NHRMA Board Meeting

January 2016

Seattle, WA

**Team Building Segment**

**Ice Breaker (20min):** 10 things in common (not work related and not family, really think).

Done is small groups and then everyone shares back to the larger group.

* Use flipcharts
* Prizes for the winning team (that really thought outside the box)

**Setting the Stage (4-5min.):**

NHRMA is a special organization with a rich history of serving the HR profession, the professional, and the State Councils. NHRMA has an opportunity to continue that leadership with the activity and progress we make as individual contributors and as team over the course of the next year. Today we are going to do some things together to reinforce our strength and creativity. This is a time to begin planning and strategizing for the future and your work over the next year.

**Exercise 1: Beach Ball Toss (10 min. + 30 min for part 2)** – continue “getting to know you” with pointed questions about SHRM involvement/volunteerism and the sharing of individual values and goals. Questions are written on the balls and everyone has a chance to answer 1-3 questions.

* Blown up beach balls with questions. Tossed to each other by members of the group.

Debrief: Why is knowing or understanding values and goals important?

**ACTIVITY:** Write down notes about what you learned or walked away with to use in the future....Ahh Ha’s

THEN each person will write a goal on a piece of paper (that they construct into an airplane – sample attached) and then they fly across the room. Everyone picks someone else’s airplane and reads the goal out loud. Turning this into another activity/exercise (part 2).

**Exercise 2: 4 Letter Words (20-25min.)** – this year we are looking for you to push boundaries.

* Each group/team gets a bag of Scrabble Tiles.

Debrief: there is not just one way to do this. How many of you got caught in using the tiles a certain way because that is how you play the game?

How does this activity related to or apply to NHRMA? How does it apply to your core area of responsibility? This is a time for doing something different....to WOW our Chapters and the members.

**ACTIVITY:** Write down notes about what you learned or walked away with to use in the future....Ahh Ha’s

**- STRETCH BREAK – (15min)**

**Exercise 3: Knives and Bottles (20-25min.)**

“This exercise is designed to individuals a chance to work together. It gives them an opportunity to think and carry out a task in concert with other people. It is designed to illustrate what teamwork is all about, because you need to work together to solve the problem.

* Five bottles of the same size and four knives per group

Debrief: Observations from the group. Did someone take the lead role? Who? Why? How is this like working with/on NHRMA? What is the true essence of teamwork? **“ANSWER”**

**ACTIVITY:** What can you do to support NHRMA? Another on the Board? Back at home who can you support?

**Exercise 4: Tinker Toys** **(50mins)** - build the tallest structure you can build in 30 seconds.

* Each group/team gets a bag of tinker toys

Debrief: What did you observe taking place within the group? How is this related to the work NHRMA does or who it serves? What was the most important part of the exercise? **“ANSWER”** Why?

Look at what you were able to create in a short amount of time with some folks you do not even know. What if we spent serious time planning?

**ACTIVITY:** Write down notes about what you learned or walked away with to use in the future....Ahh Ha’s. What steps actions, etc. do you need to take or do? Whom do you need to get into contact with? Who are you going to ask to be part of your committee? YOU DO NOT HAVE TO DO THIS ALONE. Let’s talk planning...let’s talk succession planning. Committees are a great way to get more of the members involved and find your replacement.

**Wrap-Up: Thoughts and Observations?! (15-20min.)**

**Close** with a story – “38 Snickers”. This is a leadership story....it is about listening and recognizing others.