

SuperSymbols

A conference-scale version of our popular Symbols toolbox



We are regularly asked to supply large-scale activities to be used in conferences and large team-building events.

'SuperSymbols' is a challenging one hour activity for a group of up to 150 people: ideal for bringing together sub-teams in a final 'whole organisation' task. Six teams work independently, then together, to assemble a complete picture against the clock and with very restricted channels of communication. Successful teams create a disciplined and well-rehearsed process to avoid error and demonstrate efficiency.

Right: 100 people, from 5 Customer Service teams in a County Council, come together in a conference setting to complete SuperSymbols as a means of illustrating their need to work in a more integrated way.

The exercise is simple to set up and can be completed in one hour, allowing for preparation and team briefing but excluding review time. It can be successfully managed in a normal conference room and needs no additional resources and only one lead facilitator.

SuperSymbols focuses at first on internal team communication (especially the skills of listening and clarifying), sharing and organising information, working within the discipline of a set of 'rules' and achieving shared meaning. It then becomes a cross-team dialogue, in which a standard 'operating process' is agreed and rehearsed. The final element is a high pressure time-trial in which the plan is implemented under controlled conditions and must succeed at the first attempt as the project 'goes live'.

SuperSymbols can be used to explore learning around:

- The organisation and management of large groups
- The relationships between sub-teams contributing to the same overall objective
- Appropriate leadership behaviour to provide vision and direction to disparate working groups
- Effective time and resource management
- Achieving common meaning and ensuring that the 'universal language' is understood and agreed

SuperSymbols has an added 'dramatic' element in that the completed version, if correctly assembled, can be turned to reveal an image on the reverse side. Our generic version is supplied with a standard image: however, for corporate or conference use the reverse can be printed with your logo, corporate message or an image of your choice. This can be a powerful way of reinforcing a conference theme or key learning. We will happily advise you on the selection of an appropriate image for your application of SuperSymbols.



To add SUPERSIMBOLS to your resource library: