

FACULTY GUIDE  
Part II: Team Building (rev. 9/20)

Prior to the session:

1. Collect all supplies needed for activities
2. Prepare quotes for warm up by cutting apart the Team Building Quotes
3. Have available bell or ringer and timer (cell phone can be used) for warm-up and debate exercises
4. Prepare fun, unique ways to create partners and groups

Begin session by:

- Introduce self and session
- Orient to the materials
- Review Session Goals and where this course fits into the Leadership Spiral of RLI
- Point out referenced materials and where they can be found
- Distribute quotes – one per person (if more than 16 participants double up on some quotes)

*NOTE: This guide does not include the Coat of Arms activity included in the participant materials.*

Warm-up: Howdy and a Quote

**Prompt 1 – You each have a quote that is related to teambuilding. Stand up, find a partner, exchange pleasantries, and tell each other what you think about each other’s quotes. After a moment, on my signal, talk to someone else. We’ll stop after three (3) visits and return to our seats. Then we’ll hear some thoughts and questions about your quotes.**

- After one (1) minute have participants find a new partner
- Repeat two (2) times more
- Ask for volunteers to share some thoughts about what they shared with each other.

*NOTE: If social distancing is an issue instead of forming pairs, ask for volunteer to read their quote and offer their thoughts about it; ask others for their response.*

## Debate Exercise

- Divide participants into two (2) groups. (Groups can be as small as one (1) or as large as six (6))
- Assign one group to be the Affirmative Team (argues FOR the resolution) and the other to be the Negative Team (argues AGAINST the resolution.)
- Allow 10 minutes for each to determine their strategies
- Two members from each team will present their team's case (AFF 1 and AFF 2; NEG 1 and NEG 2)
- Follow the order and time as indicated in the chart below
- Facilitator will be the judge

*NOTE: If there are only two participants, assign one as affirmative and the other negative; adjust timing accordingly*

*If group is larger than 12 (six per group) assign one or more to be judge(s) and/or timekeeper. Another role can be as observer. Build in opportunity for observers to share their thoughts.*

**Resolved: The most effective committee is a committee of one.**

### **Modified Debate Format**

<b>3 minutes</b>	<b>Affirmative 1</b>	<b>State your case</b>
<b>3 minutes</b>	<b>Negative 1</b>	<b>Tear down the case</b>
<b>3 minutes</b>	<b>Affirmative 2</b>	<b>Rebut, rebuild case, add advantages</b>
<b>3 minutes</b>	<b>Negative 2</b>	<b>Continue to tear down case</b>
<b>2 minutes</b>	<b>TIMEOUT</b>	
<b>1 minute</b>	<b>Negative 1</b>	<b>Summarize</b>
<b>1 minute</b>	<b>Affirmative 1</b>	<b>Summarize</b>
<b>1 minute</b>	<b>Negative 2</b>	<b>Conclude</b>
<b>1 minute</b>	<b>Affirmative 2</b>	<b>Conclude</b>

**Prompt 2 – In Rotary clubs, it can be challenging to put a successful committee structure in place. To open this discussion, we are going to debate the following proposition.**

**Resolved: The most effective committee is a committee of one.**

**Please take 10 minutes to formulate your strategy for the debate.**

- This may seem like an obviously false statement, however how many times in Rotary clubs does one person end up doing things by themselves. Most of us have experienced this, many times in many situations.

**Prompt 3 – Let the debate begin!**

Debrief the Debate Activity

- The first step is to recognize that though easier to work alone it is ultimately better for completing the task, for the individual and for the whole to include others.
- As judge of the debate, point out that everybody wins if they take their observations from the debate back to the club.

Group Teambuilding – University of Illinois Exercise

- Divide into two or three groups.
- Read the exercise to the group

*NOTE: If there are five (5) or less participants do this exercise as a whole group activity*

**Prompt 4 – Let's explore another aspect of team building. Turn to page 38, Insert TB-3 University of Illinois Exercise. Follow along which I read the narrative.**

**Develop a recommendation on how this club can build a team. What specific steps do they need to follow? You have 20 minutes.**

