VIRTUAL TEAMBONDING

Give us an idea of what you want to accomplish, and we'll offer up a suggestion for the best approach to meet your goals. Whether it is production deadlines, marketing plans or budget reviews, this real-time simulation helps your team develop new and innovative ways to increase productivity and profitability.

Note: many other TeamBonding team building activities can also be customized as virtual activities. Ask us about details.

PLEASE GIVE ME A QUICK DESCRIPTION OF THE PROGRAM

Virtual TeamBonding simulates a day in the life of a virtual team. From conference call meetings to e-mail agendas, your team must work together, though physically apart, to reach a common goal. Under the guidance of TeamBonding facilitators, teams race against the clock, sharing ideas and information electronically, in order to meet deadlines. As with any real-life Virtual Team, your teams will face financial and time limitations.

CAN YOU GIVE ME MORE DETAILS ON HOW IT WORKS?

There are different scenarios for this program:

A. Most (or all) of your team together in one location – for example, if your team is virtual, this is a great activity to do when you meet all together once a year.

B. Many of your team members are in the main location, but many others are spread across the globe interacting virtually via cell phone, web cam, email, etc.

C. Almost all of the team is located virtually. This is our least recommended way to do this program as the energy, engagement, and debriefing are not as strong as the other two versions. However, it works fine if this is your only option.

HERE ARE SOME EXAMPLES OF OUR VARIATIONS:

Site Central Teambuilding

This exercise splits the group into two subgroups. The larger one is called Site, which is analogous to the factory or lab. The smaller subgroup is called Central, which usually signifies management. The two are separated by some kind of space, like 30 yards or two different floors within a building. There are strict rules restricting the kind of contact they have with each other – physical, cell phone, email, etc. All the information is given to the Central group. All the materials (but none of the information) go to the Site group. Central has to convey to Site what has to be done, what the rules are, then figure out how to get them to do the job. Central is responsible for getting the job done, but they can only do it by effectively influencing/managing/leading the Site group.

Virtual Traffic Jam

Marketing has just determined that a great opportunity exists for development of a new product. Together with R&D, the group is rushing to develop a prototype of the product to demonstrate to the Customer. The Marketing Team has the responsibility for understanding and conveying the product specifications to the R&D Team, and for demonstrating the product prototype to the Customer at the Presentation. Here is what you know about the Customer's problem and the

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specifications given to you. There is a Traffic Jam. The traffic jam involves six cars on a one lane road. Three cars are backed up in a line going one way the other three are going the other.

All are facing the middle of the road. There is space for only seven cars on the road, and initially, the empty space is in the middle, between the sets of cars going opposite directions. Can you solve the traffic jam as a virtual team in time before time runs out?

Site Central Toxic Waste

The objective is for the team to contain a toxic spill by transporting it into a safe container using the given tools. The task is challenging. The rules are even more so. The participants find that only through effective planning, sharing of ideas and resources and physical collaboration can this project be accomplished in the time limit given.

If You Build It, They Will Too

Teams work to build parts of a bridge. While the groups are able to communicate, they don't actually see each other's handiwork until the end of the exercise, when all teams come together with their work. This exercise creates a strong visual, while demonstrating the importance of developing leadership and communication at all levels of the organization.

The Power of Best Practices

This experiential program is designed to help teams focus on the power of sharing best practices. The Power of Best Practices is ideal for teams that are cross-functional, in remote locations in matrix organizations, or for any group looking to increase their capacity to proactively share information. The program mixes powerful experiential activities designed to ignite the energy around best practice sharing with professional facilitation tools geared towards helping teams begin exchanging information.

HOW IS THE ROOM SET UP?

It depends on the activities chosen, but usually one main room with open space (twenty square feet per person minimum) and one or more smaller rooms elsewhere in the venue for breakout teams.

WHAT ARE THE ROOM REQUIREMENTS I SHOULD PASS ON TO THE CONFERENCE CENTER?

Main Room size = Twenty square feet per person minimum.

WHAT ARE THE AUDIO VISUAL NEEDS I SHOULD PASS ON TO THE CONFERENCE CENTER?

One or more flipchart/easel/markers (actual number needed depends on activities chosen.)

If group is size 40 or more – in the main room:
• PA system that can play CDs and can hook an iPod to
• One wireless handheld microphone

Wireless access and phone lines are also highly recommended.

WHAT'S THE PERFECT TEAM SIZE?

Based on our rigorous unscientific observations we've found the magic number to be eight people on a team. Team sizes range between six and ten, however, depending on the size of your group. If it's a small group, it's often fun to have more teams playing even though they're a little smaller in size. If you have 2000 participants, we'd say 10 is a fine number.

We've had teams with as few as four people and as many as fifteen. If you have a specific size in mind, we'll work with you.

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WHO DECIDES WHO IS ON EACH TEAM?

You do or we can, it's your choice! If you know that you want certain people to meet and get to know other people in your group, this is your chance! Some people pre-split their teams for maximum diversity, some like to have intact smaller teams/districts/sales groups, etc. together. You can decide on the roster for each team and then you have some options. You could:

A. Let teams know well in advance and start "good gossip" about your event. You could even have them come up with a team name, mascot, flag, bird, wild flower, etc. before the actual day of the program.

B. Let teams know at the beginning of your conference so they can meet up before.

C. Let teams know as they walk into the door for the program.

D. Hand us the list when we finally meet in person, and we'll read it off at the right time in the program. If you have no idea, or have way too many things on your plate already, you can leave it up to us. We'll split the teams up randomly during the program.

SHOULD I LET YOU KNOW HOW MANY TEAMS WE'RE GOING TO HAVE?

Yes! Please do, we make various equipment and facilitator decisions based on the number of teams. To help us provide you with the optimum experience, it's very helpful to know the number of teams you're going to go with.

SHOULD I GET PRIZES?

This program is collaborative. So, your success is measured by your performance as an overall company/division/project team. Everyone needs to work together, just like work, so you all succeed or fail based on how well you do that.

This means that there isn't a "winning" (or "losing") team. If you want to get prizes, get a small memento for every person that participated in the program.

HOW LONG IS THE PROGRAM?

Typical sessions vary from one hour to a half day. This program is highly customizable – just let us know what you have in mind!

WILL WE HAVE FUN?

Well, of course! If it weren't, we wouldn't want to do it either. If you're concerned, we're happy to provide references so you can speak with other groups about their experience.

IS THERE A DEBRIEFING AT THE END OF THE PROGRAM?

Since this program is collaborative and stimulates a work environment, we recommend a debriefing. The challenges of virtual teaming are explored and a trained facilitator will guide the team with a list of actions to help their virtual team work more effectively.

WHAT WILL WE HAVE ACCOMPLISHED?

Whether we point it out or not after the program ends, here's a short list of things you'll have worked on or accomplished as a team:

Outcomes
• Enhanced communication skills
• Effective delegation/time management
• Foster big-picture strategic thinking

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