Emotional Workshop: Teambuilding

Objective:

- **Participants will understand Belbin's team role model, identify their natural team roles, and learn how to leverage these roles to build cohesive and effective teams.**
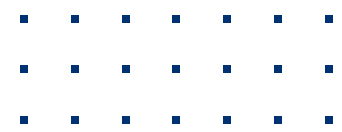
Key Components:

- Understanding Belbin's Team Roles
- Self-Reflection
- Role Identification
- Role Assignment and Collaborative Task

Duration:

1 hour 10 minutes

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Workshop Overview

In this workshop, participants explored the dynamics of Belbin's Team Roles to understand the crucial role of diverse roles within effective teamwork.

- **Introduction (10 minutes).** Overview of the nine Belbin roles: Shaper, Implementer, Completer-Finisher, Coordinator, Teamworker, Resource Investigator, Plant, Monitor Evaluator, and Specialist.

- **Self-Reflection and Group Discussion (15 minutes).** Participants discuss which roles they feel best represent them, sharing examples from their own experiences.

- **Role Identification Activity (15 minutes).** Participants are divided into small groups and assigned a fictional challenge, such as launching a new product.

- **Collaborative Problem-Solving Exercise (20 minutes).** A problem-solving scenario, requiring teams to complete a complex task. Each participant adoptsa Belbin role, either assigned by the facilitator or self-identified.

- **Conclusion (10 minutes):** Summary of the key points.

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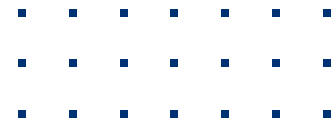
Introduction

Watch the video introducing the Belbin's concept to team roles with the participants. After the video explain the benefits of understanding and applying these roles for better team collaboration and conflict resolution.

Prompt participants to reflect on their roles in past team experiences and lessons.
Ask questions like, "Which roles do you naturally gravitate towards?" to help connect the concept to personal experiences.

Briefly introduce upcoming activities, emphasizing the practical application of Belbin's roles in team dynamics and encourage participants to start thinking about their team roles in preparation for the next exercise.


Link to the video

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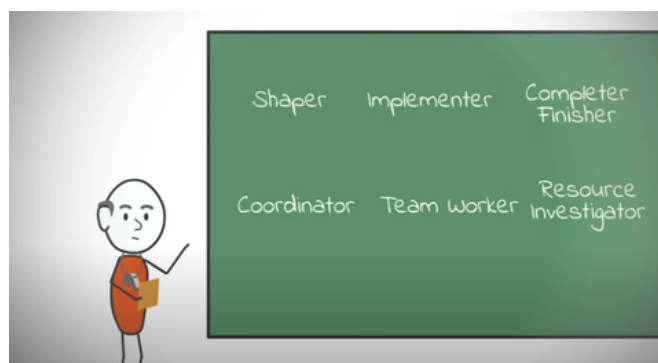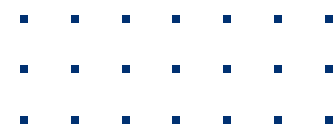
Reflecting on Emotional
Self-Reflection and Group Discussion

Personal Reflection: Participants reflect individually on which Belbin roles they naturally align with, drawing from their past team experiences. They consider their strengths, preferred behaviors, and how these roles fit within different team settings.

Small Group Discussions: Participants then share their reflections in small groups. This allows them to explore how their identified roles can complement each other within a team. They discuss the importance of role diversity and how each role contributes uniquely to the team's dynamics.

Sharing Insights with the Larger Group: Each small group then shares their insights with the larger group, fostering a collective understanding of the value of diverse roles. This discussion highlights the benefits of recognizing and valuing the different contributions each team member can make.

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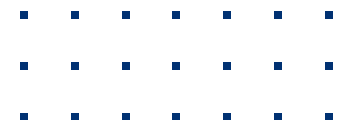
Collaborative Problem-Solving Exercise

Group Allocation and Role Assignment: Participants are divided into small groups and given a fictional challenge, such as launching a new product. Each group then assigns Belbin roles based on the strengths and preferences of their team members. Roles might include Shaper, Implementer, Completer-Finisher, Coordinator, Teamworker, Resource Investigator, Plant, Monitor Evaluator, and Specialist. The assignment is intended to reflect the natural roles that team members excel in, ensuring a balanced team composition.

Discussion on Role Contributions: In their groups, participants discuss how each assigned role contributes to the challenge. They explore the strengths each role brings to the team—Shapers push the team forward, Implementers ensure tasks are carried out efficiently, Completer-Finishers focus on quality, and so on. This discussion helps participants understand the unique contributions of each role and how they complement each other.

Presenting to the Larger Group: Each group presents their team structure to the larger group. They explain the roles assigned and illustrate how these roles enhance team efficiency and help prevent conflicts. This activity highlights the importance of a balanced team composition and how recognizing and leveraging each role can improve collaboration and prevent misunderstandings within the team.

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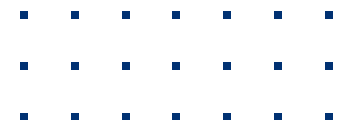
Role Identification Activity

- **Problem-Solving Scenario:** Present a complex task scenario, such as organizing an event or developing a marketing strategy. Each participant is assigned a Belbin role—Shaper, Implementer, Completer-Finisher, Coordinator, Teamworker, Resource Investigator, Plant, Monitor Evaluator, or Specialist—either by the facilitator or based on self-identification.

