

# TOWER BUILDING EXERCISE

**OBJECTIVE:** To provide observable situations for review of stages of team development, and member temperament/style (DISC / MBTI)

**PROCEDURE:** Assign teams according to their temperament/style. One team as all Ds or Is (If not enough combine (DISC-Ds and Is), (MBTI-Es). Assign another team of evenly distributed types. All others can be assigned as all (DISC) Cs or (MBTI) Is.

Anyone that has done this before can act as observers.

Team Instructions: "Each team is a separate contracting organization that has bid on a contract for the building of the new Department of Labor headquarters complex in Virginia. Out of hundreds of bidders the teams present in the room all graded equally high on their proposals and have been asked to bring their design/marketing team to this unusual meeting. In a moment your facilitator, who is actually the director of contracting for DOL will be giving you instructions."

"Good morning ladies and gentlemen. As you are aware your organizations have bid on the RFP for our new world labor complex and model home for labor of the 21st century. What you didn't know was that the organizations represented here are the finalist for this multi-billion dollar contract. That decision will be made this morning."

"Your team is to design and build the tallest free-standing building. Then prepare a marketing presentation to sell that building to the evaluators. The projects will be graded on the following factors:

Height:	1 point per inch
Structural Integrity:	20 points
Aesthetics and Ergonomics:	20 points
Presentation:	15 points
Observer independent evaluation:	10 points

You are only allowed to use the materials furnished to you. Nothing else is allowed. Points will be deducted for illegal use of substandard materials. We determine what substandard materials are.

**TIME :** There will be four phases timed as follows:

Design Planning:	3:30	Construction:	12:15
Presentation:	2:10	Evaluation Period:	10:00

## OBSERVER

**INSTRUCTIONS:** Observe the behaviors of your assigned team identifying DISC or MBTI behaviors. Also, observe stages of team development and displayed leadership.

**REVIEW:** Stacked deck against the D-I/ E/I Teams. (Failure not always 100%) Discuss Team Composition: Leader in forming a team, Team in finding balance with established team. Stages of Team Development: Forming, Storming, Norming, Performing. May have been seen them during instructions, planning, building, and presentation. Discuss Leadership Styles with respect to Team Development/DISC

**MATERIALS:** Have the following for each team: Good supply (@200) index cards, 4x6, 3x5, 5x8, 1" masking tape, 50 paper clips, Colored post-it notes, various sizes.