



the Uniting Church in Australia, Queensland Synod

Leadership Development Framework

4

Session 4 guide: Partner and collaborate

Objectives:

- Introduce the leadership area (domain) *Partner and collaborate*.
- Consider the advantages of developing partnerships and collaborating in the congregational/organisational context.

Description:

This session introduces key concepts of *Partner and collaborate*. Participants will consider how to improve collaboration within their own congregation/organisation.

Facilitation process:

Session: One hour

1. Welcome the group and move straight to the Tower of Air activity. This activity involves small groups building the highest tower they can with materials provided. While the instructions recommend groups of 3–5 with approximately equal numbers, adjust the group size (and the number of balloons) according to what best suits your group. You will need at least two groups.

Materials:

- Approximately 20 balloons for each team of 3–5 people
- Masking tape
- Tape measure.

Instructions:

Divide into groups of 3–5 people. Give each team 20 balloons and a roll of masking tape.

Explain that the object is to build the tallest tower possible in 10 minutes, using just the balloons and the masking tape. The tower must be built on the floor and it must be freestanding. That is, without other objects to lean against or help support it.

Start the timer and notify the group at eight minutes, calling a stop to activity at the 10 minute mark. (Give an extension at your discretion.)

Processing: Walk around each tower, noting the design and height. Acknowledge the team who built the highest tower. Talk about what happened in each group.

Debrief:

Spend approximately five minutes in each area below, choosing the questions that best suit your situation. (Don't ask every question.)

What happened?

- How did you plan to build your tower? Did everyone provide input? Did you really listen to each other?
- Did your plan change after you started building? How?
- What happened as time ran out?
- Was your end product satisfactory? What would you change next time? (Start with the least successful group.)

What does it mean?

- Describe the roles that each person in your group played. How did these roles emerge? Were some people more involved than others? Why?

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- Did any group look at what other groups were doing to get ideas?
(Mention that this would not be cheating. You did not tell them they couldn't look. It is a good practice to use good ideas no matter where they come from.)
 - Did anyone think of joining with other groups to build an even higher structure?
If the goal was building the highest tower possible, would this have been beneficial?
What stopped this happening?
 - What can this activity tell us about working together?
 - What problems can occur when you work in groups?
 - What can we do with this information?
 - How does working together help us to solve problems?
 - What behaviors should you exhibit when working as part of a team?
 - How important is communication with your team members?
 - What could we learn about working with our congregation/organisation from this activity?
For example, do we ever miss opportunities to learn from others, get others involved or work together?
 - Variations: While the activity is underway, call out certain instructions that must be followed. For example, "For the next 60 seconds no one in your group may talk" or "For the next 60 seconds everyone in the group may only use one hand". (35 minutes)
2. Provide the handout to each participant. Give a brief overview of the objectives of this session. Ask participants to turn to Box 2 Domain: Partner and collaborate. Read out and ask for comments relating to how this approach aligns with activities and the approach within the Uniting Church. Draw attention to the capabilities listed in Box 2.
 3. Lead a whole group discussion: "What conditions need to be present for true partnerships and collaboration to exist?" "What benefits can you see in developing partnerships and collaboration in our leadership context"? (10 minutes)
 4. After considering the activity and prior discussion, discuss in small groups: "Relating to partnerships and collaboration in our congregation/organisation, what could we do better? (Box 3) (10 minutes)
 5. Conclusion: Ask participants to write down one action that they (either individually or as a group) will take to improve partnerships and collaboration in their own congregation/organisation. (Box 4) (5 minutes)

Materials

- Session 4 Handout – Domain: Partner and collaborate for each participant
- Approximately 20 balloons per group
- A roll of masking tape per group
- Tape measure or other measuring device e.g. broom stick
- Copy of The Uniting Church in Australia, Leadership Development Framework (LDF)
ucaqld.com.au/download/6194/