



Introduction to Teamopoly II

Teamopoly is a unique team based experience that sets out to educate people in a practical “hands on” way. The exercise develops individuals by identifying their strengths and teaches them how to manage their weaknesses.

Perhaps more importantly, it also demonstrates to the delegates how to identify and play to the strengths of others, rather than just focusing in on some of the more irritating aspects. As an individual learning experience, it is one of the most powerful and cost effective learning platforms in the market place today.

Teamopoly is based on the famous ‘Belbin Team Roles’ (see Belbin information sheet for details) and was developed by Jeff Hayden of Management Teams International and Dr. Meredith Belbin of Belbin Associates in 1984. Since that time, it has been developed and refined and has been used by major companies and clients all over the world.

Teamopoly is an unforgettable experience and there is nothing else quite like it in the training and development world. The event is fast moving, competitive and at times frustrating! But it is an incredible amount of fun for the participants as well as being a powerful way to learn.

Due to our close ties with both Belbin Associates and Management Teams International, we are delighted to be able to provide the Teamopoly experience to our client base.

The benefits to the individual delegate are many and include,

- An understanding of one’s own strengths
- How to develop a strategy to manage weaknesses
- An understanding of the Belbin team profile system
- An understanding of how the individual contributes to a team
- A set of tools to manage the teamwork
- Less stress!
- An understanding of how others contribute to the team

The benefits to the organisation include,

- Harmonious teams (or an understanding of why they are not!)
- More productive staff
- Reduction in sick leave
- More responsiveness to change
- The ability to manage each team to achieve the best results
- The capability to build more effective new teams when required

Teamopoly is the best possible way to teach people how to see the best in themselves and others. By clearly understanding the individual team roles and the Belbin concept, delegates are able to understand why certain team roles are better suited to certain tasks, functions and jobs within a team.

In short, rather than focusing on the weaknesses in others, we start to see their strengths and play to these instead.

How does Teamopoly work?

A Competitive Environment

A competitive environment is created in which each team endeavours to run a business more successfully than its rivals. The team that has accumulated the greatest financial gain at the end of the experience is on the face of it the “winner”, but it is not quite as simple as that!

Teams have to explain their strategy, position and result at the end of the exercise. It is important that the teams are considered by the delegates to be equal, as the learning relies on the participants experiencing success and failure. To ensure that this equality is accepted, we arrange it so that teams have equal numbers of delegates at a similar level.

The “Game”

Teams play a fast moving and realistic exercise with all the attributes of the real world of business and commerce. Teams manufacture, build, sell and deal with a changing market place. Raw materials are bought and sold, products are constructed, money is borrowed and auctions (if you can find them in time!) are attended. Teams interact with the bank, the buyers and each other in an intense 24-hour period.

The exercise is controlled and monitored throughout by sophisticated computer programmes as well as by experienced facilitators and observers. It is an intense but enjoyable experience, with the players often seen plotting into the night!

The Teams

Different numbers in a team would allow delegates to blame an external factor for their result, rather than concentrating on the team’s strengths and weaknesses. If a team with one additional person in it should win, then others will say, “well of course they had additional resources!” Yet if a team with one less person in it should win, then others will say, “well of course they had less communication problems!”

Delegates should be from a similar level so that no obvious advantage is bestowed on a team by having certain individuals in it. Directors should ideally not be mixed with first line supervisors at the same event, although both levels gain considerably from the experience.

Team Selection

By Belbin profiling the individuals prior to the event, we ensure that teams are selected to demonstrate the Belbin principles fully. Delegates are selected into teams by virtue of their team roles. People with similar team roles are put together to create teams of different character. By being together over a long period in a competitive environment, they tend to ‘ferment in their own juices.’ They have such an over and under supply of the various team roles that the strengths and weaknesses of the group are very much magnified.

This leads to predictable (by us anyway!) results, more than a few hilarious moments and accelerated learning for the people taking part.

The Learning Points

At the end of the event, the delegates are left in no doubt as to the power of the Belbin concept.

We ensure that each delegate returns to the workplace with a clear understanding of the team roles and the benefits to the organisation of understanding yourself and the others you work with.

By working with you prior to the event, we ensure that the organisational aims are incorporated into the programme in a seamless manner.

Practical guidelines are given to the delegates to ensure a long lasting impact back in the working environment. Each person works with a personal action plan linked to the needs and objectives of the individual and the organisation.

For more information and to discuss your situation more fully, please do not hesitate to contact us.

We look forward to seeing you on a unique event!