

Toolkit 2 - Learning Unit 5

Activity 2 : Discussion with 3 colored small cards, Exercise-play



Training

Ethics and human values inspire your leadership as a coordinator

2 – NEEDS : POST-INTERVENTION.

Making Work and Intervention More Meaningful, Safer and More Effective.

POST-INTERVENTION

- Question : Do you require to know what your new team actually needs ?
- Green side NO: Please go to the next step
- Orange side YES : Yes, I do. Please follow this section to assess and evolve in your coordinator skills and strategies to know and receive the team feelings.
- Activity 4 : Discussion with 3 colored smal cards, Exercise-play

ACTIVITY 2 : Discussion with 3 colored smal cards, Exercise-play

ACTIVITY :

As in Step 1, the Exercice-play discussion use 3 colored smal cards, where the team members write own Needs in order of importance :

red (hig level) - yellow (meddle level) - light blue (low level)

Material. You, the coordinator, can decide to conduct an open discussion about needs, in which everyone will write their 3 main needs in the current operational situation in 3 colored smal cards, in order of importance :

red (hig level) - yellow (meddle level) - light blue (low level).

Procedure. You collect the small cards and divide them by color and theme. Then, you propose to select among the group of red cards, representing the group of the most felt needs, the theme that emerges by number of cards.

Then the need expressed by the red cards is read well, and it is accurately described to synthesize a unique wording of the problem expressed by several writings, up to a final formulation that will be written on a blackboard.

It is therefore proposed to write on a blank and anonymous note, the first step identified to start responding to the most important and most shared need by the Group, underlining that we are not in a problem solving meeting, but in a meeting set on listening to the needs of the team. Smal white cards are collected and all anonymous solutions are read.

If you still have time, we move on to the second most important need in terms of importance - yellow level - and by theme, the most widespread in terms of number of cards. The previous red level scheme is repeated.

If you don't have time, postpone it to a future meeting, also for the level light blue.

Time of this cyclique phase: 30' per need, if the small cards are ready, also the white one.

If you don't have time, even discussing just one need will bring an effect to the group.

If you will bring the group to discuss the all 3 colored cards levels, the bleu low level keep the group in relaxion mode, because you show that you all have the time to think and communicate about thin and little things.

If you don't have time, even discussing just one need will bring an effect to the group, and you may do it also during a lunch, or a coffee-break, if you know how to keep a calm voice, at low volume and without stressing the rhythm, as unformal way.

You will make a new appointment in the next free moment, to ensure a continuation of the exercise, as if it were an interrupted game, since the game really has the playful spirit.

Focus. Remender : the goal of the exercise is not to find the “truth”, but to develop in each member of your team the ability to read the group processes, to reflect on their own individual processes of choosing needs, values and preferences, and to develop the empathic capacity towards the values of others to better understand them and thus develop creative adaptation.

As a coordinator you must be careful not to direct the Group towards a solution, or the solution that you consider evident, since there is no true method, but only the “listening method” chosen by the team. The needs change every time, even more in crisis situation. The goal is to accompany your team to find “spontaneously”, but in reality to build, their own method and introject it to make it “instinctive”, or common culture. This will protect them from the dissociation of their needs, that can lead to vicarious syndrome.

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