

# TEAM BUILDING

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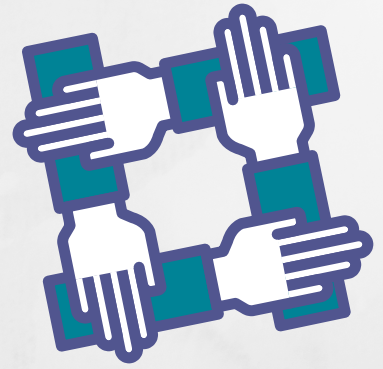
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# SUMMARY



## 1. PRÉSENTATION

- DEFINITION
- GOALS
- CHARACTERISTICS
- WHAT IT'S ALL ABOUT ?
- CHARACTERS & TOOLS

## 2. TYPES OF TEAM BUILDING

- DIFFERENT TYPES
- ANIMATION TECHNIQUES

## 3. CONDITIONS OF SUCCESS

## 4. LIMITS

## 5. DEMONSTRATION

## 6. TEAM BUILDING TRENDS

## CONCLUSION



# 1. PRESENTATION



## DEFINITION

- Team Building refers to all activities aimed at improving the potential and abilities of teams, both in relational and operational terms.
    - Introduced in the early 1980s, the concept of team building has the first goal of **strengthening ties** within a group of employees, a service or a company.
    - Based on collective challenges, employees who are members of the same group (team, service, institution, firm, etc.) **get to know each other better, trust each other and coordinate in a given situation outside the company context.** They give of themselves and put themselves at the service of the collective.
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# 1 PRESENTATION



## GOALS

Organizing Team Building in a company presents several objectives. These objectives depend on different factors (type of team or service, company's goals, company's well-being...).

A company can decide to organize a Team Building to :

- To reinforce the links between coworkers
  - To mobilize everyone around the organisation's goals
  - To create group cohesion
  - To develop collective intelligence
  - To integrate new employees
  - To neutralize conflicts
  - To urge on individual and collective motivation
  - To communicate in a different ways
  - To develop and boost the sense of belonging of everybody
  - To reduce stress
  - To establish well-being in the company
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# 1. PRESENTATION

## WHAT IT IS ALL ABOUT

A team building session is organised in 3 essential moments :

### 1. Exercises, games, role-playing:

It is the moment of collective activities, we can make out the functioning of the team. The difficulties, problems and also facilities and skills of the team appear naturally.

### 2. Listening:

Team Building is the moment for a team and the leader to review and analyse the activity that they just did and to talk about the viewpoints, difficulties and experiences of everyone. The goal is to speak and listen actively without judging.

### 3. Opening:

Everyone can discover or highlight a new individual or collective potential. Team Building push the collective to think differently and even to innovate.



## CHARACTERISTICS

This is the main characteristics of Team Building :

- A limited number of members
  - A **shared goal**
  - Direct (face-to-face) relationships between all members of the organization
  - Complementary skills and role organisation
  - A personal contribution from each member.
  - Bringing all or part of the employees together in **another context than work**
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# 1. PRESENTATION

## CHARACTERS



- The manager or the team leader who must set objectives, organize and coordinate the work, and finally control it.
- External facilitator
- All or part of the employees : group by service for example.



## TOOLS



Each Team building is different and require different tools or equipments. It has to be prepared in advance.

Here are a few examples :

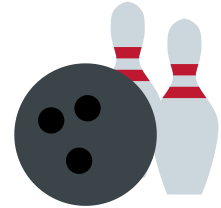
- Location
  - Room
  - Projector video
  - Training support
  - Evaluation tools of training
  - Equipments in link with the activity
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# 2. TYPES OF TEAM BUILDING

## DIFFERENT TYPES

Team Building has to be a little bit playful, interactive and instructive.

The different kinds of Team Building are :



- Cultural activities
- Sports
- Rôle play
- Collective games: treasure hunt, rally, track games
- Learning a new skill
- Making a lipdub, clip or video presenting/promoting the company

## ANIMATION TECHNIQUES

This is some examples of animation techniques that can be used for a Team Building :

- Meeting
- Professional coaching or coaching
- Seminary
- Team building



# 3. CONDITIONS OF SUCCESS



- Generally, Team building has benefits for a company and its employees. However, if some conditions are not respected, the Team building could be failed and create negative impacts on employees and their work.
- First, a Team Building has to be very organized. Its also must have a goal. This goal must be **identified, measurable, feasible** and **motivated**.
- Furthermore, the facilitator, the team leader, or the person who lead the Team building has to **controle**, to **organize** and to **coordinate** the project.

He has to set goals and insure to find **the balance between individual competition and collective cooperation**. He also has to have a **good quality of animation**.

- Finally, **the level of team participation** also has an impact on Team building success.
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## 4. LIMITS



A Team building can have some limits and especially if the conditions of success are not respected.

Indeed, if a Team building is not well organized, the company take a risk and it can produce negative consequences.

However, a Team building couldn't work if :

- **Participants are not excited and motivated** to realise the Team building.
- Team building's goals are **not well defined**.
- Team building is **too long** and **not interactive**.
- Company's **social climate is too deteriorated** and organizing a Team building is not enough to settle it.

It is important to anticipate this limits, to be organized and to be clear and communicative with the team members.



# 5. DEMONSTRATION



We would like to demonstrate a kind of game that can be used in the context of a Team building.

Given the actual worldwide situation, we have adapted our demonstration. Actually, we propose you an exemple of team building game that can be realised remotely.



# 5. DEMONSTRATION



## "One Lie and Two Truths"

To make this game, it is preferable to have a limited number of participants (6 to 8 people maximum).

### Objectives of the game :

- To establish a good social climate quickly.
- To discover other coworkers
- To create or intensify group cohesion
- To improve well-being at work and productivity

### Steps :

1. The speaker explains to all the participants the rules of the game.
2. The participants have time to think about what they are going to say.
3. Each participant have to give two truths and one lie about him on a personal or professional level.
4. The participants has the objective to deceive the rest of the group and to mislead them by answering to their questions.  
The rest of the group have to guess which propositions is wrong by asking questions.



# 6. TEAM BUILDING TRENDS



Team building has changed and especially with the emergence of new technologies and the new needs of employers and companies. Here are the new Team building trends and their objectives:

- **Ecological teambuilding:**

Raising awareness among environmental protection in a CSR logic

- **Digital detox or disconnected teambuilding :**

Boosting and rejuvenating the team. It allows to develop creativity, open-mindedness and productive work

- **The useful team :**

Offering services to an association. Participants can develop their sense of collective pride. For the company, it is an opportunity to communicate their social values and their CSR approach.

- **VR teambuilding :**

Making participants feel strong emotions (vertigo, fear, speed, etc.). These types of simulations require self-control, communication and cohesion. This improves individual and collective performance

- **The cultural rally :**

Being able to federate around culture. The objective is to multiply exchanges between colleagues and to learn differently.

- **The team building escape game :**

The objective is to promote cohesion and mutual help, to develop concentration and collective intelligence, and to think about the complementarity of skills.

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# CONCLUSION



To conclude, Team building presents a lot of benefits for a company and also for the employees.

Actually, for a company Team building can mobilize everyone around organisation's goal(s), improve group cohesion, develop relations, and neutralize conflicts. It also a good way to **increase productivity**. Indeed, **people work better when they find well-being at work**.

For the employees, participating to a Team building can develop and boost their sense of belonging, reduce the stress, reinforce the link and also establish a well being in a teamwork. Finally, It allows employees to **be efficient** and able to **work together**.

**TEAM BUILDING = COHESION +  
WELL-BEING + COMMITMENT**

