

**RESULTS - Processing the Process**  
Leadership Clinic Design Workshop, summer 2004

**Session: Share Fair (27 respondents)**

**REVIEW**

**Which Leadership Clinic Design Principles were put into practice during this session?**

<b>Amt.</b>	<b>%</b>	<b>Principle</b>
23	85%	Everyone has something to give. Everyone has something to gain.
14	52%	Self-managing teams can chart their own learning.
18	67%	Model the process in order to widen the circle.
25	93%	Play and art promote learning and productivity.
21	78%	There is enough expertise in the room to change the world.
22	81%	Event design is itself a collective, community-building process.

Additional comments:

Play and art... “not sure about the productivity part”

“we had a good time creating our poster”

Give, Gain... “we all talked at once – brainstorming and came up with a great idea”

Event design... “helped us get to know each other better...e.g. Nicole’s sensitivity to fishing metaphor”

**EVALUATE**

**What worked well?**

Good way to know other people better.

Creativity abounding.

Having specific scenarios written out to define groups strengths and needs.

Movie setting – director asking people to review scripts, when ready to begin just saying “action”.

Planning phases in the team setting.

Idea sharing, cooperation of the team.

Communication, collaboration, agreement

Making a team poster.

Chatting with other tables’ participants.

Giving a ready-made team profile so we could get into the activity quickly.

Role playing, creative tools

Many hands make light work

Collective process, fun

Interacting with different teams for expertise in improving the planning process of any given event.

Creativity among the teams

Working as a team – everyone had something to give and gain.

Networking and sharing ideas

Allowing us to be creative – help our team bond

Having a sense of humor.

### **What worked well? (continued)**

To be creative

Networking

Sharing of others

Launching the idea

Team-building that occurred during construction of poster

Straight-forward successes and conundrums “lay it out” on the table

Switching it up/having different team members browse and man the table

It all seemed to work well for me...and was fun and got everyone thinking, moving and talking

Mixing teams

Art supplies

Nan’s instructions

Team profile

Mixing the teams’ members promoted some great interaction

Blending a quiet-time, group work and an “up and moving” component kept the flow going well

Also LOVE the debrief opportunity.

It all flowed well

Many different skill sets

Everyone had a part

Many doers, good listeners, good brainstorm, quick responders

Sign making for groups as group – art and play

Sharing skills, gaining knowledge of others’ skills

All worked well to give us experience with Share Fairs

Experiential

Each of us took a role and worked well with one another in a short time

Creating a poster

Small team format

Mixing up individuals

Enjoyed making posters as a team

A chance to meet with individuals from other teams and learn their individual strengths

Amount of time allocated

Having a profile that was descriptive helped to gel the team

Use of graphics and kinesthetic learning

Reading the relevant manual information first, then doing!

Role playing – taking people through the process/using the tools, etc.

Modeling and engaging

Mixing and creating “new” teams to stimulate ideas – using team profiles as base

Creative and graphic components

Showed the nuts and bolts of process

Got to know more people

Creating the poster as a team

Role playing

Developed team building skills

Great model/exercise for networking

### **What worked well? (continued)**

Fun and creative  
Great interaction  
Paper and scissors  
Great ideas  
Practicing how to use the dance card  
Visualizing a share fair  
Meeting people from other groups  
Opportunity to have fun and be creative

### **What can be improved?**

No time for individual introductions before team session (realizing of course that this was a simulation and at a real group meeting, no introductions would be needed)

Some team strengths/weaknesses oversimplified. In real setting are needs/resources so clearly articulated?

More on the reality of share fair: From the last clinic, I found that so much time was spent just getting to know other team members better and that the time was extremely valuable. So much so that I did not actively allow myself to be available as a resource person for a group outside our own. It is true that many teams are getting to know each other for the first time face to face at these clinics – “share fairing” is going on continuously within that team – so with team time at a premium, there should be a diplomatic way to say “no” to share fair appointments and/or plainly stated alternatives to actual face to face time (exchange of cards, future appointments, etc.)

Something to put poster on so it stays on table better (just like at real share fair)

More artistic tools (thin markers, colored pencils, crayons)

Narrow down ideas – simplicity

Group decision making process for dance card

Easels, artistic tools

Evaluation

Double-booking on dance card

Agreement on what timeslots are not available – don’t like every minute booked.

More support materials

More clarity about the activity and how it is related to our “real teams” before we started

Follow-up activity so our “real teams” can designate our roles (i.e. Dance card coord., liaison, etc.)

Set a time!

Thinking tool

What do you do when a needed skill lacks available expertise?

