

Activity: Team of Consultants

Aims of the tool: This exercise helps spur on creative problem solving in your team. It highlights the importance of teamwork, and the value that people can gain from seeking others' advice.

Materials needed: Paper and pens for each person.

Time: Flexible, typically 15 minutes.

Description

1. Get people to sit around a table.
2. Give them two minutes to write down a problem they're facing at work.
3. When they're finished, instruct them to pass their papers to the left.
4. Give them one or two minutes to read the problem now in front of them, and write a piece of advice or a potential solution beneath it.
5. After this, pass the papers to the left again and repeat the process. Keep going until participants have their original piece of paper back.

Advice for the Facilitator

Talk to your team members about the advice they received from their colleagues.

Consider asking these questions:

- How do you feel about being called upon to give advice?
- Were you able to offer something constructive to your teammates?

- How do you feel about asking for teammates' help?
- Were you surprised at the amount and quality of the advice you received?

Some of your team members might not have been able to think of a piece of advice, or a possible solution. If they get stuck, ask them to write down a few words of encouragement or support instead.