

DIMINISHING

Resources

CHALLENGE (GOAL, OBJECTIVE):

To create a discussion around adaptability within our work .

GROUP SIZE: 15-40 per facilitator

TIME: 30 - 45 minutes

EQUIPMENT: Newspapers (in squares, as many as there are team members.)

PROCEDURE AND RULES:

- Lay out newspapers in individual squares, across an open/empty space.
- Explain to team members that our organization is made up of a variety of resources. (Do not point at the newspapers, or refer to them as the resources. They will assume this themselves.)
- Say, "I want everyone to put both of their feet on a square." Team members will naturally choose a newspaper.
- Now say, "When I say CHANGE, you will need to find a new square and put both feet on it." Again, they will choose a new square. Do this about 2-3 times, so they get the hang of it.
- After doing this a few times, go around and take 1 or 2 newspapers away. Say, CHANGE again. Repeat this step, increasing the amount of newspapers being taken away. Team members will begin to share their newspapers with each other.
- Eventually, you will get down to NO NEWSPAPERS. Repeat the phrase, "When I say CHANGE, you must find a new square to place both of your feet in."
- Team members will need to figure out how to create and adapt to different "squares" their feet can be in. This could be:
 - Creating squares with their feet, together
 - Finding a square shaped object in the room
 - Putting their feet on the wall, in a corner square, etc.



DISCUSSION /DEBRIEF:

Many organizations experience times of depletion, where resources may be scarce. These resources can be represented through materials, tools, and even team members. Leaders, and their teams, must exhibit adaptive skills during these times.

Lead your group through a discussion on what happened during the activity, and how adaptive leadership played a role:

- What made you assume that the newspapers were the only 'resources' available during the first few rounds? What does that look like in an organization?
- At what point did you begin to think outside of just using the newspapers? Did you ever feel like you wouldn't be able to think of another solution? Why?
- Are there ever times in our workday where we find ourselves lacking resources? How do we deal with that?
- What would effective leadership look like in an organization that may be going through this?
- Why is it important to be adaptive in challenging times where resources may be scarce?