

NetWork Field Notes
Interel, Inc

Action Exercises
In Leadership and Teamwork

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These activities are designed to take advantage of the flexibility of NetWork™ as a learning tool. Each of these activities are adaptations of the core activities that come with the NetWork device. These particular activities focus on leadership style and teamwork. They have been used in situations to focus on manager, supervisor and work group interactions, and for leader and team interactions.

Using the Activities

If you are using the NetWork with a single group, we recommend choosing one activity from each of the three, running them in order as they tend to go from the simpler challenges to the more complex. If you have at least two NetWork devices, you can run both versions of each activity. **Caution:** if you run two groups, mix the “A” and “B” versions among the groups so that one group does not get all “A” activities etc. Giving one group all of one kind of activity may be perceived as setting them up for failure.

Debriefing the Activities

You can decide whether it makes more sense to debrief after each activity, after all three have been completed, or some other combination. In either event, we recommend that some of the debrief questions focus on *what worked, what didn't work, and what could be done differently next time?*

The debrief should not focus on *just* the behavior of the designated leader for each activity. Be sure to ask the above questions about the group or team itself.

Network Activity -1A

Target: Number 1

Task: Mark areas on Target #1 in the following sequence:

- | | | | |
|---------|----------|----------|----------|
| 1) A-5 | 2) B -5 | 3) C-5 | 4) D-5 |
| 5) A-10 | 6) B-10 | 7) C-10 | 8) D-10 |
| 9) A-20 | 10) B-20 | 11) C-20 | 12) D-20 |

Time:

<i>Team Practice</i>	=	2 minutes
<i>Leader Planning</i>	=	3 minutes
<i>Activity</i>	=	5 minutes

Scoring:

- *Five* points for each area ending in the digit - 5
- *Ten* points for each area ending in the digit - 10
- *Twenty* pts for each area ending in the digit - 20

- *Minus ten* points for each mark that touches a line
- *Minus five* points for any touch out of sequence

Your Assignment:

To **direct** your work group in the above task. No one in the group may make a move without your direction/permission. You are to plan the entire activity yourself and deliver the plan to your work group, directing them through the process.

Network Activity -1B

Target: Number 1

Task: Mark areas on Target #1 in the following sequence:

- | | | | |
|---------|----------|----------|----------|
| 1) A-5 | 2) B -5 | 3) C-5 | 4) D-5 |
| 5) A-10 | 6) B-10 | 7) C-10 | 8) D-10 |
| 9) A-20 | 10) B-20 | 11) C-20 | 12) D-20 |

Time:

<i>Team Practice</i>	=	2 minutes
<i>Team Planning</i>	=	3 minutes
<i>Activity</i>	=	5 minutes

Scoring:

- *Five* points for each area ending in the digit - 5
- *Ten* points for each area ending in the digit - 10
- *Twenty* pts for each area ending in the digit - 20

- *Minus ten* points for each mark that touches a line
- *Minus five* points for any touch out of sequence

Your Assignment:

To **help** your team achieve success in the above task. Involve them in the planning and implementation process in any way you see fit. Create synergistic performance using your best facilitation skills.

Network Activity -2B

Target: Number 2

Task: Mark areas on Target #2 specified by the following program where the first number represents the track (rings 1-4) and the second number represents the sector (wedges 1-8), in any order:

A) 1-1 B) 2-4 C) 1-5 D) 3-5
E) 2-2 F) 3-7 G) 4-2 H) 1-3
I) 2-6 J) 4-6 K) 2-8 L) 3-3
M) 4-4 N) 1-7 O) 3-1 P) 4-8

Time:

Team Practice = 2 minutes
Team Planning = 3 minutes
Activity = 5 minutes

Scoring:

- *One* point for each area marked within the lines
- *Zero* points for each mark touching the border line
- *Minus two* points for each incorrect mark

Your Assignment:

To **help** your team achieve success in the above task. Involve them in the planning and implementation process in any way you see fit. Create synergistic performance using your best facilitation skills.

Network Activity -2A

Target: Number 2

Task: Mark areas on Target #2 specified by the following program where the first number represents the track (rings 1-4), and the second number represent the sector (wedges 1-8), in any order:

A) 1-1	B) 2-4	C) 1-5	D) 3-5
E) 2-2	F) 3-7	G) 4-2	H) 1-3
I) 2-6	J) 4-6	K) 2-8	L) 3-3
M) 4-4	N) 1-7	O) 3-1	P) 4-8

Time:

<i>Team Practice</i>	=	2 minutes
<i>Leader Planning</i>	=	3 minutes
<i>Activity</i>	=	5 minutes

Scoring:

- *One* point for each area marked within the lines
- *Zero* points for each mark touching the border line
- *Minus two* points for each incorrect mark

Your Assignment:

To **direct** your work group in the above task. No one in the group may make a move without your direction/permission. You are to plan the entire activity yourself and deliver the plan to your work group. You can solicit feedback on your plan if time allows, but you must direct the group through the process, assigning tasks and/or telling people when and how to move.

Network Activity -3A

Target: Number 3

Task: Mark areas on Target #3 in a manner similar to the game of darts, with the exception that *only one (1) mark is allowed per area*. **To qualify, the mark may not touch the lines bordering the area.**

Time:

<i>Team Practice</i>	=	1 minutes
<i>Team Planning</i>	=	4 minutes
<i>Activity</i>	=	5 minutes

Scoring:

- Each wedge-shaped area = pt value at edge (1-20)
- Each Outer band = *double* pt value at edge (1-20)
- Each Inner band = *triple* pt value at edge (1-20)
- Bullseye = 25 points

Your Assignment:

You are to **facilitate** your team through the successful completion of the task. You should lay out the task to the team and get input on how to proceed. The group should achieve some sort of consensus on roles, responsibilities and actions to be taken.

Network Activity -3B

Target: Number 3

Task: Mark areas on Target #3 in a manner similar to the game of darts, with the exception that *only one (1) mark is allowed per area*. **To qualify, the mark may not touch the lines bordering the area.**

Time:

<i>Team Practice</i>	=	1 minutes
<i>Team Planning</i>	=	4 minutes
<i>Activity</i>	=	5 minutes

Scoring:

- Each wedge-shaped area = pt value at edge (1-20)
- Each Outer band = *double* pt value at edge (1-20)
- Each Inner band = *triple* pt value at edge (1-20)
- Bullseye = 25 points

Your Assignment:

You are to **hand the task over to** the group. Give them verbal instructions and the time limits (do not show them these instructions. Provide them with no additional information unless you are asked. When they begin the task, walk away. Do not watch over the team or provide any input unless you are requested to do so. The group may write down any information you give; however you should NOT suggest this option to them.