

Chapter 1 : 6 Virtual Team Building Activities To Build An Epic Team Today – racedaydvl.com

Those virtual team building activities are great to build trust and rapport among your team. You can try all of them, and then pick one that works for you and your team. You can even frequently play all 3 of them at different times during your team's progression.

Priority Matrix uses 4-quadrants to help you focus on top priorities and projects. Learn how Priority Matrix creates a central source of truth so you can coordinate all the work your team needs to do. July 26, By Danielle Levine Team Building Exercises That Are Actually Effective Recently, my boss was talking to me about team building exercises that we could do to bring our remote team closer together. Suddenly, I had visions of our team playing tug of war and having relay races through Skype. I just snickered inside because, well, it sounded corny. However, team building exercises are an integral part of building a strong, well-functioning business. So, I present to you, this list of team building exercises that are actually pretty helpful and even fun. Incorporating these rewarding team building exercises every once in awhile or in a team building day like we had will make your team stronger, more powerful, more dynamic, and so much more successful. I have included exercises to do with your face-to-face team, and exercises if you are a remote team spread all over the country like us. How Much Do I Need? If you have a bunch of new employees, this one is for your team! This team building activity will allow coworkers to get to know each other better. Tell everybody to take as many as they think they will need. Once everybody has taken whatever it is that you passed around, ask them to count how many they have. Whatever amount they have, is the amount of facts that they must share about themselves. Go in the circle and have everybody say their name and their facts, and give everybody about a minute for doing so especially if your team is large. This team building exercise will allow everybody to get to know each other better and establish common interests. Just tell each of your employees to bring something important to them for show and tell in advance! Sit in a circle and establish an order you would like to go in clockwise, counterclockwise, etc. Have each person show their item and explain why it is important to them. The goal of show and tell is to spark conversation about what each person brings in and hopefully show that some employees who do not know much about each other actually have something in common to build closer workplace relationships. Two Truths and A Lie Goal: This team building exercise will allow everybody to learn more about their coworkers. Have each person sit in a circle to maintain focus and eye contact. Determine whether you guys are going counter clockwise, clockwise, etc. Allow everybody to say which one they think is a lie again, maintain the order, and then allow the person to say which one is the lie. The goal of this is to open up an interesting conversation. Repeat until everybody has their turn Tip: This one will work for remote teams as well! Whose Fact Is It Anyway? This team building exercise helps everybody learn more about their fellow coworkers. A fact from each employee Step-By-Step Directions: Have everyone guess who it is. Then, you guys can talk about the fact if it is super interesting. Which Baby Is That? This team building exercise allows everybody to get to know each other on a more personal level. Have all of your employees bring in one of their baby pictures. This is a fun activity to start or end a meeting. Have somebody hold up each picture while everybody guesses who they are Make sure you still keep the file in the same order At the end, go back through the pile, and allow each person to point out their baby picture 6. The Web Of Connection Goal: This team building exercise will show that you guys are all connected and have a common goal along with getting to know everybody better. Start with your entire team sitting in a big circle Name an icebreaker question that everybody would feel comfortable answering Examples: What is your spirit animal? What is the most embarrassing situation you have ever encountered? Have somebody start and answer the question. They then grab onto the yarn and throw the ball at somebody else to answer. After they answer, they hold the yarn and then throw it at somebody else to answer the icebreaker and so on. At the end, you should have a web. This shows that while you guys might not always agree with each other, understand what each other do, or know each other well, you are all connected and share the same goals to help your company succeed. Office Style You spend so much time in your office building, but how much do you really know about it? What color are the cabinets in the cafeteria? How many people are in each department? What brand is the printer? What

