

# SYMBOL GAME

## Communication ♦ Leadership ♦ Problem Solving ♦ Team Management ♦ Decision Making

A chain is only as strong as its weakest link. Your team may project an image of close cooperation and good team spirit, but do you sense that some members are privately criticising their colleagues and undermining the effectiveness of the group? How can you as their leader achieve better performance? The Symbol Game will help you and your team understand how challenging it is to achieve real cooperation, and demonstrate what the effects of negative behaviour can be. As well as examining the effectiveness of leadership styles, the game fosters a greater understanding of the different personalities in the team, and an appreciation of what each individual can contribute.

### Objectives

Participants will be able to:

- Identify the different individual skills and personalities within a team.
- Assess the team's problem-solving capabilities.
- Foster the ability of participants to cooperate and communicate well.
- Understand the meaning of managerial responsibility.
- Select an appropriate leadership style for a task.



### How it works

The aim is to solve a deductive problem by working together openly and effectively. The team has to devise a system of interrogation and, via an appointed leader, question the facilitator in such a way that a specific symbol can be correctly identified. To succeed in this task every member of the team must understand what is being done and why. If the team is unable to achieve this then their differences will be exposed and they will fail.

### What participants will be doing

Considering a deductive problem, ensuring there is agreement within the group about what needs to be done and discussing the different ways in which the task could be approached. Once the group has agreed the best method for the task they will implement their chosen approach and review their performance against their objective.

### For what levels is it appropriate?

Supervisors and managers seeking to understand their leadership style. As an exercise in communication, it is suitable for all those seeking to improve their ability to solve problems cooperatively.

### Duration

One hour to include playing the game and de-brief session.

### The package

Includes tutor manual, problem cards and debrief questionnaires for two teams of 5-9 members each. This re-usable activity costs **£135.00** plus Vat and postage. The Symbol game can also be purchased as part of the Team Builder's Toolkit.

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