



PUBLIC AFFAIRS FOUNDATION  
Partnership for Better Governance

## Team Building Training Report

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### **Team Building Strengthening the Roots of Professional Relationships**

#### Background

A training was held for the IMC-K team to understand the need and importance of working in a team. The training was held on Friday, June 26, 2020 at the IMC-K office, for a 5-hour duration. There were 22 participants (5 joined the training online, since they were not in Bengaluru). Dr. Annapoorna Ravichander, Executive Director, Public Affairs Foundation (PAF) was the resource person.

#### Objectives:

1. Break the communication gap within the team
2. Reduce conflicts and increase dependency on the team
3. Strengthen social relations in a professional set-up
4. Understand the importance of team building.

The common goal of this training was to highlight the advantages of working in a team and side effects of working in silos. The training also reinforced the concepts of group dynamics in teams and enlarge their understanding of how teams work effectively through an inclusive work culture.

#### Key Topics Discussed:

- Understand what is team building
- Factors associating to development of a good teamwork
- Identifying and overcoming barriers in teamwork
- Characteristics of a good team player
- Identifying loopholes in teamwork
- Taking constructive criticism positively.



The training started with a brief introduction on the topic '**importance of team building**'.

*"Team building is the norm of the present day-to-day work."*

No matter wherever you are one question that sharply comes out in the HR interview is, **Are you a good team player? Why do you think you are a good team player?**

The introduction was followed with an icebreaker question '**What is the key objective of IMC-K?**'



To this, the participants gave some interesting responses. Below are few excerpts from audience responses:

*"To become a platform that gives opportunities to the labours of Karnataka for migration purpose with safety and security"*

*"Create overseas opportunities for the potential migrants of Karnataka, who are interested in foreign employment. IMC-K stands as a supporting pillar to help these migrants transfer to their desired foreign destinations safely and securely."*

## **Icebreaking Session 2: Achieving the Impossible**

The purpose of this icebreaker activity was to identify an objective/task, understand the objective and discuss what is the team's plan to achieve the objective (however difficult). This particular team-building exercise helped participants to build a sense of trust in a fun way.

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The team was asked to break into smaller groups and discuss any topics related to personal or professional life challenges. Each of them had to contemplate on a particular topic and come up with some ideas on how to solve the challenge. The participants were involved actively and each team presented great ideas that were interesting. As a result, it was seen that the teams showed immense enthusiasm in ice-breaking sessions and jelled with each other very quickly.



### **Icebreaker Activity 3: Playing One Story in Three Different Forms**

15 minutes



In this icebreaker session, the participants were divided into smaller groups and were asked to present a story to different stakeholders/audience. Out of the 25 participants, three groups were formed to play the characters narrated in the story. One interesting twist was that; each group has to

play the characters of same story in different styles within a time frame of 15 minutes.

Surprisingly, each team came up with their own ideas, style of narration, and portrayed the characters innovatively. Each team's character depiction were incomparable and mesmerised the judges with their performance.

### **Observation:**

By the end of the sessions, it was seen that that the teams realised the potential of working in teams and developed a deep sense of teamwork, through these fun activities.

The Resource person concluded by stating *"Nobody can work in a Silo. Each of us has got a particular skill or a set of skill that is required by a company. Know-it-all attitude will not only land you in a pool of troubles, but it also means you are fooling yourself."*