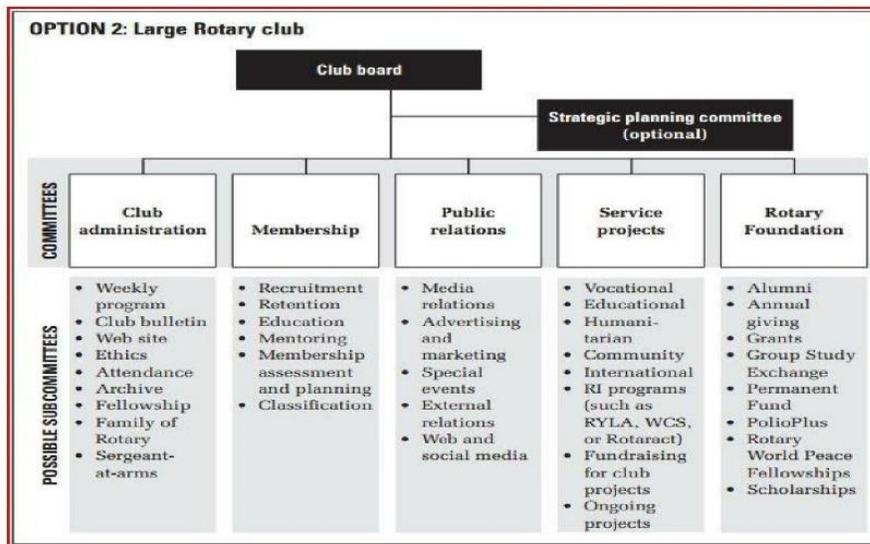
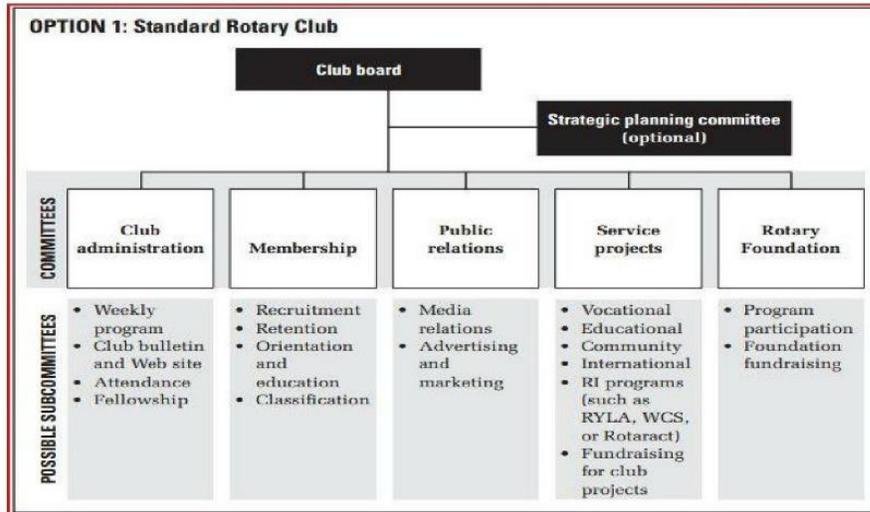
Debrief

- Rotary Clubs and committees within clubs are teams, just like in business, sports, and other endeavors

- The organization of a club, i.e. committee structure, is completely up to the club to determine. There are several alternative recommended committee structures by Rotary for clubs to consider. Clubs should pick or design a committee structure that matches their personnel and dynamic.
  - Refer to the Club Committee Structure (Team Building - pg. 34)

### Club Committee Structures

(from Club President's Manual, Appendix A)



**Prompt 5 – After our discussions today about team building and effective use of people, how can we make effective use of Rotarian teams and committees? How important is delegation of tasks and duties? How would you proceed to do that?**

## Team Building Quotes

(from various sources)

Alone we can do so little; together we can do so much – Helen Keller	Talent wins games, but teamwork and intelligence wins championships – Michael Jordan
It is literally true that you can succeed best and quickest by helping others succeed – Napoleon Hill	Teamwork begins by building trust and the only way we do that is by overcoming our need for invulnerability – Patrick Lencioni
If you want to lift yourself up, lift up someone else – Booker T. Washington	Many ideas grow better by transplanting them into another mind than the one where they sprang up – Oliver Wendell Holmes
If I have seen further, it is by standing on the shoulder of giants – Isaac Newton	It takes two flints to make a fire – Louisa May Alcott
Coming together is a beginning. Keeping together is progress. Working together is success. – Henry Ford	None of us is as smart as all of us – Ken Blanchard
Individual commitment to a group effort – that is what makes a teamwork, a company work, a society work, a civilization work – Vince Lombardi	No one can whistle a symphony. It takes an orchestra to play it. - H.E. Luccock
There is no such thing as a self-made man. You will reach your goals only with the help of others – George Shinn	Teamwork is the fuel that allows common people to attain uncommon results – Andrew Carnegie
It is a long history of humankind, that those who learned to collaborate and improvise have prevailed. – Charles Darwin	I invite everyone to choose forgiveness rather than division, teamwork over personal ambition – Jean-Francois Cope