

LET'S GET INTERACTIVE

ICE BREAKERS AND GAMES FOR MEETINGS AND TRAINING SESSIONS

KNOWLEDGE SHARE EVENT 25 OCTOBER 2018: SUMMARY OF IDEAS

Thank you to everyone who shared their expertise and experience at last night's forum. As usual it was an informal and informative discussion.

TOOLS / WEBSITES

www.pixabay.com for free pictures

Prezi for presentations rather than just PowerPoint - <https://prezi.com/signup/basic/> for a free version

Royalty free music sites:

<https://www.bensound.com/royalty-free-music/corporate-pop>

<https://soundcloud.com/ashamaluevmusic/sets/background-music-for-presentations> (have your sound switched before you go to this site otherwise you will frighten the rest of the office!)

<http://www.brainybetty.com/soundsforpowerpoint.htm>

IDEAS

Accelerated learning: Go to Flying Tiger or The Training Shop for toys. Some people find squeezing toys aids concentration. <https://thetrainingshop.co.uk/>

Put handwritten notices by the toys to tell people they can handle them, just give them back before they leave.

Use quote postcards in coaching or for people to pick a card that is important to them around the theme of the meeting: <https://thetrainingshop.co.uk/trainers-essentials/participation/te-motivational-cards/quote-cards-coaching>

Use the right tempo music before and during events to celebrate (Monty Python), reflect/calm (Harry Potter), build up before a speech (Indiana Jones). Other tunes are available.

Free tips and techniques to liven up training from <https://www.eureka-tp.com/>

<https://www.businessballs.com/> has had a makeover and full of games and ideas. They now include online learning and some great links to YouTube. I got distracted by the Leadership module video on YouTube - "Great Conductors" <https://www.youtube.com/watch?v=R9g3Q-qvtss>. Watch it!

Use a spaghetti server to warm up a meeting when you are looking for a full discussion and agreement. Brainstorm other uses for a spaghetti server for just two minutes. Its important to have

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one with you to wave around. You will get lots of crazy ideas and the group will be warmed up and ready for the main discussion, knowing that every idea is welcome.

Use all colours on flipcharts not just boring black or blue.

Introductions or connections: prepare a bingo card of facts and ask people to go round the room and find the person to match the fact e.g. I hate football, I speak Italian. You could step it up and get people to tell you in advance a secret about themselves and put the secrets on the bingo card. (Take care with the type of secret!)

If the energy in the room is dropping ask everyone to take 5 minutes of silence and do nothing. They can close their eyes or meditate as they wish. Take care when you regroup to build the activity and sound up slowly. People can be fearful at first but often enjoy after doing this just once.

Problem solving or big decision making: use Edward de Bono's 6 Thinking Hats: http://www.debonogroup.com/six_thinking_hats.php

EXERCISE

Change Management Balls Exercise (5-10 mins plus 5-10 mins to review)

Do not give the group any warning. Simply ask them to stand up, clear the tables of water/breakables and stand in a circle (not including the facilitator).

Instruct them to throw one ball to someone and say their name as they throw.

Let them settle to do this reasonably efficiently (some groups are prone to a lot of poor throwing/laughing).

Then introduce the second ball, same principle.

Allow them to settle again into some kind of calm.

Then introduce nearly as many balls as you have participants in one go.

Leave them in chaos as long as you can bear/ have time.

Say "Stop. Is there a better way of doing this?" Take ideas, build on them to select the best one (which is to pass the ball to your left/right one at a time)

Review

Tell: This was an exercise in change management.

Ask the group: How did you feel when I asked you to stand up with no idea of what to expect?

Get: fear, excitement, challenge etc.

Tell: Remember this exercise for years to come; people are all different when it comes to directed change, no one reaction is "right", be mindful that although people look willing there are all sorts of emotions bubbling underneath and it's your job as a leader to address those feelings.

Ask the group: How did you cope with the changes?

The first was new but you settled, then another change came along quite quickly with the result of a riot, then a lot of changes in one go. Change happens like that and we all go along with it. Some people get competitive, others just decide to go with the flow, some just want fun. Quite a few feel silly because they can't catch, throw. There are many different reactions to change, including "rabbit in the headlights" but you would all grow weary and fed up if we carried on the way we were; tired, demotivated etc.

Ask: What happened when I stopped you and asked for a better way of doing it?

Key points:

Different reactions are normal, but must be managed

Change needs to be explained, people need to know WHY?

Don't just carry on trying to juggle. Stop and think. Is there a better way of managing this?

This warm up leads well into a session on how to lead change, manage change, manage reactions etc. Could also highlight the need to for employees to step up and get involved in the change i.e. make suggestions, take ownership.

VISIT OUR WEBSITE TO SEE THE CALENDAR OF EVENTS FOR THE YEAR, HOW TO
BOOK AND HOW TO JOIN THE NETWORK.

[HTTPS://WWW.CAKEANDHR.ORG/](https://www.cakeandhr.org/)

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