

Unit 7 Motivating Careers – Motivating your staff

Teacher's notes

Preparation

Before you use this lesson plan:

- make one copy of each worksheet per student.
- visit the proposed websites to check they are operational.

Warmers

Short (5 minutes)

Ask the students what is needed to build a good team. Write the answers on the board: clear objectives / good relations between team members / interesting work / good colleagues / people with the necessary skills and experience, etc. If there is time, move on to the long warmer.

Long (10 minutes)

Write the three activities on the board: Drum circles, Paintball and Tai Chi. Ask the students whether they know what they are, and whether they have ever participated in any of them. Were their experiences good or bad; would they recommend the activities to other people? Would they want to do these things with colleagues? Why or why not?

Set the scene

(10 minutes)

Distribute the worksheet. Ask the students to read the *situation*. Emphasise that the company has successfully used this type of team building activities in America and is sure it will have the same benefits in the UK. Also clarify that the disadvantages column for them to record what they think might be the drawbacks to each activity. Tell them that the practical issues box is for them to write information about prices, dates, whether the activity can be done in-house or whether travel and accommodation might be available, etc. Ask the students whether they have any other ideas about the type of information that could help to compare the different activities.

Present the tasks

(5 minutes)

Explain the procedure:

- 1 Divide into small groups or pairs. Each group looks at all three websites.
- 2 Use the websites to research and collect information about the advantages, disadvantages and practical issues of the suggested activities. Then fill in the data research table.
- 3 Have a discussion to decide which team building activity is best.

Do the tasks

Research (20 minutes)

- If computers are available, allocate one to each small group or pair.
- If computers are not available, set the research as homework to be performed at home or during free time at work. Emphasise to the students that they do not need to spend more than about 20 – 30 minutes collecting information.

Discussion (15–20 minutes)

After the research, the students do the team building vocabulary exercise.

Answers: promote communication; reduce stress; build trust and openness; enhance motivation; provide constructive criticism; establish goals.

Emphasise that they should use this language in the discussion. Appoint a chairperson. The students have a meeting in which they present the results of their research and choose a team building activity. Monitor and give language feedback after the discussion.

Unit 7 Motivating Careers – Motivating your staff

Aims

- Talking about motivation
- Emphasising important information

Tasks

- 1 You are going to research team building activities on the Web
- 2 You are going to have a discussion to choose which team building activity is best for your management team.

Situation

You work for an American company. Last year you took over a British company. Since then a number of problems have developed at this company. During a short visit, it was clear to you that many of these problems are due to the staff being stressed and, as a result, communication within the company has broken down. In America, your company has successfully addressed this kind of situation by using team building activities out of the office. You strongly believe this is the solution to the situation in the UK.

You are going to have a meeting to choose a team building activity for your British staff to participate in.

Task 1 – the research

These websites will give you information about corporate team building activities. Your teacher will tell you which one(s) to research. Record the information in the data research table.

World of Rhythm

<http://worldofrhythm.com>

Click on *Team Building* in the menu on the left to find out about drum circles.

Cenarth Paintball

<http://www.cenarth-paintball.co.uk>

Click on *Groups* on the right then select *Corporate* in the menu on the left. You can also click on the links in the text to find out more about Team Challenge Course, Paintball and Outdoor Laser.

Tai Chi Works

<http://taichiworks.co.uk/homeenglish.htm>

Use the menu buttons at the top to find out about what is on offer and why Tai Chi reduces workplace stress.

Data research table

Drum Circles	
Advantages	Disadvantages
Practical issues	
Paintball	
Advantages	Disadvantages
Practical issues	
Tai Chi	
Advantages	Disadvantages
Practical issues	

Task 2 – the discussion**Language box**

This language is used to talk about the advantages of team building. You will need it in the meeting. First, match the verbs on the right with correct nouns.

promote	goals
reduce	motivation
build	stress
enhance	communication
provide	trust and openness
establish	constructive criticism

In the meeting you will need to emphasise why your suggestion is the best. Use the phrases in the box.

Emphasising:

What I think is most important is ...

It's vital to ...

We should definitely ...

I'm one hundred percent sure about this.

AGENDA

Aim: to choose a team building activity or event for the management.

1 Presentation of possible activities or events

2 Discussion

Decision: