

Purposeful Program Design: From Concepts to Behaviors to Changes

Dive into some of the specific practices of experiential team building program design that lead to noticeable change and learning. According to the Behaviorism Learning Theory, we can change the things we see and hear. In other words, we can change what we do and what we say to reach more desirable outcomes. We are often asked to work on concepts like Teamwork, Problem-Solving, Communication, Trust, and Leadership. Concepts don't change without behavior changes. Together we'll learn how to assess teambuilding activities for their inherent behaviors – things we typically see and hear during these types of experiences. When we understand what behaviors need to change, we can choose more appropriate activities that lead to changes in concepts.

Objectives

- Learn how to assess a teambuilding activity's inherent behaviors.
- Break down traditional concepts (e.g., Teambuilding, Trust, Leadership) into its recognizable behaviors.
- Recognize and understand a variety of purposeful programming details.

This workshop will focus on the 'Practices' followed by purposeful teambuilding programmers – sound practice can lead to better outcomes. (Connected to THEME)

The Significance/Value of the Topic

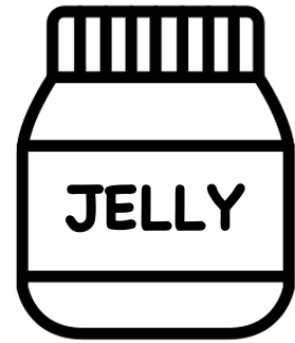
Purposeful programming is a significant educational tool used to enhance the overall value and outcome of a program or lesson. A purposeful programmer has a reason for each step in the process and uses allotted time efficiently in order to guide students (participants) through meaningful experiences. Purposeful programming involves a variety of education techniques and strategies to engage students from active participation 'into' the content, interpersonal interactions with others, and meaningful discussions about the experiences. Purposeful programmers make it clear to students 'Why' they are participating and practicing in particular behaviors and how they will enhance future experiences.

180-minutes (3 hours)

Activities

Concepts & Behaviors

- The 'Jelly' is the Concept.
- The 'Ingredients' are the Behaviors associated with the Concept.



Fist Bump Connection

Needs & Numbers: No props needed. Any number can play.

Process: Demonstrate a basic fist bump – a 'connect' (touching) fists or 'pass-by' (non-touching) fists. Then ask for volunteers to demonstrate some variations of fist bumps. Then, participants simply mingle around the crowd fist-bump (any type) connecting with others in the room.

Before fist-bumping, partners agree to 'connect' or 'pass by'. Then they perform the bump. Before they part ways, they introduce themselves to each other. A three-minute fist bump mingle works well. (Play for four minutes with larger groups.)

Jump Forward, Jump Back

Needs & Numbers: No props needed. An open space larger enough for the group to circle up. This one plays well with 12 to 30 participants.

Process: Circle up participants – they need a one-arm distance between each other during this learning stage. Teach them the "moves." NOTE: Jumps are always leaving from two feet and landing on two feet. Everyone is doing the moves that are called at the same time.

- JUMP IN – Make a small jump in towards the center of the circle.
- JUMP OUT – Make a small jump away from the circle.
- JUMP RIGHT – Make a small jump to the right.
- JUMP LEFT – Make a small jump to the left.
- TURN LEFT – Make a 90 degree turn to the left.
- TURN RIGHT – Make a 90 degree turn to the right.

Practice all the move a few times. Be sure, during this practice stage, to always call JUMP IN and JUMP OUT when the participants are facing the center of the circle. We'll be challenging the group with some decision-making once we're in THE GAME....

THE GAME: After practicing the moves, go into the game. Make eight to ten JUMP calls first. Then, put in a turn. When you add the JUMPS after a TURN there, most likely, will be some confusion over where to JUMP. One of the objectives of the activity is for the group to decide together how they will move themselves when they are facing different ways. Play this one out until the group has worked out the way to stay synchronized (doing the same things) during the calls.

Quick Line Up

Needs & Numbers: No props needed. You'll want a nice open area to play. Works well with 20 to 40 participants.

Process: This is a timed activity. Divide the group into four 'teams.' Create a square out of the teams – each team in a shoulder-to-shoulder line, each line is a side of the square, all lines facing the inside of the square. The person at the right end of each line is given a tossable.

Starting out, the facilitator stands in the middle of the square and faces one line. Each line is (always) orientated to the facilitator in the same way for each round: One line is always in front of facilitator. One line is always to the right. One line is always to the left. One line is always behind the facilitator.

Play Level 1: Staying inside the square, the facilitator repositions themselves, then says, "Are you ready? Hustle!" and starts the time. At this point the teams reorient themselves to where they are supposed to be in relation to the facilitator: Front, Right, Left, and Behind. Once at their spot and lined up (or forming their line), one-by-one the tossable is handed down the line. The last person (to the far left of each line) holds up the tossable and shouts, "DONE!"

