

Connectivity Problems

With workforces still between the home and the office, Liz Sebag-Montefiore, career coach and Director of 10Eighty, explains the increasing value of team building in the workplace.



Many workplaces currently have employees split, with some working from home, and some in the office, which can leave teams feeling disconnected. "The aim of team building is to allow the team to get to know each other better in order to work more effectively together," Liz explains. "As a starting point, it's important to better understand where the skills and the strengths lie within the individuals in the teams.

"The purpose of any team building exercise is to build a stronger unit of employees. Team building can help employees to understand how team members like to be communicated with, how they can support each other when making decisions, how to manage conflict

between themselves and how best to share information. It's important to generate a common understanding between team members about ways of working together and team behaviours, in order to foster a cohesive working environment. The outputs from this session can be used for holding team members accountable in how they interact with each other going forwards."

Team building has many benefits – it improves productivity, increases employee motivation, encourages collaboration, and builds trust and respect among employees. That's why we've asked career coach Liz for her top tips to get the most out of team building activities.

Liz's Seven Top Tips for Effective Team Building

1. Start with a strengths-based self-assessment to provide individuals with a baseline to develop from and to discuss with their managers. This allows for self-reflection and gives a way to measure improvement.
2. Use team building activities as a way to analyse employees' strengths. Research shows a 73% improvement in employee engagement when they are encouraged to play to their strengths, and a 73% improvement in overall work performance and results.
3. Whilst highlighting strengths, also look at where the team could be building capability and areas that might cause friction.
4. Take a positive approach towards discussions and actions, asking 'what is possible?' at every step.
5. Focus on how to aid the team members' understanding of what success looks like and what is required of them.
6. Consider the question 'what will happen if we do nothing?' as a way to identify problems which need addressing within the team.
7. Create a shared action plan so employees have a clear idea of how to progress going forwards and can see what is expected of them.

H&E North finds some ideas ideal for hybrid workplaces on a budget.

Great British Pub Quiz



A pub quiz is always a fun way to bond with your teammates, and with some people still hesitant to actually go out to the pub, Blue Hat has found a way to bring the experience online. The quiz will be hosted via Zoom by one of Blue Hat's professional presenters and will require employees to break into teams, either in person or online. Online participants will move into a separate virtual breakout room with their team to discuss answers. Blue Hat also sends out a box to each participant prior to the event, which includes beers, snacks, and a mystery box of items to be used during the quiz itself.
Bluehat-teambuilding.co.uk

Virtual Cocktail Making



Learning a new skill is always useful, and what better way to bring a team together than with cocktails? In this masterclass by Eventurous, ingredients will be delivered directly to participants, making this an ideal activity to do with each other in person, or remotely, as the participants prefer. The team will be talked through the ins and outs of cocktail making while following along and will create and mix a variety of different cocktails. Even better, they get to drink them afterwards!
Eventurous.co.uk

Murder on the Train



Uncover clues and solve the murder of a wealthy property tycoon in this 1920s-themed team building activity. Murder mysteries are one of the most popular team building activities at the moment, and with good reason. Solving the mystery requires teams to work together, and put their ingenuity, problem-solving ability, and communication skills to the test. This activity from White Rhino allows for colleagues to take part both in person and online via augmented reality and an interactive map.
White-rhino.co.uk

Terrarium Workshop



Often team building activities can feel like they're all the same kind of thing. For a more unique option, look no further than this terrarium building workshop by Rockifish. The workshop will see all of the necessary materials delivered directly to participants whether they're in the office or at home, and they will be given a virtual demonstration and talk about the history of terrariums and how they work. After that it's time for them to try it themselves. Participants will be guided through every step of the process and through how to look after the terrarium afterwards and will end up with their own self-sustaining ecosystem.
Rockifish.co.uk

Peak Performance



In this online activity, teams embark on a 20-day virtual expedition to venture up to the top of Mount Everest and then safely back down to basecamp. Teams must work together to make quick decisions and tackle a series of challenges to complete the virtual climb. This activity can easily be done at home or in the office, as everything needed is delivered virtually. Due to the number of variables involved in the activity, each team member must take on an individual role and effectively communicate their unique information to the group. This activity is perfect for building communication skills and bringing your team together.
Teambonding.com