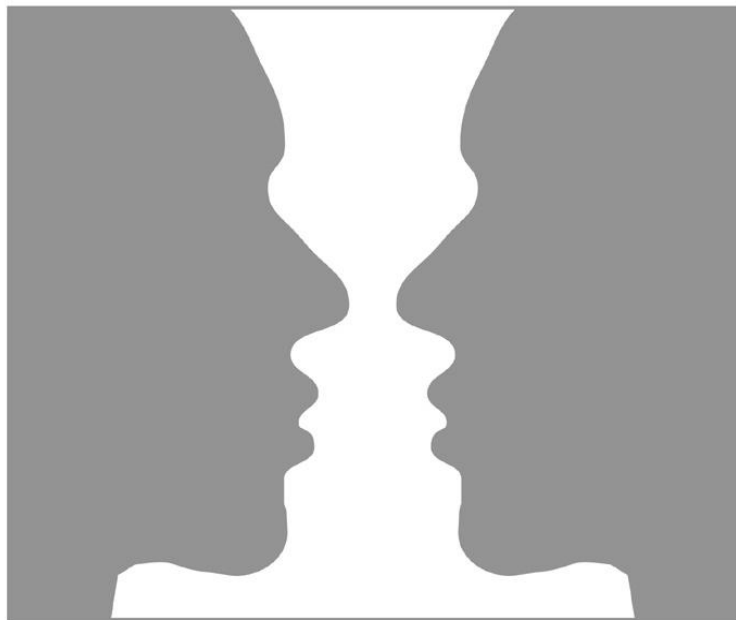


# Playing Your Part



## **An overview**

## What is the *Playing Your Part* Workshop?

- Facilitated by Menagerie Training this is a practical, interactive series of exercises and workshops that focus on the way we behave (or Act!).
- It is a one-day workshop on the key themes of how we **communicate**, our attitude towards **change** and understanding and supporting our **culture**.
- It can also expand to look at themes of creativity and customer relationships.
- It is titled *Playing Your Part* because if we can perform effectively, honestly and appropriately in our transactions with colleagues and customers we will effectively serve both the organisation and ourselves.
- *Playing Your Part* is about doing the right things at the right time. It is about behaviours. The workshops and exercises are designed to get people thinking about the way they work and utilising their best qualities for each transaction or situation they encounter.
- The training is practical and interactive.
- It is more than just teambuilding; it is about dynamics, energies and positive reinforcement.
- It focuses less on education and more on inspiration
- It breaks down the elements of the way we interact with colleagues, customers and our organisation.
- It is an opportunity to re-connect with colleagues, teams, departments and the bigger picture i.e. work/life and being inspired in what we do.
- The training is best used during a time of change i.e. when a new team is being put together or a new challenge is being faced.
- It is about harnessing the challenges ahead and *Playing Your Part* i.e. using the best resources available to their best effect.
- The individual sessions incorporate challenges but the environment, one of relaxation and humour - are powerful tools in boosting morale.

## The options

The initial proposal is for a pilot followed by a one day intensive workshop. This should then be followed up by internal workshops/training/meetings to ensure the message is embedded.

There are four workshop options – Each achieves the same final goal with a different depth, route or flavour

1. a single 'Theatre Director' facilitator
2. a director and a musician
3. a director and a conceptual artist
4. a director and two actors

## The Key Themes: CPR

**The workshops are based on the CPR model which reveals itself in three levels:**

**Level One: Fundamental – all staff should understand and act with these in mind;**

- Courtesy
- Professionalism
- Respect

**Level Two: Moving forward as one, the team needs these qualities;**

- Commitment
- Pro-activity
- Responsibilities

**Level Three: The best organisations and individuals demonstrate these qualities;**

- Creativity
- Perceptiveness
- Risk-Taking

## What are the training objectives?

Taken holistically the training has several major objectives:

- Allowing staff to spend time together and have fun.
- Providing a context for staff to listen and learn from each other.
- Supporting generic and specific communication skills.
- Reflecting on current issues.
- Reflecting on the nature of change.
- Getting people involved beyond their technical function.
- Providing a memorable, interactive, experiential learning experience.
- Creating a buzz that will be sustainable.
- Building participation within the group.
- Enhancing the sense of responsibility to a group objective.

## What is the Workshop technique?

The model for this workshop is based on the theatrical paradigm and the integration of traditional corporate methodology with innovative techniques used by practitioners in the arts.

It is an interactive, experiential experience in which staff has an opportunity to look at the bigger picture.

We create an environment:

- Where all are equal
- Where shared effort and culture is secured
- Where risks are taken
- Where creativity and innovation are paramount
- Where we become an ensemble.
- You we are in the zone of creativity
- Where we learn
- Where we have fun

We create an atmosphere focusing on:

- Shared Goals
- Shared Culture
- Shared Learning
- Shared Effort
- Shared Information

## Numbers

Each workshop operates most effectively with 12- 24 participants it can operate with up to 30.

## The Core Session Exercises

### 1. Magnet

- **Technique:** a fun, movement exercise to get everyone in the mood.
- **Focus:** Culture - looking at how we currently interact and injecting some fun from the word go.
- **Outcome:** 15 minutes of wonderful mayhem to get us started!