When all teams have shouted "Done," the time stops. For each round, the tossable must start at the right end of each line.

Play Level 2: At this Level, the facilitator moves to a spot outside the square. After "Hustle" is called the group moves and forms the new square around the facilitator. NOTE: Since a major variable has changed, timing Level 2 attempts might not be 'fair' – but who's to say what's fair?

NOTE: The lesson on "Are you ready?" can be flushed out. Groups can ask for more time to plan simply by saying, "No, we're not ready."

Talking Points: Competition to Collaboration, Leadership, Problem-Solving (What problems did you anticipate/encounter and solve?), Personal and Group Safety, Process Improvement Toss-a-Lot Challenge

Memory 30

See this FUNdoing Post: <https://www.fundoing.com/blog/memory-30>

Pressure Cooker 2.0

See this FUNdoing Post: <https://www.fundoing.com/blog/pressure-cooker-20>

Objectable Human Knot

See this FUNdoing Post (with video): <https://www.fundoing.com/blog/objectable-human-knot>

NOTE: The video shows the option to use a beach ball. Remember, we used a tied rope/webbing circle during the workshop.

Group Jump (This will be a quick review.)

Needs & Numbers: You'll need one Buddy Rope (about 1.5 meters long) for each person. This plays well with groups of 12 to 14.

Process: Circle up your group(s) facing center – initially, have a one-arm distance between players. Then, everyone in the group turns 90-degrees to the right. Each person places their buddy rope in front of their toes at a straight line. Then, each person steps on their buddy rope line with the rope under the arch of their feet.

Round 1: Someone in the group will call, "1, 2, 3, Jump." On "Jump" everyone, at the same time, jumps to the open space right in front of them – a jump is leaving off two feet and landing on two feet. Once everyone is set after the jump, someone else calls, "1, 2,3, Jump!" This time, each person jumps to land on the rope in front of them – arches over the rope. Do this several times jumping to the open space then the rope. When the group is comfortable with jumping together, move to Round 2.

Round 2: Before the jumping begins in round two, everyone will move their buddy rope one step in towards the center of the circle. Ropes need to be close enough in Round 2 so players can jump from rope to rope (jumping over the open space). Adjust the ropes in towards the center enough so that the jump is not too far to reach. This Round is riskier than the first. So, do what is needed to encourage the group to jump together. You might have to reset after each jump. As in Level 1, someone will count down and everyone jumps on "Jump."

NOTE: Once the group understands Round 2, you can invite them to go back to Round 1 for more practice.

Rope Shapes – Images & Grams

See this FUNdoing Post: <https://www.fundoing.com/blog/rope-shapes-extension-print-n-play>

When the Spots are Down

(This is a new activity I'm working on. I'll include the instructions here with the updates when I return home.)

Four of a Kind

Needs & Numbers: You'll need a standard deck of 52 playing cards (the bigger the better). Make a big circle with a 50-foot rope and set out all the cards face down inside. Now divide your group into teams of two or three players. Give each team a game spot or a short rope (1.5. meters) they can circle up for a 'table' and ask them to place it down on the floor/ground about 10 feet from the outside of the circle of cards. This one plays well with 10 to 30 participants.

Process: Have each team gather by their spot (or rope table) while you give them the directions. **The objective of the activity is for each team to have four cards of the same rank on their spot/table** - the timing starts when the first player breaks the plane of the rope circle and stops when all teams have four-of-a-kind. Please be sure to remind the teams that they are all one "group" working together in small "teams" to achieve the objective as quickly and safely as possible.

(NOTE: I worked with an adult group recently and one of the participants did not know what was on the faces of a deck of cards - true story. So, don't assume participants will know what four-of-a-kind means. You'll need to explain. Now, if using playing cards is a bad idea for your group make up some letter cards so the teams can obtain four-of-a-kind in letters.)

RULES:

- Only one player from each team can enter into the circle of cards at a time (i.e., if there are six teams, up to six people can be in the circle).
- After entering the circle, you are only allowed to pickup/touch one card.
- If you choose to take this card from the circle you and your "teammates" may not look at the card until it is flipped over onto the team spot/table.
- All players on a team must take turns going into the card circle - meaning, all players from a team must go into the circle once before someone can go in a second time and so forth.
- If your team decides to keep the card taken from the circle it is placed down on the floor/ground and must be touching the spot (be on the rope table)
- If your team decides not to keep the card it is brought back into the circle of cards and placed face down inside the circle. In other words, if you don't want the card, it goes back into the circle (face down). This means you may not hand a card that you have to another team.
- Each team may have up to five cards in their area - touching the spot. Once a sixth card is brought to their area someone in the team must bring a card back when going into the circle.

I usually get in at least three rounds so the group can experience improvement. If they delve into their mental models and phantom rules results can be impressive.