

## Organizational Leadership GUESSING GAME

This activity recognizes individual talents and gifts that contribute to the functioning of the team. Prepare small folded pieces of paper with the names of members of the group (or the people in the room at present). Pass around a hat with the names and have everyone pick one, ensuring that each participant gets someone else's name and no one tells whose name he or she has picked.

Give the following instructions: "Look at the name on your paper and think of one thing that you appreciate about that person." With the whole group sitting in a circle, ask one person to start by sharing what they appreciate about the person whose name they drew. Ask the other members of the group to guess who is being described. Continue around the circle until everyone has had a chance to share and be appreciated!

## Organizational Leadership KNOTS

This activity allows participants to practice collective problem-solving. Have participants stand in a circle and place their hands in the center of the circle. Ask each person to grab the hands of two other participants. Make sure that nobody holds both hands of the same individual or holds hands with someone standing right next to them. If the group is large, you may want to ask participants to divide themselves into teams of no less than 6 people.

The result is a human knot. The group's task is to untangle the knot without anyone's hands being released. At the end of the exercise, process the activity using the following questions:

- ★ Describe what happened in your team or within the group.
- ★ What feelings did you have as you were going through this exercise?
- ★ What patterns did you observe?
- ★ What caused you to have a breakthrough?
- ★ What helped or hindered your progress as a group?
- ★ What elements of teamwork were necessary for your team to be successful?
- ★ What roles did people play?
- ★ What are the things you are going to remember or tell others about problem-solving as a team?