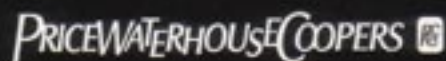


TOOLS AND TECHNIQUES FOR TRAINING AND LEARNING



# BUILDING HIGH PERFORMANCE

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# Exercise: Parts of a Whole

By Kristin Arnold

<b>Audience</b> →	Nonmanagement Teams
<b>Purpose</b> →	—Appreciate that team members are all playing individual roles as parts of a greater whole —Appreciate that their team is playing a part in a larger, corporate whole
<b>Suggested Uses</b> →	Exercise at an early team meeting (after the team's mandate and goals have been established)

## Introduction

This simple exercise is an entertaining way to make an important point: Each individual on the team has a valuable role to play, as does each team in the company, as part of a larger whole.

## Exercise: Leader's Notes

### Time

About 45–60 minutes, depending on the size of the team

### Number of Participants

Six or more

### Facilitator Expertise

None needed

### Materials and Equipment

Flipchart and colored markers

### Procedure

1. Explain that this activity is a way to see how we are all parts of a whole. We begin with a picture of our product, and we all add value to that product. Each of us can relate to a part of that product, or as a contributor to the final product. (If you like, give some examples.)

2. Draw a picture on a flipchart of the major product your company produces or contributes to. Some manufacturing examples might be a plane, a train, a bulldozer. For a service industry, draw a picture of the major product your company services or a picture of the location. Keep the picture simple.
3. Ask each team member to come up to the chart and draw the "part" of the whole that they believe the team is addressing. For example, if the major product is a plane and your team's process is assembling engine parts, they might draw an engine. They should then explain to the team (1) what the part is, and (2) why they have identified the team's mission with that part. Note that we have lots of colored markers up here—and don't worry about your artistic ability—you can explain your drawing to us!

The team will struggle with your assignment, but let them struggle because you are looking for them to express creatively their team's contribution to the company or improvement effort.

4. Move the focus to the team members as parts of the team "whole." Have members define their perceived team role and