does Brad bring for lunch every day? This team building exercise will unify your team. If your team is generally small, then it might be a good idea to go through the questions together. If not, break into teams and make it into a little competition. Answer the questions and have fun Besides learning extremely important tedious facts about their workplace, this activity will create a sense of unity amongst your coworkers as they work together to answer these questions. This team building exercise will help build trust. A large and safe space for example, outdoors or an empty, but wide hallway Office equipment Like boxes, cones, chairs, balls Blind Folds Step-By-Step Directions: Take the office equipment and scatter it throughout the entire space make sure you also have something to signal the start and end space of the relay Divide into pairs for this exercise, try to get coworkers who do not know each other well together as this exercise probably incorporates the most trust on this entire list One partner will put the blindfold on and the other must only use verbal instructions no guiding to get their partner to the other side and back without hitting into anything. Next, you both must switch. Now, the person who was originally explaining how the other person could get across the minefield is the one who is actually going to go through the minefield. To add some competition, you can time each team and whichever team who took the least amount of time is the winner. Or, you can have a couple teams go at once in a round, and then the winners of each round will face up against the winners of the other rounds. The Penny Search This is a very quick activity, but it will also give your adrenaline a run for the money get it?! This team building exercise will help spread some history about your company. A ton of pennies and hand sanitizer Step-By-Step Directions: Have somebody or yourself sort through a ton of pennies. Use the hand sanitizer. Incorporate this at the beginning of a meeting. The winner s should get some sort of prize like a gift card, office supplies, or lunch on the manager. New Team Logo Goal: Small Office Supplies like staplers, notebooks, pens, pencils, erasers, etc. Either work as an entire group, or break up into groups of about people Have everybody gather any loose change and small office supplies, using it to create a new company logo Who knows, maybe you just found your new and improved logo? Mad Libs Each company probably has a mission statement or document that describes their company. This team building exercise brings your team together and reminds everybody about company values all while having fun. Written with clean, adjective code, Priority Matrix verb in speed, adjective , and security. Team Building Games 1. Phone Or Email Blitz This is an exercise that is best suited for companies that work in sales or marketing. This team building exercise will help generate more sales and leads with motivation from other team members. Computer for emails Step-By-Step Directions: Get in groups of people try to mix old and new employees so that old employees can act as mentors Have everybody work as a team to market your product, sell something, get your name out, etc. Decide what your measure of success is. For example, with an email blitz, is a success based on a sale, or a response? Set a time limit, whether it is a couple of hours or an entire day See which team has the highest number of successes Not only should your team generate more business, but they will push each other to do the best that they can all while increasing knowledge and relationships. The Height Line Goal: This is one of a few team building exercises that increases communication skills. Have your entire team standing up. You guys are all going to have to arrange yourselves in a straight line, but you are not going to be able to use your voices or gestures. Make sure that you have set some common benchmarks. For example, we are going to organize ourselves by shortest to tallest and shortest is near the desk and longest is near the door. Sometimes it is good to time yourselves to see how long it took you. This team building exercise helps everyone work together to accomplish a task as a team. Have everybody in a circle, for example around the meeting table. This works best with groups of people! One person must say a number at once. If more than one person goes or if somebody starts to say the number you must go back to the beginning. Once somebody says one number without anybody interrupting, another person must say the next number without anybody interrupting, and so on.

Chapter 2 : 3 Easy Virtual Team Building Activities & Games

TeamBonding's virtual team building activities simulate a day in the life of a virtual team. From conference call meetings to email agendas, virtual work teams must work together, though physically apart, to reach the goals.

Failing to run teamwork exercises for your virtual team could result in poor team dynamics. Icebreakers An icebreaker team-building activity allows people to introduce themselves and feel more comfortable with their new team members. Because virtual team members may never have a chance to meet each other in person, you need to give participants a chance to talk about what may be more obvious if your team were physically in the same room. For example, allow people to introduce themselves and identify a leader who inspires them. Give each person about two minutes to describe why. This fun and engaging exercise may reveal hidden talents, attitudes and personalities. You can also start the meeting with a prompt, such as a question or challenge, and give everyone a few minutes to answer. For example, ask each participant to describe a favorite toy he had as a child. Icebreakers help reduce tension and give people a chance to find out what they have in common. Personality Assessments Before a virtual team meeting, have participants complete a free Internet personality test. Then, during the kickoff meeting, ask each person to share his results. A personality test based on the Myers-Briggs Type Indicator reports how people use their perception and judgment see second resource. This activity helps team members who share the same type. By recognizing how others view the world, you can adjust your own methods to interact more successfully. Contests Despite team members working in different locations, a virtual team can still participate in contests. For example, ask everyone to submit personal photos, such as a baby photo and a current photo. Assemble these into an email message, newsletter, blog or webpage. During the meeting, ask each person to guess whom each picture depicts. The person who guesses the most right, wins. You can also ask people to submit inspirational photos and vote on the best photo. Online Scavenger Hunt Teamwork exercises prepare team members for solving problems. To create an online scavenger hunt, generate a list of questions that can be answered by searching the Internet. A facilitator reads the questions and gives the team members a few minutes to search for the answer, call a friend or figure out a puzzle or riddle. Generate a list of questions about your small business and use it as an orientation activity for new employees.

Chapter 3 : Team Building Exercises - 33 Best Team Building Activities

Luckily, virtual team building activities can still be super effective in promoting employee happiness, retention, and productivity. And remote team building doesn't have to be difficult or expensive, both in time and cost.

