

## NEXTeams Team Development

The NEXTeams Process is a program designed to give teams the tools for effective change. Combining trust building and problem solving activities creates an environment that welcomes honest dialogue and fosters innovation. Within this setting, teams will discuss their teamwork pros and cons – what is working, what needs reworking, and how they can best support the vision and goals of both the individuals within the organization, and the organization as a whole...

- *Games* are activities that serve as icebreakers - encouraging participants to relax, act silly, and remove some of the barriers that normally keep individuals from cooperating with one another. Games are the simplest form of team challenge.
- *Initiatives* are activities that require group members to identify a problem, make a plan for solving that problem, and initiate their plan. These challenges foster communication, commitment to the group, and leadership roles among the group members.
- *Trust Activities* require significant commitment and communication from members of the group. Trust activities are designed to encourage personal vulnerability – a key component of overcoming barriers to change within the organization. This additional risk often ranks *trust activities* among the most intense and powerful experiences in the *Portable Team Challenge*.
- *Full Value Contract* is a way of identifying the group's agreed upon "rules of engagement." When team members enter into the Full Value Contract, it allows them to take part in open communication between individuals and the team as a whole. The Full Value Contract allows honesty and vulnerability – the root of trust.



### **Sample Itinerary** (can be tailored to suit your goals and time restrictions...)

- 9:00 am – small group introductions – “tap-a-hand” – name game
- 9:15 am – ice-breakers – “group juggle” – easy, fun, ‘getting to know you game’
- 9:30 am – trust level one – “personal history” activity – vulnerability-based trust exercise – discussion of trust as a foundation of teamwork
- 10:00 am – full value contract/team scoreboard – ‘how will we interact as a team?’
- 10:20 am – group initiatives level one – “warp speed’
- 10:45 am – trust level two – “the quality journey” – problem-solving trust initiative  
discussion of productive conflict as a necessary step in building a high performance team.
- 11:30 am – initiative level one – “gutterball” – problem-solving activity
- 12:00 pm – LUNCH
- 12:45 pm – re-energizer – “electric coin toss”
- 1:00 pm – check in with full value contract – ‘where are we now?’
- 1:15 pm – commitment level one – “helium stick” – commitment exercise.  
discussion of the benefits of committing to a group and a group goal.
- 1:45 pm – trust level two – “minefield” – commitment, communication and trust exercise.
- 2:15 pm – final challenge and debrief – ‘what happened and where do we go now?’
- 2:45 pm – END