





PICTURE PERFECT CHALLENGE

The Challenge

To re-create an exact copy of an image five times bigger than its original size.

Objective:

The image must be a larger replica of the original with as much detail as possible.

Time :

You have 10 minutes !

Challenge Rules

During the challenge you should do the following:

1. Understand the instructions of each round.
2. Use the A3 paper provided to re-create your image.
3. Remember, the image you draw needs to be 5 times bigger than the original but with the same proportions.
4. You can try as many times as you like

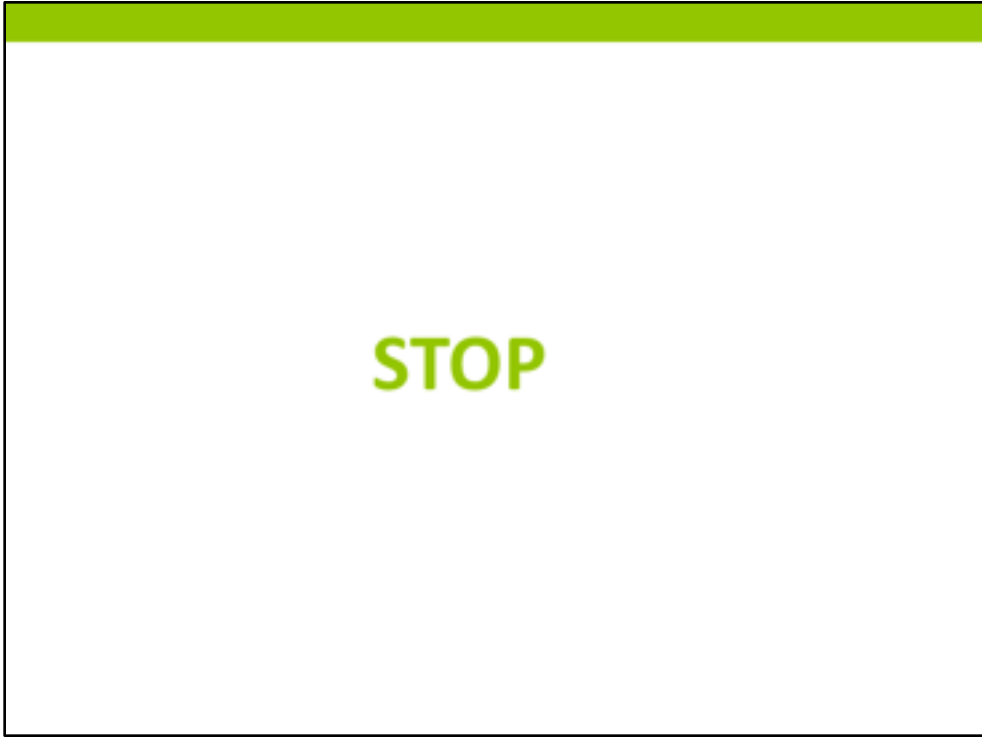
ROUND ONE

10 minutes!

Round 1 Rules

- You will have 10 minutes to draw the image that was given to you, 5 times bigger than its original size.
- You must work individually without any communication with other people at your table.
- You will draw your entire image on one A3 paper.
- When the time is up, stop drawing. You will be given further instructions.

10 minutes to draw your image



Round 1 Rules

- You will now have 5 minutes to work with people at your table to assemble the images into one larger image using tape.
- You are not allowed to make any changes to your individual images at this stage.

5 minutes to assemble the image



Does your image look anything this?



ROUND TWO

The Challenge

To re-create an exact copy of an image five times bigger than its original size.

Objective:

Create a team image 5 times larger with as much detail as possible.

Round 2 Rules

- The goal is to repeat the same activity from round 1, with the knowledge of what the final image should look like.
- You will then have 15 minutes to plan, draw, and assemble your individual images.
- You will each draw your individual images on one A3 paper.