For someone in a fully remote team, at least you have the comfort of knowing all of your colleagues are also working from a home. This avoids a mountain of unused projects, and team members feel great if they are working on projects with a purpose. So to give an example of toy projects more clearly: One developer spiked out a Jira integration for Kayako. Another developer built a bug tracking dashboard. Employee recognition empowers team spirit Reward team members with treats, and recognizing their achievements is another way Kayako improves morale, and keeps people happy. With Bonusly each person can assign and receive points to build up rewards. Rewards can be spent on anything from personal shopping to movie tickets or professional development such as extra training courses or attending conferences. It is what it sounds like! The attendee puts together a presentation of what they learned from the conference and presents it at lunch. The whole company is invited to attend not mandatory, and the entire team benefits from the conference and the ideas generated there. Additionally, management can purchase each team member a reloadable gift card to use towards a virtual lunch, where everyone gets to connect even more. Buffer, Geckoboard, and Sococo are a few others who keep the morale of their company high by connecting. Fitness accountability builds care among team A perk of many virtual teams is getting a fitness tracker, such as Fitbit or Garmin. Each person on the team can join and share their stats each week, while encouraging each other to move, and take better care of themselves. A photo posted by Kayako kayako on Sep 10, at 7: Or you can each read the entire book and discuss chapters. Thursday afternoon seems to be a good time for this. Employees will learn to look forward to this time, as everyone will connect. Here are a few ideas: Make sure you get everyone on video who dresses up and have a small gift to send them for prizes. At Geckoboard everyone in the company congregates on Zoom. This is a great way to finish the week, or get everyone pumped up on Monday morning. Why are virtual team building activities important? By regularly hosting virtual events, your team can build relationships that will extend into other communications such as Slack, and email. There are other benefits as well: New hires are quickly integrated into discussions, projects, teams, and policies. People enjoy their jobs more when they are having fun. A united team is productive, and beneficial for the company. Ensure every team member has the interaction they need One of the major reasons people struggle with remote work is being alone, day in and out, for several hours at a time. The impact of this can build up rapidly. While some thrive in solitude, others will need more social interaction. Sep 9, at 4: There are dozens of tools out there that are pretty common for remote teams. Slack is probably the most used, Google Hangouts, and Skype. But here are a few you might not know about: Slackbots for stand ups “ Handle daily stand ups in Slack, there are multiple bots on the market now that make it super easy for a manager to get everyone to participate. Ensure synchronicity for meeting times One other aspect of keeping the team connected is making sure people have others to work with based on their time zone. If your team is worldwide, make sure everyone overlaps during business hours if at all possible, especially for days when you want to hold team building exercises. Keeping your team morale up benefits the whole company. Test this theory in your company. Then, implement some of these activities and run another survey. Let us know how it goes in the comments section below.

Chapter 4 : Team Building Exercises and Activities - Training From racedaydvl.com

Whether your team is big or small, it's important to focus on team building activities that help virtual relationships thrive, and create a sense of connectedness across the company. Whether you work from home in customer service, or you're a developer in a virtual team, check out these virtual team building activities from Kayako, and the.

Trust is the assured reliance on the character, ability, strength, or truth of someone or something. You cannot see it, hear it, or quantify it. Trust is more like a spectrum, where you have varying degrees of trust that range from very low to very high. This makes it trickier to manage. Nevertheless, creating a high degree of trust in a virtual environment is vital to the success of the team because individuals who trust each other produce more. On the other hand, a low degree of trust results in a lack of commitment, poor team performance, and negative energy among the team. Because there can be many factors involved, such as cultures, personalities, communication, and dispersion, establishing trust can be a complicated process. However, developing trust among a virtual team can be accomplished by following a methodical process through trust building activities. Before we get into those trust building activities, let me give you the secret formula for trust that will help guide you with your strategy of keeping trust high among your team. The Secret Formula for Trust Here is the secret formula for establishing trust: Trust is equal to the level of reliability plus the level of likeability. So to increase trust among the team, you need to increase the level of reliability or increase the level of likeability, or both. There are 4 activities for increasing reliability, and 5 activities for increasing likeability. Summary of the 9 Trust Building Activities How to increase reliability 4 trust building activities Activity 1: Verify Skills Activity 3: Lead by Example Activity 4: Count on Others How to increase likeability 5 trust building activities Activity 1: Get Personal Activity 2: Encourage Social Interactions Activity 3: Meet Face to Face Activity 5: Reliability is basically the ability and dependability of a team member to accomplish a task according to pre-defined objectives. Source In other words, it answers the question: Verify Skills The main root cause of a lack of reliability among virtual teams is a lack of proper team skills, so the first step you should do is verify them. There are two types of skills: Technical Skills are the skills needed to do the job itself e. Collaboration skills are skills needed to interact and communicate in a virtual environment e. Both types of skills are essential to make sure that there is a high degree of reliability among your team, and you should verify both of them with your team members before they start their roles. Some questions you can ask your team members when assessing their skills include: This is because your team actually looks up to your behavior as the standard reference point of how they should behave. When you say you will do something, do it. Count on Others The fourth trust building activity is to count on others to do their job. Although this might sound counterintuitive, counting on others to do their job will increase their level of reliability. Those individuals will affect the entire team by free-riding, and creating a negative environment of distrust. Likeability is the forming of emotional ties between members of a team, and is the result of social bonds developed in a reciprocal relationship between two people. It is usually referred to as the affective trust component, which is based on assessments of benevolence. Virtual teams can sometimes feel very transactional and dry because everyone is usually focused on completing their tasks and getting their job done. However, getting to know your team members on a personal level is one of the fastest ways to increase likeability. Leading by example works here as well. If you share personal anecdotes about yourself, then your team will feel more at ease about opening up to you. And stay away from discussing religion or politics – those are always sensitive topics. Encouraging social interactions will help you create a virtual water cooler to increase team likeability and cohesion among your team. One way to accomplish that is to start or end conversations you have in meetings that are unrelated to work. Spending a few minutes upfront talking about anything informal is a great way to break the ice and get everyone talking. Another strategy is to use the power of small gives, where you can share articles, videos or events through email or Instant Messaging that you think your team members might be interested in. This creates a nice degree of intimacy and cohesion among your team. Finally, you can also schedule separate meetings or portions of meetings that are dedicated to team building or team bonding exercises. In other words, you need to regularly interact with them. Repeat exposure through over

communication among your team will eventually lead to an increase in liking. An easy way to do this is to connect with them using Instant Messaging software, or give them a quick call every once in a while to check on things. Meet Face to Face Meeting with your team members face to face at least once especially right after a project starts, is the single best thing you can do to increase liking among your team. Face to face meetings help with establishing rapport, understanding mannerisms, and reducing miscommunication. Although bringing a team together in one room could be a large expense if your team is widely distributed, it is still worth it down the line, particularly in long-term projects. However, if meeting face to face is not possible due to budgetary or other constraints, then using video conferencing as a secondary option definitely helps. The final trust building activity to increase likeability is to be positive with your attitude. No one enjoys working with individuals who are constantly negative and pessimistic. Although it is quite natural to go through some high-stress times while working in virtual teams, what matters is how you react during those times with your team. Having a constant positive attitude and encouraging others to do the same will increase the level of likeability among the team. To increase reliability, make sure you 1 verify skills 2 be explicit 3 lead by example, and 4 count on others. And to increase likeability, you should 1 get personal 2 encourage social interactions 3 over-communicate 4 meet face to face and 5 be positive. I hope you found those trust building activities helpful.

Chapter 5 : 5 Interactive Remote Team Building Exercises For Distributed Teams - racedaydvl.com

Elevate your existing virtual teams to peak performance with proven team building techniques that are immediately applicable and tailored to enhance your team's current capabilities. Learn more about business consulting, or subscribe to our Virtual Manager training courses.

It can be challenging for remote teams to work together effectively, as distance makes it hard for people to build rapport with one another. As a result, you may struggle to encourage creativity and problem solving when your team members are dispersed across different countries or time zones, and rarely, if ever, meet face-to-face. In this article, we explore how you can use virtual ice breakers to help remote teams break down communication barriers. We look at when they can benefit your team, as well as the situations where they might not be appropriate. We also include four virtual ice breakers to get your virtual meetings off to a great start.

What Is a Virtual Ice Breaker? An ice breaker is simply an approach you can use to get conversations flowing, and to break down barriers or shyness between team members. You might use one to kick off a face-to-face training session, to get everyone "in the mood" for a meeting, or to energize a team event. Virtual ice breakers are the same, except you use them in online situations like tele or videoconferences. They help team members "warm up," engage with one another, and learn more about one another. When to use Virtual Ice Breakers You can use virtual ice breakers at the start of any tele or videoconference. An ice breaker may be useful if your team members are in different locations, and have never been able to meet in person. They can help people form the sort of relationships and team dynamic that typically develop in an office. There may be initial suspicion about the "other" group at first, but a virtual ice breaker can help the different "sides" build trust with one another. Ice breakers also encourage people to build rapport, which can enrich their relationships. For instance, if they tend only to communicate by email or social media, an ice breaker can help them communicate with one another better. Ideally, the rapport that develops between them during the rest of the meeting will continue afterwards. Furthermore, an ice breaker can be great for introducing new people to a team. An exercise can calm any first-meeting nerves among new participants, however "casual," relaxed or open you think your team is. You might also hold off using one if a senior manager joins the call. Getting to the point quickly might be a better idea! Even if your team works remotely, an ice breaker might not be necessary. An ice breaker could help break down any unhealthy cliques if you use one when a new person joins an already-established team. If you decide to use one, consider priming those who know one other in advance, and telling them how important it is that they fully engage and participate in the exercise.