### 2. The Name Game

- **Technique:** a movement based remembering mind-twister challenge.
- **Focus:** communication
- **Outcome:** fun warm up for body and brain gets people moving around and laughing!

### 3. Circle Game:

- **Technique:** passing a simple message that gets more complicated!
- **Focus:** communication skills
- **Outcome:** gets people thinking about how they currently communicate and some ideas for improvement.

### 4. Target:

- **Technique:** a movement game where we all track our individual targets
- **Focus:** Connections
- **Outcome:** how are we all connected? new perspective on how we are stronger together than as individuals.

### 5. Headlines:

- **Technique:** Team game - groups of four - to create newspaper headlines for the Sun and The Guardian
- **Focus:** Perceptions
- **Outcome:** fun energetic creative exercises capturing our great successes and reflecting on our less successful projects – focuses on the dynamics of why some projects succeed more than others.

### 6. Me Too:

- **Technique:** movement/thinking game about what we have in common and how we can work together.
- **Focus:** Responsibilities
- **Outcome:** celebrates similarities and differences and reveals unexpected sources of inspiration and ideas which we can chose to build on if we are committed and inspired.

### 7. Global

- **Technique:** All participants are placed in the location they were born.
- **Focus:** Connections
- **Outcome:** inspired thinking about the journey we are all on our place in the big picture and how we can influence it.

### 8. Numbers

- **Technique:** a numbers strategy game – where we all have to work together
- **Focus:** Responsibilities/culture
- **Outcome:** A fun/dynamic way to end the day working together!

## **Additional Option: Facilitator with Musician**

The core session with two less exercises and a two hour session learning Samba Drumming with Musician Graeme Surtees: a fun interactive focus on communicating non-verbally by learning through music – for everyone musician or not! All players contribute equally to final sound – no one instrument section is more important than the others.

Overview of session: Each member of the group will be given an instrument to learn, they will then contribute to a total sound and within 2 hours the whole group will be playing Brazilian Samba music!

## **Additional Option: Facilitator with Conceptual Artist**

The core session with two less exercises plus a unique presentation by artist Chris Dobrowloski. Using original film footage, photographs and examples of his work, Chris articulates his profound and hilarious journey from Art School to major art exhibitions and onto becoming the artist in residence in Antarctica!

The journey is not a smooth one, as he searches for his 'inner need!'. It is an awe-inspiring journey that translates powerfully to the challenges we have in achieving personal and work goals, including setting targets, measuring success and motivating ourselves and others.

## **Additional option: Facilitator with Performers**

The score session with two less exercises and a two hour session on communication with two actors who lead us through a devised performance that gets under the skin of challenges associated with change/perspective.

Fun, interactive and relevant!

## PILOT COSTS

### Option one: Just facilitator

Preparation Facilitator	1 day @ £600	£600
Delivery Facilitator	1 day @ £900	£900
Evaluation and planning	1 day @ £600	£600
Expenses		TBC
<b>Total</b>		<b><u>£2100</u></b>
<b>Each subsequent workshop</b>		<b>£900</b>

### Option Two: facilitator and musician

Preparation Facilitator	1 day @ £600	£600
Delivery Facilitator	1 day @ £900	£900
Delivery Musician	1 day @ £600	£600
Evaluation and planning	1 day @ £600	£600
Expenses		TBC
<b>Total</b>		<b><u>£2700</u></b>
<b>Each subsequent workshop</b>		<b>£1500</b>

### Option Three: facilitator and artist

Preparation Facilitator	1 day @ £600	£600
Delivery Facilitator	1 day @ £900	£900
Delivery Artist	1 day @ £600	£600
Evaluation and planning	1 day @ £600	£600
Expenses		TBC
<b>Total</b>		<b><u>£2700</u></b>
<b>Each subsequent workshop</b>		<b>£1500</b>

### Option Four: facilitator and actors

Preparation Facilitator	1 day @ £600	£600
Delivery Facilitator	1 day @ £900	£900
Delivery 2 actors	1 day @ £450	£900
Evaluation and planning	1 day @ £600	£600
Expenses		TBC
<b>Total</b>		<b><u>£3000</u></b>
<b>Each subsequent workshop</b>		<b>£1800</b>

## **Notes**

Other cost considerations:

- Hire of venue
- Catering
- Travel for facilitators and staff
- Workbooks
- Posters/handouts

## **The Team is led by**

**Paul Bourne:** Paul is a theatre director. He has produced and directed over sixty plays in ten countries. Paul is also an experienced business facilitator, and has ran workshops, programmes and projects across the world for clients that include Liverpool Football Club, The BBC, Ernst and Young, The Dubai Stock Exchange and The US Government. He is a Visiting Fellow in Leadership and Change Management at The Ashcroft International Business School Cambridge, and founding partner in the Warwick Business School MBA Leadership Journey Programme.

**Menagerie:** A leading theatre company that commissions and tours new work nationally and internationally. Training awards include: 2002: East of England; *Best Creative Company*, 2004: Financial Times: *Training Company of the Year* (nominated for work with BBC East), 2006; *Best National Employee Development Programme* (winners, for work with Liverpool Football Club).  
[www.menagerie.uk.com](http://www.menagerie.uk.com)

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