

United Nations Volunteers Team Building Workshop

Case Study, November 2022

The Organisation

The United Nations Volunteers (UNV) programme is the UN organisation that promotes volunteerism to support peace and development worldwide. UNV contributes to peace and development by supporting member states to leverage volunteerism as a means of implementation and people's engagement to achieve the 2030 'Agenda for Sustainable Development'. UNV is headquartered in Bonn, Germany with an office in New York and has six regional offices in Amman, Bangkok, Dakar, Istanbul, Nairobi and Panama.

The United Nations Volunteers programme contributes to peace and development through volunteerism worldwide. Volunteerism is a powerful means of engaging people in tackling development challenges, and it can transform the pace and nature of development.

The Vision

A number of new employees joined the existing team of volunteer co-ordinators.

The purpose of the event was to bring the UNV team together outside of their day-to-day activities to work together to move towards being a cohesive, highly productive team with a positive and supportive working environment.

This incorporated "getting to know you exercises", development of self-awareness and of others through Clifton Strengths and Behavioural Styles, and team building exercises that enabled team analysis and development.

The Background

10Eighty were tasked to design and facilitate a 5-day team building workshop. The aims of the workshop were to:

- a) Strengthen team cohesion and joint working together;
- b) Improve intra-team communication including communication styles;
- c) Enhance team motivation towards the achievement of the goal of "Promote volunteerism" as established in the UNV Strategic Framework.

The design of the event focused on activities that enabled the team to connect with each other, learn about each other's strengths and explore how they worked together as a team.

Our Approach

We designed a blended approach to the team building event for the Volunteer Advisory Services Section. The event was a combined event of standalone team building elements and substantive technical exercises.

It was important to ensure a balance of fun teambuilding activities whilst also clearly showing how they could work together as a high-performance team whilst working through key issues such as establishing a shared understanding of Integration and evidence.

As the team worked through the activities, everything was clearly linked to the teambuilding cycle of:

1. Team Purpose;
2. Challenges and Opportunities;
3. Options, Ideas and Solutions - including awareness of strengths and behavioural styles;
4. Actions, Commitment and Team Charter.

Working through these stages provided clear next steps and motivation for the team to communicate and collaborate after the event.

The objectives of the day and the exercises used were designed to increase collaboration, improve communication, enhance motivation and help participants identify their strengths and the strengths of their team.

Also included, were pre-work: strengths identification with personalised feedback; session icebreakers; various individual and group exercises and activities including puzzles and presentations; and we committed to produce a post-workshop report to cover a review of the workshop, and action points agreed.

Outcomes

By the end of the event, the team had:

- Gained a deeper understanding of each other: knowing each other as people; their strengths and behavioural styles and strengthened the connection between them.
- Greater clarity on the collective purpose and value they contribute to the organisation.
- Identified areas in which they could give help and support to each other.
- Left with a clear action plan for the next phase of team development and progress as a team.

We evaluated responses from participants in the workshop to ascertain the following:

Overall experience from team building event	67% Excellent	33% Very Good
Effectiveness of coach's facilitation style	83% Excellent	17% Very Good
Pre-work materials	83% Very Good	17% Good
Location of the event	50% Excellent	50% Very Good
Accommodation	50% Excellent	50% Very Good

We evaluated responses in regards to specific workshop activities to ascertain:

Connecting with each other	67% Excellent	33% Very Good
Agreeing on term purpose	67% Excellent	33% Very Good
Playing to our strengths	50% Excellent	50% Very Good
Vision, purpose and goals	50% Excellent	50% Very Good

"I enjoyed getting to know better my colleagues"

"Connecting with each other (from nine different countries working in four locations: Bonn, Bangkok, NY, and Addis) was very important; creating our Team Charter and agreeing on actions to take forward was great"

"Fun team building exercises, strength exercise and behavioural explanations. Paul was a great facilitator who did a fantastic job and followed the brief"

Additional Support Provided

In addition to design and delivery of the team building workshop, 10Eighty identified potential locations, organised venue, facilities, refreshments, catering (including special dietary requirements), accommodation and transport to and from the workshop venue. We can provide coaches and facilitators fluent in a range of languages.

10Eighty and Sustainability

We demonstrate a commitment to sustainability in three key areas:

- **10Eighty is a proud member of the B1G1 community.** B1G1: Business for Good is a social enterprise that helps businesses embed giving into their business operations. B1G1 uses the Sustainable Development Goals (SDG) as a giving framework. Through our membership with B1G1, we have been able to make an impact on a number of the Sustainable Development Goals such as SDG 3, 4, 5, 8, 10 and 11. 10Eighty has provided 20 days of education for girls in Kinshasa and Kenya, given one year of financial and business training to women in Burundi and provided bricks for new school facilities.
- **10Eighty operates with a remote working model.** In the case of an in-person team meeting, 10Eighty will use a flexible workspace.

We have worked with a number of charities and NGOs, as well as UNICEF, the University of London, Rabobank, King's College London, and are active participants in the CIPD Mentoring Scheme a member-to-member mentoring scheme where both parties involved are CIPD members representing the people profession.