Choosing Your Virtual Ice Breaker Consider these factors when you choose or design your virtual ice breaker: **Establish Goals and Objectives** You need to establish what "ice" you want to break, so that your exercise is productive. Do you want to encourage people to think creatively, help team members get to know one another better, or solve a particular problem? **Make People Feel Comfortable** Think about whether there are any obstacles you need to take into account that could hinder the success of your ice breaker, such as differences in language or culture. Steer clear of activities or topics that might inadvertently cause people offense. **Take Time Into Account** Do you want your ice breaker to be a quick five-minute activity, or something more substantial? Similarly, consider whether the ice breaker is a one-off, or if you want to include one regularly. How frequently you use ice breakers will likely affect their content, and the time you spend on them. You might want to rotate who leads the activity if you decide to have one at the start of every meeting. **What to Communicate in Advance** You will have to decide how much information you give participants in advance of the ice-breaker activity. You may want them to prepare beforehand, if the exercise would benefit from them spending time thinking about their responses. Alternatively, you may want to keep the ice breaker a surprise, if you want people to flex their creative muscles and be spontaneous!

Finding This Article Useful? Here are four simple ideas to get your meeting off to a great start: Ask team members to take a picture of their shoes and upload it ahead of the meeting. This activity is best for videoconferences, but it can work on teleconference calls if everyone has access to a screen. Then, at the start of the meeting, ask each participant to discuss his choice of shoe, and any "story" behind it. For example, one person might be wearing running shoes "and

this might lead to a discussion about his hobbies " or sandals, flip-flops or sneakers. Vary the exercise by asking team members to take a picture of an object on their desks, and getting them to talk about it.

The Social Question The idea for this ice breaker comes from the online training service Guided Insights. Ask each participant a "social" question. So, you could find out what someone enjoys doing outside of work, or ask if she has a funny story she can share about something that happened to her recently, and so on. Ask everyone the same question, or different ones if you want more variety in the responses. Here are some more examples of what you might ask: If you could eat any dish right now, what would it be? If money and time were no object, where would you most like to go on vacation?

The Time Machine The idea for this ice breaker comes from the About Continuing Education website, which provides resources for students, teachers and parents. Ask the following question, to one participant at a time: Where would you go? If backward, to which time period? If there was a person you could go back in time and meet, who would it be, and why? Would you just want to visit and come back, or would you stay? Ask each team member to prepare a list of three interesting "facts" about themselves, two of which must be made up. Then, get other team members to decide on the facts they think are true. The team member who receives the most incorrect votes "wins. Consider whether a virtual ice breaker is appropriate for your meeting, organization or participants. Think hard about your goals and objectives before you design or choose it. Subscribe to our free newsletter , or join the Mind Tools Club and really supercharge your career!

Chapter 6 : Virtual Team Building Exercises for Remote Employees - Small Biz Daily

When it comes to team building exercises for virtual teams a great approach is to give creative members of your team a platform to show off their skills. If they're great at drawing, encourage them to sketch something online and then have team members guess what it is.

Since trying these activities: Ninja Of The Week This has quickly grown to become my favourite team building exercise for virtual teams. It works amazingly well regardless of age, sex or physical location. Go to the App Store on your phone ahead of time and pick 2 potential games speed, coordination, reaction and puzzle type games work best. I like to choose different games each week so I keep things fair i. The Water Cooler This strategy works especially well on Facebook but can just as easily be done on Slack or other project management systems. Set up a private Facebook group purely for social conversations. Use the group encourage your team to talk about anything non work related. To encourage conversation, I like to have a weekly theme. I think the theme of the week definitely helped to kickstart conversation and having team members take it in turns to ask the questions and set the themes has helped to get them buy into the idea too. When it comes to team building exercises for virtual teams a great approach is to give creative members of your team a platform to show off their skills. If you have foodies in your midst more up my street! Get to know each other by playing a traditional game of charades via Skype. In the same way that it guarantees laughs when you play with friends and family, it also guarantees laughs when you play with your virtual team and my theory is the more a team laughs together, the more solid the team is! Above all else, getting your team to communicate virtually without necessarily speaking has massive benefits for improving team spirit and creating a sense of togetherness. I like to use this word generator to pick words at random <https://www.randomwordgenerator.com/>: My favourite app for this is Periscope to live stream free to download. The way this works is you give each team member a bonus in their pay packet, but ask them to spend it on a meal and drinks with their family. While we were all out enjoying the meal, I asked the team to take photos and short videos to share the fun their experience with us all. A couple of extra virtual team building activities I intend to try: I think this could be a great way to get team members talking and collaborating with each other to achieve a common goal. Basically, one day a week, every Google engineer is free to work on a new project of their own "any they want - provided it benefits Google. You can read about it here. I like the theory behind this. For some reason, I thought that getting my team to go out and buy potato and a straw, then proceed to stab the potato with said straw would be a good idea. My team looked at me like I was an idiot. Not one person understood what the purpose was, even after I showed them the video below. Anyway, one of the team building strategies Nev uses on the show is he gets his team to sing a song together each day. Getting everyone to start the background music at the same time is impossible. Always check that everyone is comfortable with what you have planned. Some team members may be working remotely because they are introverts by nature and prefer to work alone. Be kind and respect that some team members will not feel comfortable participating in every activity.

