








Mayhem!

FACTSHEET

Ideal starter activity which identifies those with leadership potential and develops awareness of the benefits of cooperative working.

-  **35 minutes + debrief**
-  **12-24** (4 teams of 3-6 per team)
-  **For staff at any level**
-  **No computer required**
-  **395 ex VAT**



Learning objectives

- The value of cooperation (not rivalry) between work teams
- Maintaining team performance when under pressure
- The need for command and control
- The need for a calm and measured approach
- Importance of clear, agreed objectives
- The need for active listening and attention to detail
- The value of good communications

About the activity

Each of the four teams nominates a leader or you, as Trainer, can nominate the leader. Leaders then receive a brief containing instructions on their particular team's task (each of the four briefs is different) before returning to their teams to brief them. The task is in two parts.

Part One: Teams have 15 minutes to listen to the leaders, understand the task and plan their strategy. During this stage they can ask just three questions - in writing, to the Trainer who is bound to answer truthfully. How well will teams use this important opportunity to get to grips with what the task really entails? They can all achieve their objectives but because the resources are shared there is a need for organisation and planning. Tasks include putting together matching sets of cards, identifying a missing card and counting the number of 'eyes' within the pack.

Part Two: Teams have 20 minutes to work on their tasks. Now, all communications between the four teams must take place **ONLY** between the leaders. Under time pressure - and teams not necessarily understanding other teams' tasks and how they might fit together - can all four teams work together to complete on time? Win-win or lose-lose?

Pack contents

- Trainer's Notes
- Leader Briefs
- Pack of red circular cards x3
- Pack of blue circular cards x3
- Team Review Forms

This activity is for face-to-face training. It is supplied as a hard copy pack and the digital files are supplied via the Northgate Trainerhub.

Five-year licence

This Northgate training activity comes with a five-year licence for repeat use with up to 24 participants. A licence is required for each site (or remote hub). To use with larger groups or for multiple site licences please contact us for a quote.

Ideally suited to

The start of any course on leadership and teamwork to highlight any problems. The solutions can be put forward and explored. Great learning by doing activity.

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Customer reviews

” Mayhem! went *very well* and is easy to facilitate. I expected chaos but the group were great at collaborating from the beginning. It showed where the communication broke down during the activity but the group recognised that. *Great reflection afterwards.*
Danielle Case, Learning & Development Advisor, Corona Energy

” Mayhem! went down a treat and did everything I hoped it would do... When the time came to work with the cards, one team snatched them all up and started sorting through them. This caused, as you might imagine, mayhem... Team leaders were desperately trying to negotiate, but people soon realised that team leaders had no control. It was *lots of fun* debriefing and learning - it definitely *did what it said on the tin.*
Chris Chin, Director, Curious Learning



Trainer's role (full guidance supplied in Trainer's Notes)

- Divide participants into teams and introduce the activity. Do not give away what is on the Briefs but explain that there are some shared resources.
- Select (or have the teams select) leaders. Issue a Team Brief to each one.
- Tell teams they have 15 minutes planning time and then a 20 minute Action Phase.
- Observe how teams react to their briefing and what they discuss in terms of the questions they want answered.
- Answer any questions teams have. Keep track of these to discuss later.
- Set out the cards (the shared resources) on a separate table at the front of the room.
- After 15 minutes announce that teams can begin the 20 minute phase where they try to complete their individual tasks with the shared resources.
- Stop the activity at the deadline.
- Lead a discussion. Ask each team to report back on how they approached their tasks, what options they considered and what they agreed on. How well did it go? What went badly? How did they recover the situation (if at all)?
- Relate the activity to what happens in the workplace in terms of teamwork, shared resources, working with others etc. Draw out some key lessons and consolidate the learning.

Northgate says...

The title Mayhem is chosen for a reason - as chaos usually ensues! The key factor is whether teams can work cooperatively together, within the deadline, to snatch victory from the jaws of defeat. The perfect energiser to start the day or to recharge batteries after lunch!

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Northgate customers

