

Working Outside the Well



Working Outside the Well (Creating a Powerful Team Culture)

CATEGORY: Teambuilding

WHO SHOULD PARTICIPATE: All staff

METHODOLOGY: Experiential activities, lecture, discussion, in-class activities, outdoor activities, group-work

LANGUAGE: Chinese, English or bilingual

DURATION: 2 Days

Purpose **To generate breakthrough organizational culture change. Transform yourself and your team's performance through:**

- Increasing ownership and personal accountability.
- Eliminating "Frog in the Well" thinking.
- Creating a powerful team vision.
- Establishing an action plan to make it happen

Process The story of the frog in the well serves as a metaphorical exploration of self-imposed limitations and how they effect our team relationships. By acknowledging and understanding the costs associated with constraining ourselves in the comfort zone of low-risk, complacent behavior, we can choose new ways of relating based on an inclusive, abundance mindset.

Payoff **What can people learn from this course?**

- Breakdown communication barriers
 - Leverage personal strengths within the team
 - Create a self-owned vision for the team
 - Overcome silo thinking and blame culture
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KEY CONTENT	DESCRIPTION
Energizer	<p>My Perfect Day</p> <p>Purpose: Builds openness, insight into personalities, trust and creativity</p> <p>Process: Each participant uses crayons to draw his or her ideal perfect day and shares with a partner who presents to the group.</p> <p>Payoff: Participants feel more open and expressive, helps the group feel more comfortable with each other.</p>
Stage I: Evaluating the Current Situation	<p>The Story of Frog in the Well</p> <p>Purpose:</p> <ul style="list-style-type: none"> ▪ Define success & perceived obstacles ▪ Eliminate “Frog in the Well” thinking ▪ Create powerful team vision ▪ Establish an action plan to make it happen <p>Process: Each participant identifies what they don’t want and the costs of holding on to old interpretations through analysing and discussing “The Frog in the Well”.</p> <p>Payoff:</p> <ul style="list-style-type: none"> ▪ Give up self-limiting beliefs ▪ Leverage personal strengths within the team ▪ Create a process for self-owned team mission, vision and values
Activity/ Discussion Internal Communication	<p>Indoor Activity: 10 Yuan for 1 Yuan</p> <ul style="list-style-type: none"> ▪ Spheres of Influence & Control <p>Self-Talk</p> <p>Purpose: Identify how self-talk keep you in the well (the cycle of limitation)</p> <p>Process: How to interrupt the cycle of negative self-talk</p> <p>Payoff: Creating transformational change</p>
Stage II: Creating the Ideal	<p>Video Clip: The Power of Vision</p> <p>Purpose:</p> <ul style="list-style-type: none"> ▪ Why creating a self-owned vision matters ▪ Consequences of maintaining status quo ▪ Relevance of individual values to team vision <p>Process: narrated by Futurist Joel Barker, the program examines research and compelling individual and organizational cases around the significance of vision as the key component of success.</p> <p>Payoff:</p> <ul style="list-style-type: none"> ▪ Why significant vision proceeds significant success ▪ The key components of vision ▪ Using vision to navigate constant change ▪ Preview: building values into vision, goal setting, planning and action steps



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Stage III: Action Planning	Exercise: Visioneering Worksheet Purpose: To link values to a visual representation of the team's future Process: Working in two teams of four, each will review individual "Perfect Day" drawings from the previous day, examine the team's common values and begin to visualize how these elements can be used to build a vision that shares member ideals and passions. Teams present to the group and summarize. Payoff: Helps people to think systematically about the future and provides a strategic roadmap for self-development, as well as that of the team.
Warp-up Activity	What I like About You Purpose: To anonymously acknowledge each team member based on what each other member has learned about them and what aspects of their contribution they most appreciate. Process: Each team member lines up behind the other and writes a compliment on a piece of paper pinned to their back, changing position until each member has had an opportunity to write on every other member's sheet. Payoff: Participants leave with a sense of appreciation of each other's positive qualities and are recognized for their contribution
