

## Team-Development Program 100+ people (60 mins)

1. Off Balance – creative partner balancing exercise
2. Circle Up – simple circle re-creation exercise which can be initiated at any time
3. Jump In Jump Out – contagiously fun group-jumping exercise
4. Freeze Frame – simple walking exercise to focus on what it takes to work as a team
5. Coloured Ball Debrief – inventive method to review the learnings from the session
6. Coming & Going of the Rain – delightful, sensitive exercise to conclude your program what they have learned from the session

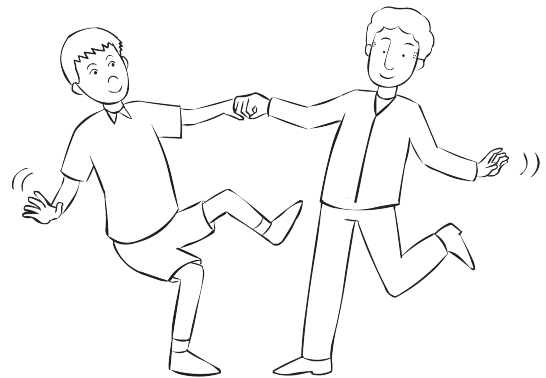
**Props** – a bag & selection of balls (different colours) for each small group

Step-by-step instructions for each of these activities are provided below.  
To view video tutorials, practical leadership tips & popular variations, click the links above.

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### 1. Off Balance (8 mins)

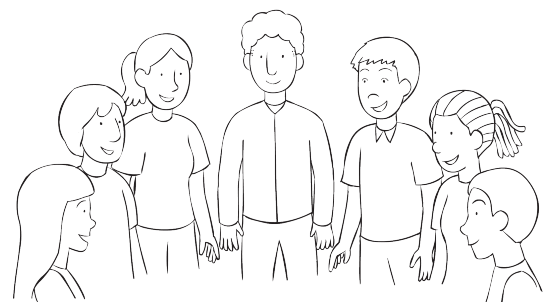
1. Ask everyone to find a partner, perhaps of similar size.
2. Challenge every pair to invent as many off-balance positions they can think of, while physically connected to each another.
3. Explain that each person should aim to achieve a balanced position by supporting the weight of their partner.
4. After several minutes, invite some pairs to demonstrate their favourite off-balance positions.
5. Swap partners if time permits.



we're all here!

### 2. Circle Up (5 mins)

1. Ask your group to form a circle, including you.
2. Instruct each person to memorise the person standing to their left and right in the circle.
3. Announce that anytime and anywhere you call "CIRCLE UP!" the group is challenged to re-form the

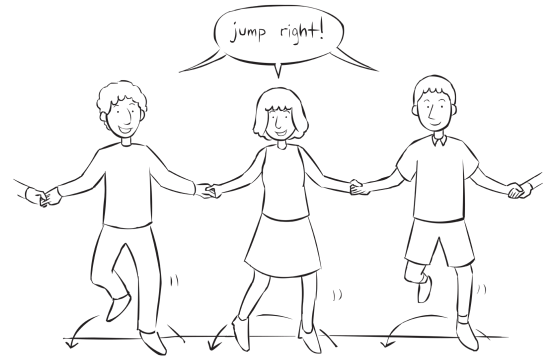


circle according to its original configuration as quickly as possible.

4. When the circle has re-formed perfectly, ask your group to call "WE'RE ALL HERE!"
5. Call "CIRCLE UP" several times in a row, from different locations.
6. Consider calling "CIRCLE UP" at any time during your program.

