills and strategies you used during this activity be applied to our work as a team?





Activity 3.4 Trust Walk

Aim of the activity/technique: The aim of the Trust Walk is to build trust and communication between team members.

Duration: 30-40 minutes

Preparation/Materials/Equipment: Blindfolds

Outcomes of the activity:

Knowledge:

- Trust: Participants gain knowledge about the importance of trust in building strong relationships and effective teamwork.
- Communication: Participants learn the significance of clear and accurate communication in guiding and supporting others.

Skills:

- Trust-building: Participants develop skills in building trust by relying on and supporting their teammates during the activity.
- Active listening: Participants enhance their active listening skills as they rely on verbal cues and instructions from their partners.
- Non-verbal communication: Participants improve their ability to communicate non-verbally, using touch and other sensory cues to guide their blindfolded partners.

Attitudes:

- Trust and vulnerability: Participants cultivate an attitude of trust and openness, allowing themselves to be vulnerable and rely on others for support.
- Empathy: Participants develop empathy by considering the experience of their blindfolded partners and adjusting their communication and support accordingly.
- Collaboration: Participants foster a collaborative mindset, understanding the importance of working together and supporting each other to achieve a common goal.

Instructions/Suggestions:

1. Divide participants into pairs and have each pair choose who will go first.
2. Blindfold one member of each pair.





3. The other member of each pair must guide their blindfolded partner around the room, using only verbal instructions.
4. The guided partner must trust their partner's instructions and communicate any fears or concerns they may have.
5. After each pair has completed the challenge, switch roles so that the other partner is blindfolded and guided around the room.
6. Increase the difficulty level by adding obstacles or challenges to the course.
7. Debrief the activity by asking participants to reflect on their experience. Ask questions such as: How did you feel when you were blindfolded and relying on your partner? How did you communicate with your partner? Did you feel confident in their instructions? What did you learn about trust and communication from this activity?

3.3 Useful links and resources

The trainers can find more activities and information about non-formal training methods from the following links:

<https://www.salto-youth.net/tools/toolbox/>

<https://symondsresearch.com/quick-icebreakers/> Access date: 13.04.2023

<https://www.cleverism.com/10-ice-breaker-activities-meetings-training-team-building-sessions/> Access date: 13.04.2023

<https://www.mindtools.com/a2dl2jd/ice-breakers> Access date: 13.04.2023

<https://www.mindtools.com/akp37i0/team-building-exercises-and-activities> 28.04.2023

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Gough, S., Walker, K., & Scott, W. (2001). Lifelong Learning: Towards a Theory of Practice for Formal and Non-formal Environmental Education and Training. *Canadian Journal of Environmental Education*, 6, 178-196.

Denkowska, S., Fijorek, K., & Węgrzyn, G. (2020). Formal and non-formal education and training as an instrument fostering innovation and competitiveness in EU member countries. *Journal of Competitiveness*, 12(3).

