



## Team-Development Program

100+ people (30 mins)

1. [Vowel Orchestra](#) – playful, interactive method to form random smaller groups
2. [Snowflake](#) – intriguing blind-fold exercise which focuses on diversity
3. [Hip Tag](#) – rapid partner exercise which teaches the value of collaboration
4. [Paired Share Debrief](#) – non-threatening method to invite partners to discuss what they have learned from the session

**Props** – sheet of paper per person

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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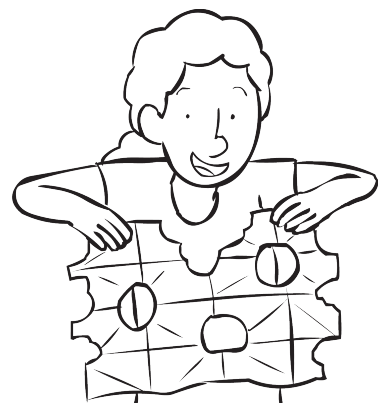
### 1. Vowel Orchestra (2 mins)

1. Assemble your group in front of you.
2. Ask everyone to think of the first vowel of their first name.
3. Explain that on “GO” you would everyone to make the sound of this vowel loudly and constantly as they mingle with others.
4. Mingling continues until every person who is singing the same type of sound find each other.
5. A maximum of five different groups may form.



### 2. Snowflake (20 mins)

1. Ask your group to sit comfortably on the floor or in chairs.
2. Distribute a sheet of paper to each person.
3. Holding the paper in their hands, invite each person to close their eyes until you ask them to open them again.
4. Explain you will soon announce a set of very clear instructions, which you want everyone to follow.



5. However, no one is permitted to ask any questions.
6. Announce the following instructions, with short pauses between each one:
 

FOLD YOUR PAPER IN HALF & KEEP IT FOLDED.

TEAR OFF THE BOTTOM RIGHT-HAND CORNER.

DISCARD THE TORN SECTION TO YOUR SIDE.

FOLD YOUR PAPER IN HALF AGAIN & KEEP IT FOLDED.

TEAR OFF THE TOP LEFT-HAND CORNER.

DISCARD THE TORN SECTION.

FOLD YOUR PAPER INTO HALF AGAIN & KEEP IT FOLDED.

TEAR OFF THE BOTTOM LEFT-HAND CORNER.

DISCARD THE TORN SECTION.

FOLD YOUR PAPER INTO HALF AGAIN & KEEP IT FOLDED.

USING YOUR TEETH IF NECESSARY, TEAR OFF THE TOP RIGHT-HAND CORNER.

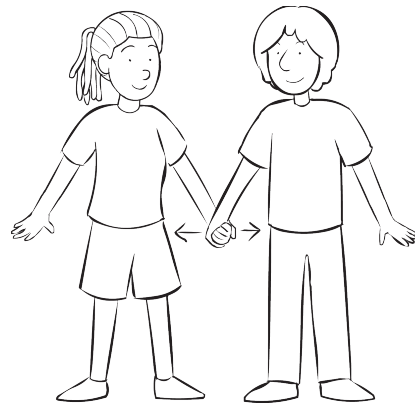
DISCARD THE TORN SECTION.

FINALLY, FOLD YOUR PAPER IN HALF DIAGONALLY & PRESS ON FOLD AS BEST YOU CAN.

YOU MAY NOW OPEN YOUR EYES.
7. Invite your group to share with one another what they are now observing.
8. Take a few minutes to debrief the exercise, exploring why every 'snowflake' looks different, and what this exercise says about communication, teamwork and valuing diversity.

### 3. Hip-Tag (3 mins)

1. Ask your group to form into pairs, standing side by side with their partner, holding hands.
2. Explain that each person aims to touch the back of their partner's hand against their own hip as many times as possible.
3. Call "GO" and stop the activity after 10 to 15 seconds has elapsed.
4. If useful, survey individual scores, and interpret the range of results.



### 4. Paired-Share Debrief (5 mins)

1. Ask your group to form into small groups of two or three people.
2. Pose your question, and invite each person to share their response(s) with their partners.
3. Continue to ask questions, or swap partners.

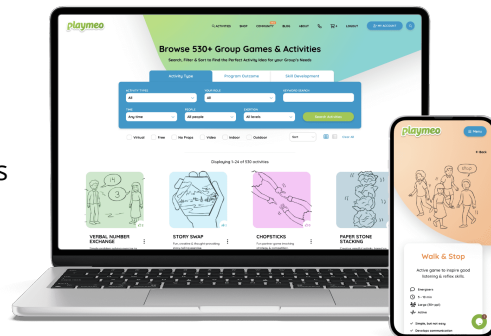


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