Dance card coordination could be a challenge for some teams

Guidelines for poster design to make sure info. is clearly related

I see no major change necessary

A little more time to construct – 5 more minutes

Have easels - Visually post

Evaluation

Facilitator check-in with the teams during activity (e.g. One team missed that there were art supplies for their poster. Could have been addressed midstream w/a check-in)

### **What can be improved? (continued)**

Too much creativity for the time allowed

Dance card logistics – how to schedule groups by individuals and vice versa

Making dates on dance card

I am a little jealous of groups who found bells and whistles to use on their posters (hands, light bulbs, etc.)

Do the teams present their posters before the run around? This would help map out team strategy.

Evaluation needs to be included as a strength and weakness of a group

Please visually post instructions

Talk about the importance and timing of share fair to a clinic

We may not have all the various strengths offered that are needed within a given clinic, and we would have to address those separately unless there's a way to incorporate in the model.

Glue sticks

Implementation (ours was fine – I'm being self-critical about our funny-looking veggies)

I don't know how to improve this, but the session highlighted the limitations of the dance card. When there's just once card, and many people scattered about making appointments, things get a little confusing.

### **APPLY**

**Can you utilize this process in designing your clinic event? If so, what skills and ideas will you borrow/customize to your setting?**

Yes, we want to link non-traditional youth with emerging trends/careers/jobs Pairing potential employers with prospective workers.

Yes, like share fair, it is fun, gives a field for the strengths of the groups and is participatory – thinking list-checklist of possible strengths

Yes, the concept of the planning in the team model, where no one is left out and participation is a must

Yes, using a 3-fold panel for poster identifying each side...identifying your strong points and weak points, and basing your participants on those aspects – follow-up dance card, strength and weakness time

Yes, we need to think through what our real team's strengths and weaknesses are and get to know each other better. At this point most of us have not worked together yet. This gives us a start!

Yes, as travel through Basing – could share fair be prepared as a preliminary in personal profiles – what you can give and what you want to gain

3 best things: gives/gains, accomplishments, celebration – connecting humans

Yes, this process brings an interactive and sharing sense of mutual respect. Reaching out for expertise and identifying the teams weaknesses as well as their strengths of skills and ideas

This process can definitely be used in our leadership clinic. I foresee us being able to use this exercise as a means for adult and youth groups to make connections and locate necessary skills and expertise to get their action projects (or other conference outcome) off the ground. It is an easy way to break down barriers and share ideas and laughter.

Yes, coming together as a team! Open to different ideas – someone can be the eyes and legs.

Soliciting assistance from team members - can we train leaders to become better leaders-networking can uncover hidden skills

Like the dance card idea, but might need to adjust – design an “after the ball” dance card since our summit might only be one day.

Yes, I believe the process can be used with only slight situational modifications in a wide variety of settings.

Yes!

Yes, I will have to reflect how best to adapt it to my various settings – it could be a great tool to share up existing roles and see where people/teams fit best in planning

To demonstrate needs or barriers – leaders – champion

Probably, to share resources needed with resource providers, will do a modified share fair (limited time available) – dance card to encourage networking later?

Don't know yet, but will do it when the time comes...

We could use this at our leadership clinic highlighting our participant teams' projects

Isn't it used during the clinic, not necessarily before?

I'd love to see this done at an EEAW conference!

I hope we will be able to incorporate some aspect of the share fair for our event.

Finding ways to apply these processes (and others of the LC model) at a non-site specific clinic (multiple sites)

Maybe, have used the process in the past. Exposed to different ways of using this process.

Yes, inviting people to meet in different parts of the basin to see how they can help each other and help us with the coach tour.

One of our main themes is to promote networking between various stakeholders and get them working together, so this model could, or a version of this can certainly be utilized

Absolutely – I'm really excited thinking about ways to make things happen ON THE BUS – to use part of that time for learning.

We could possibly do a share fair at our event. Our time will be very limited, however (1 business day) and I don't know if it will make the final agenda.

### **Suggestions for this sheet:**

Add space for general reactions and comments

Make the last question more clear...the way the question is posed makes it sound like we're asking if folks will use the share fair while they are planning a clinic...not asking them if they will use the share fair at their actual clinic

### **General notes during verbal debrief**

Fun, gave folks a feel for the share fair (accomplished goal)

Participants were comfortable with a “new” team – could verbalize and conceptualize

Hit all of the design principles

Liked the direction – right amount of time to “get it”

Art broke down the barriers and stimulated other creative thinking processes

Provided opportunities for all to use their own expertise

Cooperative effort – Art, Listening, Thinking

Doing the process helps to repeat the process – more than just reading it in a book