15 minutes for this round

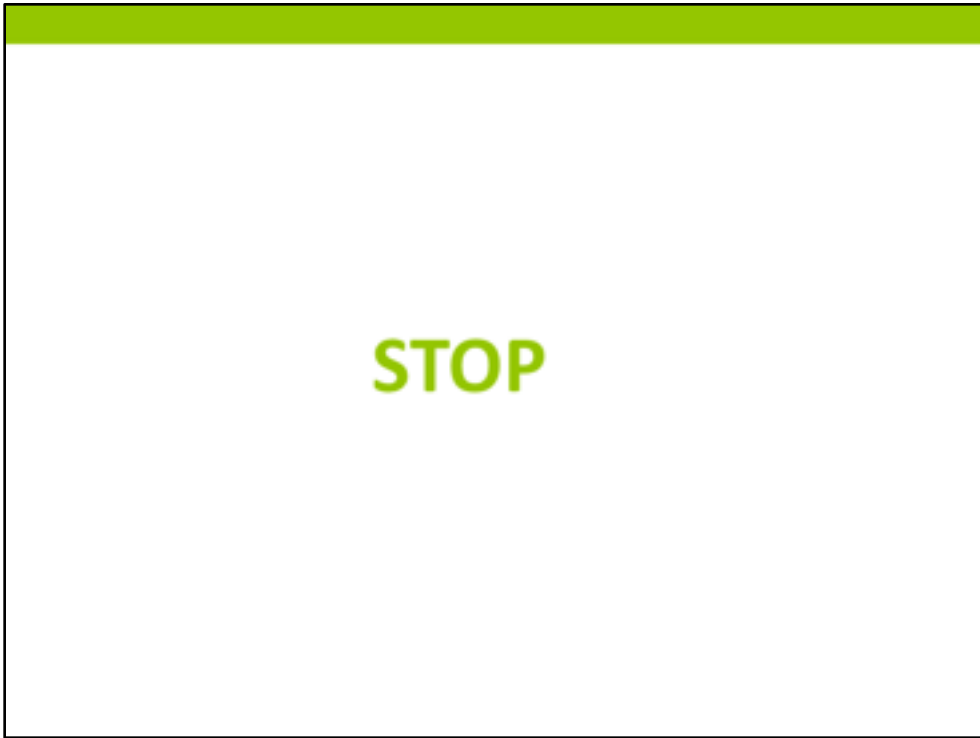
Judging & Scoring

Teams will be scored based on the *time* it took to complete the final image in round 2.

BONUS POINTS will be awarded to the three teams that made the most significant *improvement* in round 2 compared to round 1.

This is your target





In round 1, how challenging did you find it to assemble the final image?

- Challenging
- Neutral
- Not Challenging

In round 2, what was the largest impact factor in your improvement

- The ability to simply communicate
- Planning together
- Understanding the team's objective rather than just the individual
- Other

What applicable takeaways did you learn from this activity?

Collaboration & Synergy

- **Collaboration** is the act of working with a group of individuals to produce or accomplish a specific task.
- **Synergy** is the interaction or cooperation of two or more organizations or groups to produce a combined effect greater than the sum of their separate effects.

Reference: Spence, Marlene G. "Group/No Design: Collaborative Processes + Understanding Self and Others." (lecture) Art 326: Collaborative Processes, Fairbanks Hall, Oregon State University, Corvallis, Oregon, 13 Apr. 2008.

Collaboration highlights the power of co-working; it is a step above selfish thinking and is achieved when we can see the benefits of our combined efforts.

In a sense, synergy is a result of successful collaboration between individuals and then groups.

Collaboration & Gender

Key research findings:

- Gender diversity can have a positive effect on group process, while its effect on group performance is fairly unclear, depending to some degree upon the context of the work.^[1]
- Team collaboration is greatly improved by the presence of women in the group.
 - A study found that groups with equal numbers of men and women and/or groups with a greater number of women than men performed better than homogeneous groups on a management simulation task.^[2]
- Even under conditions of anonymity, research found that gender composition continues to impact team performance positively.^[3]
- Findings are consistent with past studies measuring the effect of gender on interpersonal communication in groups, for example:
 - Women were significantly more interpersonally oriented than men.
 - Men's style was more autocratic than women's, whereas women's style was more democratic.
 - When comparing all-female versus all-male groups, all-female groups demonstrated more democratic behaviors.^[3]
- Gender-diverse group showed higher levels of collective intelligence; a measure of the group's intelligence as a whole.^[3]

References:

[1] Bear, Julia B. "The Role of Gender in Team Collaboration and Performance". *Interdisciplinary Science Review*, June, 2011.

[2] Song, Hyunggi, Redmond, Michael, Van de Rijt, Anouk, Sankaranarayanan, Lohit, Tarajad, David, Orlov, Alex. "The hidden gender effect in online collaboration: An experimental study of team performance under anonymity". *Computers in Human Behavior*, September, 2015.

These findings are consistent with past studies measuring the effect of gender on *interpersonal communication* in groups, for example:

Women were significantly more interpersonally oriented than men.