Chapter 7 : Teamwork Exercises for Virtual Teams | Your Business

We know team building activities help your team work better together, improve team members attitudes, and help your team stay focused. Virtual Team Building - Lay the Groundwork Even the Cat would agree with the 7 P's, "Proper prior planning prevents painfully poor performance!"

Companies of all sizes are using team building exercise for work to make these collaborations stronger whether they are in different locations or in a single office. When it comes to the workplace, understanding your fellow employees, how they think and why they think the way they do can make communication easier. Quick team building activities bring groups together to make this possible in a casual setting without a lot of pressure. Team Building Exercises for Work These team building games are designed to help you get to know your fellow workers, your team of employees, and yourself better so you can all work together more efficiently. Please note, these are only ideas , and they can be modified to fit the particular needs of your workplace. The Common Book Place a large, blank scrapbook or journal in the common area. Keep pens, markers, decorative tapes, glues and whatever else you can think of close to the book and encourage team members to write, paste, and cut the book to create a living history book for your business and those that help keep it running. Once the book has been filled, keep it safe and get a new one. Three Truths and a Lie Give every player for four sheets of paper. On each sheet, have them write one lie and three truths so that each piece of paper has one thing written on it. Please note these should be believable lies and the mood should stay professional. Once everyone has their list, ask each member to read their truths and lies out loud in a random order. The other participants must try to guess which of the four statements is the lie, and why. Using this object as their product, they must create a logo, marketing plan, slogan and whatever else you can think of. Set a timer, then ask them to give a presentation on their new product to the rest of the group. Divide up teams of two and have the players sit back to back. One team member will be given a picture of an object or word. Without saying what it is, the person must describe the image, without using words that will directly describe the subject. For example, if the image given was a lion on a unicycle, the person may describe a large, furry creature with big hair above a small wheel. Idea Building Blocks Come up with a fictional problem that your team must solve. This can be something simple like a riddle, or something more complex. Present this idea and have the group come up with a simple two to three sentence answer on a blank piece of paper. Next, have each member pass the sheet to the left and ask them to use the idea to create a new solution. Continue the pattern for a few rounds and see what the final results are. Find the Common Thread Divide your team into groups, then tell them they must find one thing they walk have in common. This can include hobbies, music tastes, favorite food or even the last movie they have seen. After they have settled on their common thread, ask them to create a short list of traits or stereotypical qualities of people who share that trait. The group must then take on the qualities of that stereotype for the remainder of the meeting. For example, if everyone in a group found out they had cats, they may all periodically ask members of other groups to view photos of their cats. After the meeting is over, discuss how silly stereotypes can be and how they narrow our vision of others. Watch Where You Step On the floor, create a large, enclosed polygon about twelve feet or so long by seven feet wide using making tape. Try to shape it with the thought that people will be making their way from one end to the other. Inside the polygon, place some squeaking dog toys, and twice as many sheets of paper or paper plates. The papers act as landmines. This is one of the team building games where the goal is for pairs of two to make it from one side of the polygon to the other, blindfolded, using only the vocal guidance of the players on the outside of the shape. If a player steps on a mine, they become frozen, and must wait for the other player to step on a dog toy to continue. If both players become frozen, the team must restart. Use What You Have Create a challenge of some sort for your team to tackle. Divide into even groups, give each team the same set of supplies, and instruct them to solve the problem using only the supplies given. Once the time limit is up, have each team reveal their creations. Scavenger Hunt This classic team building exercise encourages teamwork and creative thinking. Put together a list of items for your team members to find. This can be done individually or in small groups. The first to collect all of the items and bring them to you, wins! For an extra