- **Collaborative Task:** Teams work together to complete the task, using their assigned roles. For example, in launching a new product, roles contribute differently: the Shaper might drive quick decisions, the Implementer ensures timely completion, the Resource Investigator explores new opportunities, and the Teamworker maintains team morale. This exercise highlights the dynamic influence of each role on team dynamics.

- **Reflective Discussion**: After completing the task, teams discuss their experiences, focusing on challenges like overlapping roles or missing roles. This reflection helps participants understand the importance of a balanced team composition and the impact of diverse roles on problem-solving. It also allows them to identify strategies for managing role overlaps and recognizing the value of missing roles in future collaborations.

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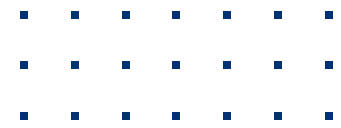
Conclusion

Summarize the Key Points:

- **Diversity in Team Roles:** Leads to stronger collaboration, as each role brings unique strengths and perspectives that enhance team dynamics.
- **Recognizing and Valuing Contributions:** Fosters trust and motivation within the team, making each member feel valued for their unique role.
- **Balance and Adaptability:** Are essential for overcoming team challenges, enabling the team to respond effectively to varying circumstances and demands.

Facilitate a discussion where participants reflect on their role within a team, considering what they learned about their strengths and areas for improvement using the Belbin framework. Encourage them to set a personal goal for enhancing their teamwork skills, incorporating their insights from the activity.

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Instructions for Teachers

Objective: Participants will explore the role of emotional intelligence in teamwork, gaining insights into its key components while engaging in self-reflection activities. This workshop aims to empower people to cultivate emotional intelligence skills in themselves and their learners, ultimately fostering effective collaboration, positive interactions, and ongoing personal growth in adult learning settings.

Duration: 1 hour 10 minutes

Materials Needed:
Handouts or a presentation explaining Belbin's Team Roles, sticky notes, markers, flip charts, and online collaboration tools like Google Jamboard or Miro.

Workshop step by step

Step 1. Introduction (10 minutes)
Introduce Belbin's Team Roles framework, outlining the nine roles: Shaper, Implementer, Completer-Finisher (Action-Oriented), Coordinator, Teamworker, Resource Investigator (People-Oriented), Plant, Monitor Evaluator, Specialist (Thought-Oriented). Show a short video explaining the model

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Step 2. Self-Reflection and Group Discussion (15 minutes)

Participants discuss which roles they feel best represent them and share examples from their own experience. Groups then share insights with the larger group, emphasizing the importance of role diversity in teams.

Step 3. Role Identification Activity (15 minutes)

Divide participants into small groups and assign a fictional challenge (e.g., launching a new product). Groups assign Belbin roles based on team members' strengths and preferences, discussing how each role contributes to the challenge. Groups present their team structure to the larger group, illustrating how balanced roles enhance team efficiency and prevent conflicts.

Step 4. Collaborative Problem-Solving Exercise (20 minutes)

Present a problem-solving scenario requiring teams to complete a complex task. Each participant adopts a Belbin role (assigned by the facilitator or self-identified). After collaborating, teams discuss how each role influenced their approach and share insights on challenges such as overlapping roles or missing roles.

Step 5. Conclusion (10 minutes)

Summarize the key points: diversity in team roles leads to stronger collaboration, recognizing and valuing individual contributions fosters trust and motivation, and balance and adaptability are essential to overcoming team challenges. Facilitate a discussion where participants reflect on what they learned about their role in a team and how they will apply these insights in future teamwork. Encourage them to set a personal goal for enhancing their teamwork skills using the Belbin framework.

Workshop: Teambuilding

Tips for teachers:

- Familiarize Yourself with Belbin's Team Roles:

Understand each of the nine roles: Shaper, Implementer, Completer-Finisher, Coordinator, Teamworker, Resource Investigator, Plant, Monitor Evaluator, and Specialist.

Be prepared to explain the characteristics, strengths, and potential weaknesses of each role. Familiarity with these roles will help you guide discussions and activities effectively.

- Create a Safe and Inclusive Learning Environment:

Encourage an open and non-judgmental atmosphere where participants feel comfortable sharing their experiences and insights.

Highlight the importance of diversity in roles within a team, ensuring everyone's contribution is valued and respected. This will help participants understand that no role is superior but all are necessary for team success.

- Use Interactive Activities:

Incorporate group discussions, role-plays, and collaborative problem-solving exercises to bring Belbin's model to life. These activities help participants relate theory to practical experience.

For the Role Identification Activity and Collaborative Problem-Solving Exercise, use online tools like Google Jamboard or Miro for remote learning settings, allowing participants to visually organize their team dynamics and brainstorm effectively.

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Follow-Up Activity at Home:

Participants will reflect on a recent team experience:

- Identify the Belbin roles present in the team.
- Was any role missing? How did it affect the team's dynamics?
- What could you or the team have done differently to enhance collaboration?
- Share your reflection with a peer or team member and discuss practical ways to apply Belbin's roles in future projects.

Assessment:

Participants' reflections will be assessed based on wow well did they understood Belbin's roles and their impact on team dynamics.

Final Notes:

Belbin's Team Roles provide a practical framework for understanding and optimizing team dynamics. By balancing these roles, teams can work more effectively, avoid conflicts, and achieve shared goals. Encourage participants to regularly reflect on their team experiences and adapt their roles as needed for continuous growth.

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TOOLS

Mentimeter

Mentimeter is an interactive presentation tool that allows participants to engage in real-time polls, quizzes, and surveys using their smartphones or devices. It is useful for gathering responses and facilitating discussions during workshops.

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