

## Exercise 5.6

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# Creating a team vision



Process:

Creativity



55 minutes

### Learning outcomes

At the end of this exercise participants should be able to:

- ✓ work co-operatively in small groups to achieve a collective vision
- ✓ produce a representation of the vision by working creatively together.

### Materials



- Flipchart paper or A1 size card/paper
- Coloured pens and pencils
- Magazines
- Glue sticks
- Scissors

### Facilitating the exercise



This exercise is about creating a vision of a co-operative team.

- 1 Ask participants to form teams of six to eight people. These could be based on real work teams where relevant.
- 2 Lead the exercise as follows:

“You are going to work together to create a vision of a co-operative team, and produce a poster which represents this vision.

Begin by sharing some of the insights you gained from the visualisation exercise, using your notes as reference. Drawing on these, produce a collective vision of what a co-operative team might look like, in terms of qualities, attitudes and behaviour. Try to involve everyone in this process. You might wish to ask one person to make some notes at this stage.”

Allow 15 minutes for this first stage.

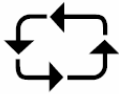
- 3 Ask the teams to undertake the second stage of the exercise as follows:

“Now work together on creating a poster which conveys this vision. Share ideas for images, words and colours. Decide on the size and shape of the poster, and how you are going to produce it by working co-operatively. You can use coloured pens, pencils and magazine cuttings of pictures and words.

Again, try to involve everyone in the process. Some people may have ideas for design and colours, others may be more focused on the process of producing the poster, and others may come up with symbols or words which encapsulate everyone's thoughts.”

Allow 30 minutes for this stage before moving into feedback.

### Feedback 10 minutes



- 1 Invite each team to share their poster and how they feel about it. They will have the opportunity of reflecting on the *process* by which they achieved their outputs in the next exercise.
- 2 At the end of this exercise mention to the group that some people may see the vision in terms of *outcome* and others in terms of *process*, and that the next exercise will focus particularly on the process.

### Helpful hints

This exercise is based on groups letting go of personal agendas, status and roles in order to focus on a common task. During the stillness of the preceding visualisation, creative ideas will have emerged; the challenge is then to work with them to achieve a collective vision and fulfil the task of representing that vision. The sharing, the fun, and being non-judgmental about oneself and others lead to co-operative success.



### Movement exercise



10 minutes