layer of difficulty and problem-solving, instead of writing it the items themselves, write clues, simple descriptions or riddles. One Question Produce several scenarios in which someone may be chosen to complete a job or task with your team or for another situation. For example, in one scenario you may be looking for a partner to help complete an important product presentation, and in another, you may be describing a potential spouse. Each person must come up with just ONE question to ask in order to determine whether or not the hypothetical person in question is right for the task. This exercise helps people understand how differently, and sometimes similarly, everyone thinks. Classify This Arrange a collection of random objects: Divide into groups and ask each team to categorize the items into families. Each team writes their categories on a sheet of paper within a given time frame. After time has run out, each group will present their lists to the other teams and reveal why they grouped the items in the way they did. Have participants close their eyes and think of their first and fondest memories. Give them a few moments to think, then ask them which memory they would want to relive if they had thirty seconds left to live. Then, ask everyone to share what their choice was, and why. The Egg Drop Another classic activity, this team building game requires two or more teams to attempt to build a package that carries an egg safely to the ground after a drop from a window or rooftop. After completing the package, each team should give a short presentation exposing why their package is unique and why they feel it will safely carry the egg to the ground. After, drop the eggs and see if the designs work! Frostbite Break everyone up into groups of four or five. Each group acts as though they are stranded in the Arctic. Each group must elect a leader and erect a shelter in order to survive. The catch is, the leader is suffering from frostbite and cannot physically help in building the shelter. And the other team members are suffering from snow blindness and must be blindfolded. The leader must describe how to build the shelter and the team must do so without being able to see. Silence This team building exercise is very simple. Next, simply stop talking, and remain silent for about a minute. Take notice of how people react, who seems to get nervous as the silence goes on and who feels comfortable. Dream Trip Divide into pairs and ask each group to explain what they would do if they had a month to do whatever their heart desired, with an unlimited budget and freedom from everyday routines. After each group has exchanged their ideas, the opposite person must describe the trip of their partner as best they can. Pencil Drop For this exercise, tie the ends of two pieces of string around the weaver of a pencil. Pair your team up into groups of two, and tie the other end of the strings around each team members waist. Have the teams stand back to back and attempt to lower the pencil into a soda or water bottle on the floor below. Divide into two groups. They just pass the item, using an over the head, between the legs alternating pattern until it reaches the starting line. While Team B attempts to reach the starting line, one member at a time from Team A must run laps around the line made by the other team. Each person that completes a lap scores a point for their team. Repeat as many innings as seems appropriate with your group. Bears, Cowboys, and Ninjas Much like the classic rock, paper, scissors game, each player chooses between three poses. Bears eat ninjas, ninjas beat up cowboys, and cowboys shoot bears. Each player either roars for bear, shoot finger guns for cowboys or strike a ninja pose. This is a great team building game to get everyone to let loose and get a little silly. Cluck and Clap Create a bunch of cards with Xs and Os on them. Shuffle the cards and arrange them so that the entire group can see them. Lead them through the pattern first, keeping a steady pace and getting them comfortable with the arrangement. Repeat the pattern again, faster, and finally instruct the group to attempt the pattern in unison, on their own, even faster. Then, divide the group into two groups and ask them to try again. The goal is for everyone to work together to pass one another through the tire as quickly as possible, without touching the sides. Instruct the group that they must come up with their own strategy for getting everyone safely through the center. Turning Over a New Leaf Place a large sheet on the floor. Have everyone stand on the sheet, then have them attempt to turn the sheet over without stepping off. Participants must stay in contact with lilly pads at all times or risk them being swept away, or removed from the playing field. The goal is for everyone to reach the other side as quickly as possible.

Chapter 8 : Tips and Ideas for Virtual Team Building Activities

Virtual Team Quest team building activities simulate a day in the life of a virtual team. From conference call meetings to e-mail agendas, virtual work teams must work together, though physically apart, to reach the goals.