### 3. Jump In Jump Out (12 mins)

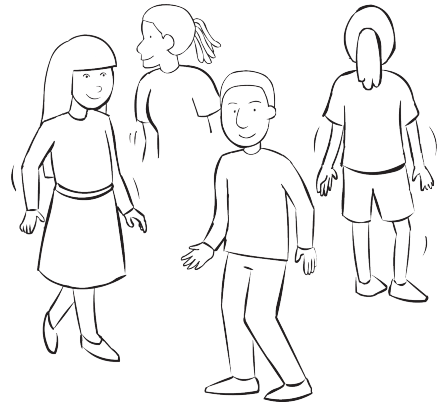
1. Ask your group to form a circle, holding hands, facing in to the centre.
2. Announce that you want the group to - "SAY WHAT I SAY, AND DO WHAT I SAY."
3. Explain that you want to practice this skill with one of four commands - "JUMP IN," "JUMP OUT," "JUMP LEFT" or "JUMP RIGHT."
4. Call out a series of 'Jump' commands, one after another for 20 seconds.



5. Re-form the circle, and announce that you now want the group to - "SAY THE OPPOSITE OF WHAT I SAY, AND DO WHAT I SAY."
6. Continue with a series of 'jump' commands, one after another for 20 seconds, or until the circle breaks up too much.

### 4. Freeze Frame (20 mins)

1. Designate a large open area and ask your group to spread themselves evenly throughout it.
2. Explain that you will soon invite everyone to walk aimlessly and silently about the area.
3. After approx 10 seconds has elapsed, any one or more people may choose to freeze and stop walking.
4. Anyone who spots someone who has frozen is also invited to freeze.
5. As soon as the first person freezes, the group is attempting to freeze everyone as quickly as possible.
6. Try several rounds, inviting the group to improve their performance (time).



### 5. Coloured Ball Debrief (12 mins)

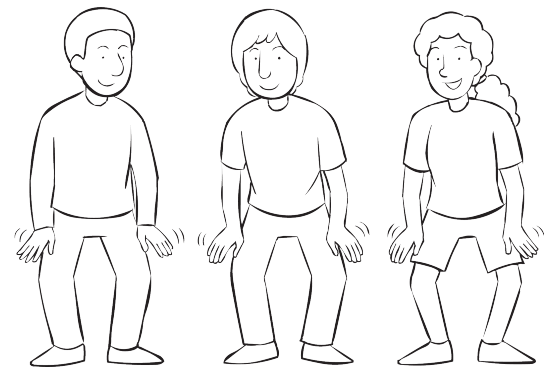
1. In advance, collect a number of different coloured items in a bag, one for each small group.
2. Divide your group into smaller groups of approx 15 to 25 people.
3. Assemble each small group into a circle, and distribute one bag (filled with coloured items) to each group.

4. Explain that when the bag is passed around each circle, you would like each person to randomly pull one item out.
5. Explain that each colour represents a different topic of conversation.
6. Describe what each of the different colours mean, eg yellow means a highlight.
7. Ask the first person from each group to pull one item out of the bag, and invite them to share their thoughts according to the colour of the item.
8. Continue passing the bags, inviting everyone to share.



## 6. Coming & Going of the Rain (3 mins)

1. In view of your group, start to rub your open palms together in front of you.
2. In response to your non-verbal urgings, your group is invited to copy your moves.
3. Next, rub your hands more vigorously and then start to click your fingers.
4. Then use two fingers of one hand to clap into your opposite palm, before gradually morphing into full open-palmed clapping.
5. Crouch over and bending your knees, start to slap your palms onto your thighs.
6. Finally, while slapping your thighs vigorously, stamp one or both feet onto the floor / ground.
7. Once you have reached a crescendo, slowly reverse the motions until you are slowly rubbing your hands together again.



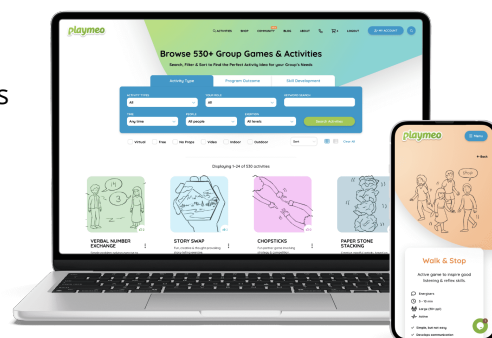
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