Men's style was more autocratic than women's, i.e. involved giving orders, whereas women's style was more democratic than men's, i.e. focused on participation.

When comparing all-female versus all-male groups, all-female groups demonstrate more democratic behaviors (e.g. equal amounts of communication among group members and shared leadership)(**).

Collaboration & Gender

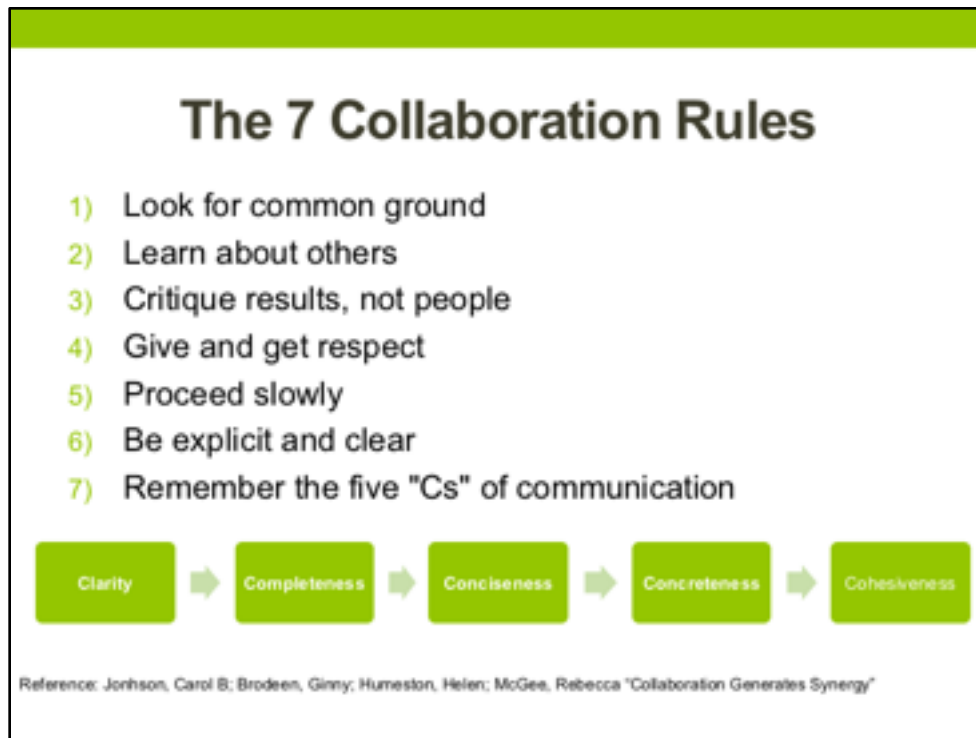
- *Team collaboration* greatly improved by presence of women in the group.
- Even under conditions of anonymity, research found that gender composition continues to impact team performance positively.
- Gender-diverse group showed higher levels of collective intelligence; a measure of the group's intelligence as a whole
- Effect of gender on *interpersonal communication* in groups
 - ✓ Women significantly more interpersonally oriented than men.
 - ✓ Men's style more autocratic than women's, whereas women's style was more democratic.
 - ✓ When comparing all-female versus all-male groups, all-female groups demonstrated more democratic behaviors.

References:

[*] Bear, Julia B. "The Role of Gender in Team Collaboration and Performance"; *Interdisciplinary Science Reviews*; June, 2011
[**] Song, Hyang-gil; Restub, Michael; Van de Rijt, Arnout; Scariatosi, Lori; Torjesd, David; Orlov, Alex; "The hidden gender effect in online collaboration: An experimental study of team performance under anonymity"; *Computers in Human Behavior*; September, 2015

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Look for common ground: find shared values, consider shared personal experiences, pay attention to and give feedback, be yourself and expect the same of others, be willing to accept differences in perception and opinions

Learn about others: consider their perspectives and needs, appeal to the highest motives, let others express themselves freely

Critique results, not people: do not waste time on personal hostility, make other people feel good, avoid criticism and put downs

Give and get respect: show respect for others' opinions, be considerate and friendly, put yourself in the other person's shoes, be responsive to emotions, speak with confidence but remain tactful

Proceed slowly: present one idea at a time, check for understanding and acceptance of each idea before moving on to the next. Speak in an organized and logical sequence.

Be explicit and clear: share your ideas and feelings, pay attention to nonverbal communication, speak clearly and make eye contact, select words that have meaning for your listeners

Remember the five "Cs" of communication: clarity, completeness, conciseness, concreteness, and correctness (2)

WINNERS!!