Start by asking the following questions to identify the root of any problems: Are there conflicts between certain people that are creating divisions within the team? Do team members need to get to know one another better? Do some members focus on their own success, and harm the group as a result? Do people need to learn to work together, instead of individually? Does the group need a morale boost? You can choose targeted activities to help your team to address any problems that the questions unearth. You and your team members can also work through our Team Effectiveness Assessment as a group exercise. It will help you to identify how well you all work together, and to find out what areas need improving. Making Team Building Part of Your Culture Set-piece team building exercises are one way to strengthen the bonds within your team, but they are not a shortcut to success. Think about the team building potential of routine workplace activities, first. Get to Know Your Team Your team is made up of people with different needs, ambitions and personalities. Getting to know them, and helping them to get to know each other, can build a happy, trusting team. Hosting a pre-holiday drinks evening or even an inexpensive team barbeque, for example, are easy ways to start to get your team members mixing and mingling. Attending social events is a great way to build relationships. People will more likely open up and reveal more of their personalities in a relaxed setting. Also, research has shown that sharing aspects of your personal life increases your likability, as it shows others that you can be an empathic, compassionate and authentic manager. Socializing with your colleagues or boss is different from socializing with friends and family! Our article on socializing at work can help you and your team members to enjoy yourselves appropriately. Work Toward a Common Goal You can unite your people by inspiring them to get behind a shared vision or goal. Having a clearly identified destination can prevent individuals from pulling in different directions, which is frustrating and ineffective. You can find strategies for bringing a team together to achieve a particular goal in our Bite-Sized Training session, Team Building. Develop Strong Team Skills Your team needs to develop the right skills and competencies to achieve its goals. A skills matrix is a solid starting point for doing this. Developing stronger skill sets, and matching your people to the roles best suited to them, can result in a more able, more motivated team. Research shows that people learn best through daily hands-on experience. And, according to the Connect With a Virtual Team Chances are, as more and more people work remotely, you could find yourself managing a virtual team. It can be hard to build rapport among team members who never, or rarely, meet face-to-face. Time zones and cultural differences can present additional challenges when considering team building activities or strategies for remote teams. See our article, Virtual Team Building Exercises , for some practical suggestions. It is possible to stay in regular and effective communication with virtual team members, given the wide range of online tools that are available. However, the key to building an effective team lies more in how its members communicate than in the technology they use. Using Team Building Exercises One-off team building exercises can be a useful, effective way to address a particular weakness or problem. But there is also the danger that, at best, they are just a nice day out of the office or, at worst, they can do more harm than good. Poorly planned events can be embarrassing, or physically and emotionally uncomfortable, for participants. Finding This Article Useful?

The answer may be as simple as using remote team building exercises. In the digital age, time and space differences don't cause as much of a strain on businesses as they once did. Once you have assembled a dream team that will help your organization succeed, the next step is to get them to know each other.

Remote employees are typically focused on their own silo, and rarely interact informally with their peers and managers like they would in a regular office. Meetings in particular can feel very transactional and dry. Although such minor interactions can be trivial, their impact is quite significant on team performance. They have a tremendous positive effect on overall team morale and happiness. So as a team leader, you should put in a concerted effort to create activities that help increase those team bonding factors. The objective of those team building games The objective of those virtual team building activities and games is to help you: Who are those virtual team building activities for? The following activities and games are designed for virtual teams of 4 or more individuals that are either just starting out i. Those activities are especially helpful for teams that work closely together and interact multiple times throughout the week by using IM software, teleconferencing, and other virtual team tools. What you need for the virtual team building activities You will need the following before conducting the virtual team building activities: Ideally, this would be the virtual team manager or project manager of the team Tools like Google Hangouts, Skype, WebEx and GoToMeeting all work great for screen sharing and teleconferencing. Ask each team member to send 3 personal facts about them only to you as the facilitator. They should send this information to you a few days before the meeting so you have enough time to consolidate it. It is important to tell the team members that those facts should not be related to their current job and preferably not known to other members of the team to make it more fun. You will then enter those facts in a spreadsheet in random order. On the day of the meeting, you can then share the spreadsheet on a screen, and ask each team member to guess who that fact belongs to. You would start with fact 1 at the top by reading it aloud and asking each of the team members to guess who they think that fact belongs to by speaking up. Asking the person with the associated fact to speak to it a bit is always amusing. At the end, you as the facilitator can then tally up the scores of all the different team members to see who got the most guesses correctly. Video conferencing is one of the least utilized features of remote teams, yet it is one of the most important to build trust. However, video conferencing is a great way to increase the level of cohesion among your team. In the Pyramid of Communication where the higher up the pyramid, the more intimate the team is , video conferencing is only a couple of levels below the best form of communication: This is not a detailed status update to discuss issues or risks which should have their own separate meeting , but rather general feedback about how things are going with the team. In addition, everyone must share a single personal update about them to spice things up. The key to making the activity work is two things: A sample response could be: Big shout-out to Mike for helping us last week and walking through it in detail with our lead engineer. An optional idea is to ask everyone on video to bring along their favorite beverage “ coffee, tea or soda ” to the meeting so that it feels like a virtual coffee break. The objective of this simple activity is to share visual images with your team members. Ask everyone to share two pictures again, not related to work about their own personal families or hobbies and spend 5 minutes talking about those pictures. Other team members are encouraged to ask them questions to learn more about their backgrounds. There are two ways to play this game: Dedicate 30 minutes for a separate meeting where all team members share those 2 pictures in turn and talk about them. The visual component makes it an incredible game that imprints memories among your team members. Here are some ideas for pictures you can share: Pictures of your family including kids and pets Picture of your home office or space where you usually work from people love seeing this for some reason Pictures of your last vacation Pictures of your hobbies Pictures of something interesting you found online like a gadget you want to buy Conclusion Those virtual team building activities are great to build trust and rapport among your team. You can try all of them, and then pick one that works for you and your team. Click the link below to check it out.