

## Toolkit 2 - Learning Unit 5

### Activity 2



Training

## Ethics and human values inspire your leadership as a coordinator

2 – NEEDS : PRE and Acute-INTERVENTION.

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

## PRE and Acute-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 : FLOOD Exercise-play (items to bring)

### **ACTIVITY 2 : FLOOD Exercise-play (items to bring)**

#### **FLOOD Exercise-play (items to bring)**

Objective. In a group of 4-20 people, make each one aware of the value of their contribution, and encourage listening in a discussion.

Material: 3-6 tokens (matches or coins) for each participant.

Objective. Examine the processes that lead to consensus in small groups. Valutare your way of choosing needs, preferences and values. To stimulate the ability to intuit the needs and values of others, to better understand them.

Material. One copy each of the exercise sheet and another for each group of four people, pen or pencil at all, notebook, clock.

The sheet for the exercise consists of two parts.

The first part contains a text like the following:

«Come back from a holiday abroad and find that it has been raining continuously for three days in the area where you live. As soon as you arrive a police loudspeaker is walking down the street to warn the inhabitants to evacuate because the danger of the river overflowing is imminent. Beg a policeman to let you go to your home for a moment, time to take some precious things. In the end you have permission. You enter the house and realize that you have a maximum of 5 minutes to decide what to take away and you can only save 4 things before leaving. Which of the following items would you take? If you can, also put them in order of importance».

Time. An hour or an hour and a half.

Procedure. Explain to the all participants in group that they have to make a very serious decision, choosing the most important voices, at their discretion, in a difficult situation. Distribute the instruction sheets, list according to the chosen situation about twenty objects that can be saved. Everyone copies them on his sheet.

Now give everyone five minutes to choose the four most important ones.

Warn when there is a minute left until the time runs out.

After each has chosen the four items, divide the participants into groups of 4 or 5: they will have 15 minutes to decide together the four voices to save as a group.

Warn when there are three minutes left until the time runs out.

Now each group chooses a spokesperson at random, for example the last one in alphabetical order.

These spokespeople form a separate group at the center and try to reach an agreement on behalf of all.

Their communication, however, is disturbed by the members of the small groups, who can talk and of course listen to what their spokesperson is saying.

However, during the entire discussion they can communicate with own spokespeople only through 2 written messages.

It is important to ensure that each group has two sheets, and to establish a time limit of 15 minutes within which the spokespersons must reach an agreement on behalf of all.

It is good to allow at the end 20-30 minutes, at a minimum, for discussion and evaluation of the result.

Remarks. Unlike the NASA Exercise (attached here), there are no “exact” answers.

Each group and each person decides based on their own assessment.

This puts everyone on the same level at the time of the decision.

The final phase, with the spokespersons at the centre, then effectively highlights the obligation of these to represent their group and the difficulty of ensuring that the views of minorities are taken into account in the discussion.

In the final discussion, three problems easily emerge :

- 1) whether a group consensus can be reached on issues that are by their nature exquisitely personal (and how these relate to issues of political or strategic tactics, which are also, often, personal);
- 2) if the members of the group are morally obliged to accept the decisions taken in the agreement;
- 3) whether trying to reach an agreement is better or worse than holding a vote.

As a coordinator you must be careful not to direct the Group towards your solution, or the solution that you consider moral, since there is no true method, but only the method chosen and integrated by the group.

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.