

Team building games as ways to strengthen staff - staff relationships in school

Team building games are designed to help team leaders transform a group of people with ties into a dynamic and productive team - a process that rarely occurs naturally. These games remove boredom, raise team morale and re-energize team members. They can provide a short break during an intensive task that the team must perform and can serve as an important addition or supplement to a school staff meeting. They can help new teachers integrate into the team development process and, at the same time, provide important answers to a variety of critical questions facing the team. Games can make school team meetings more fun and this is in itself an important goal.

Creating high performing teams can be a difficult task, and it doesn't happen overnight . Usually, team leaders in school (head teachers, department leaders) must rely on the team building process to integrate individual skills and resources into a unified effort. Team building involves encouraging team members to examine closely how they work together, portraying the ideal mode of collaboration, exploring the differences and weaknesses they suffer, and establishing plans for implementing effective modes of cooperation.

A head teacher or a department leader in school can help his team of teachers learn about themselves, observes team meetings and sometimes confronts individuals by asking them to examine their own behavior and consequences (or to explore new alternatives). The intended results include a team that is open to new alternatives, aware of its own diversity in resources, able to think and act independently, eager to explore the consequences of current or proposed actions.

ADVANTAGES OF USING TEAMBUILDING GAMES IN ORDER TO STRENGTHEN STAFF-STAFF RELATIONSHIPS IN SCHOOL :

They are easy to use. They can range from one-minute activities to an exercise that stimulates a one-hour discussion of its implications. However, since the activity should be used to add or supplement the main purpose or content, the time devoted to the game must be carefully controlled.

They are cheap. In general, you should not buy anything, nor do you need an external facilitator or consultant.

They are participatory. To be used effectively, games should involve team members- staff in school (through movement) or psychologically (through mental or visual activity). Games usually help people to focus and think, react, talk and, most importantly, have fun while learning how to be better team members.

They have a low risk. In general, team building games do not involve activities with major risks, because their purpose is to build the team, not the loss of team members. When the right content, the right context, the right people and the right climate and used in a positive way are grouped together, they will always work. They are friendly to the participants and they usually respond positively.

They are adaptable. The best activities, as well as the most entertaining stories, can be adapted to almost any situation, and yet fulfill their purpose for which they were introduced in the team building session. These games can be easily modified to fit their own tastes and will retain their original character. In fact, it is advisable to modify the games you know and adapt them as much as possible to suit your goals, group or organization.

They are focused on a single point. Usually team building games can demonstrate or illustrate a major point or try to achieve a major goal in school.