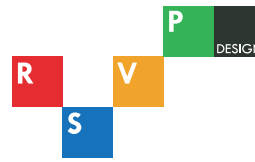


Simbols

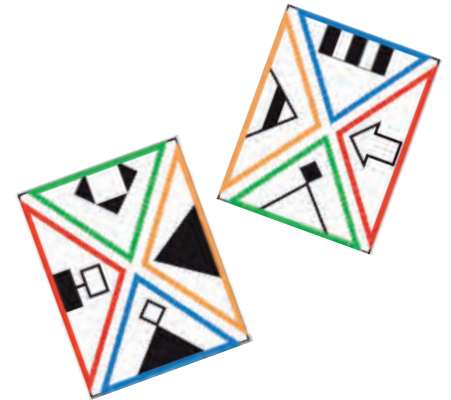


toolbox

An excellent communications and project management activity

If you are familiar with Colourblind[®], Simbols is a great follow-up exercise! If you don't yet know this range, please let us introduce you to a powerful new learning tool.

Simbols addresses communication skills, team planning and implementation, process improvement and team leadership in a lively, although at times frustrating, way. Simbols works well with groups of between 5 and 15 people and lasts 45 minutes



Here are some recent applications of Simbols that we know about. We hope they will give you some ideas about how you could benefit from this lively and effective learning tool. When you do, please tell us your story!

- o Preparing for a product launch
- o Allowing managers to develop a strategic plan for their teams to implement
- o Identifying different learning and thinking styles in a team
- o Working in three remote sub-teams to complete a joint project
- o Making transitions between large and small group working
- o Refining a process to improve operational performance
- o Recognising diversity in teams, the different perceptions that people bring to a situation and how easily this can cause misunderstanding
- o Reaching agreement about a strategy in a situation in which many viable options exists

So put your half pyramid with the black triangle next to mine and then..."

"Is that the big triangle or the little kite on the triangle?"

"Kite? What kite?"



"And which way did we say was up...?"

As they work together to assemble a visual puzzle, team members need to do three things:

- o Set up and manage an effective communication system that everyone understands and can use efficiently.
- o Develop a dialogue which will lead to a common understanding of abstract concepts
- o Deliver, against very tight time and quality targets, a successful solution to the problem they face.

Excellent communication is not enough: the team must also demonstrate excellent project planning and process improvement. Teams respond to the challenge the activity offers, enjoying 'pitting their wits' against the problem and seeing tangible proof of improving performance. In addition, they develop key skills that are of significant value in team briefing, coaching, instructing and delegating task responsibility to others.



Above:

Communicating effectively is difficult at the best of times. When you are working across many different languages, as this team from the United Nations World Food Programme is, it becomes even more essential to know that you are truly sharing meaning.

To add SIMBOLS to your resource library, contact Kim Harvey on +44 141 561 0387 or via the RSVP Design website: www.rsvpdesign.co.uk