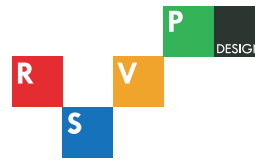


# Network 2i



toolbox

## A new learning tool from RSVP Design Ltd's partners in the USA - Interel

Do you need a quick and absorbing team challenge to motivate your learners and build rapid team co-operation?

Interel, our partner organisation in the USA, has been developing and refining Network 2i for many years and Interel trainers and facilitators have used it successfully in team and management development all over the world. We've decided to offer it to RSVP Design clients as it matches our design principles exactly. We've included it ourselves in recent work on a supervisory leadership programme with learners who found it difficult to engage with traditional instructional learning. Because the task is inherently engaging and challenging, it immediately involved the whole group and allowed us to illustrate a number of key learning messages.



Network 2i is suitable for groups of up to 8 individuals. Multiple sets make it possible to set up a competitive event and the game-like format of the exercise make this an ideal inter-team challenge. It is fun, frustrating, highly practical and flexible because the level of difficulty and complexity can be altered to match the maturity and skill of the participating group.

The exercise uses activities that are familiar to the participants, (eg. playing darts!) but in a context that requires excellent team processes and co-ordination. Teams find the activity more difficult than they imagine and need focus and control. This makes it a perfect exercise to introduce the principles of supervision and performance monitoring to those charged with assessing and developing the performance of others.

Network 2i gives teams a numerical 'benchmark' as they achieve target scores in a series of increasingly demanding tasks. When repeated during a programme it gives an indication of their improving performance.

By adding constraints such as working in silence or with restricted communication, by asking players to wear blindfolds or by increasing time pressure or quality standards different aspects of teamwork, control and supervision can be explored.

Dave Carrol, Senior Consulting Partner with the Ken Blanchard companies, uses the activity several times on his management programmes to assess the team's performance.

"Some teams start the task sequence with very low performance and later in the programme, when we do the last activity, they resemble a top-level pit-crew changing a tyre at a race-track!"

A major USA electronics manufacturer uses Network 2i in their inter-cultural teamwork seminars. The device is used to establish a participatory learning environment, to encourage contribution, to explore open communication and feedback skills and to create simple but shared team operating guidelines.

The lack of dependence upon spoken communication makes this an ideal experiential learning exercise for those who do not share expertise in a common language.

The tool is portable, durable and comes with full facilitator's notes and review materials.



To add Network 2i to your resource library, contact Kim Harvey on +44 141 561 0387 or via the RSVP Design website: [www.rsvpdesign.co.uk](http://www.rsvpdesign.co.uk)