



Qudwa

A i d i n g t h e B a l a n c e

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WRITE ALL ABOUT IT

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The Challenge

Objective:

To design a newspaper predicting future events in your organization using headlines only.

Get creative, what do you think will happen in the organization in the future?

Time :

3 rounds, 40 minutes total.

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Round 1 Rules

- As a team, brainstorm your ideas.
- You may use newspapers provided for ideas.
- Use the A4 paper to draft your newspaper column headlines.

10 minutes to brainstorm!

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Round 1 Rules

During the challenge you should do the following:

- As a group, put together a newspaper using headlines only.
- You may include any or all of the following sections in your newspapers.
 - International News
 - Local News
 - Sports
 - Arts & Entertainment
 - Business & Economy
 - Obituaries
- Be creative in how you interpret each section. Example: use the obituary section to cover future "deceased" policies, products or procedures.

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ROUND ONE

10 minutes!

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Round 2 Rules

In this round, you will create the final newspaper column headlines.

- Transfer your ideas to the A1 flipchart using a maximum of 2 sheets.
- Remember, only create newspaper headlines only (not full stories).

10 minutes to create your newspaper!

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ROUND TWO

10 minutes!

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Round 3 Rules

In this round, each team will present their newspaper column to the audience and judging panel.

- Each team will nominate one member to present.
- Hang your newspaper on the wall.
- Each team will be given a maximum of 1 minute to present their newspaper.
- You have 5 minutes to nominate and prep your team representative and then the judges will start their rounds!

20 minutes, good luck!

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ROUND THREE

20 minutes!

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Judging & Scoring

Points will be awarded to each team based on

- Creativity of the content
- Creativity of the layout
- Presentation

Note: not sticking to the sections provided will result in a penalty of – 5 points

The team with the highest cumulative score wins!

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Did you feel empowered and encouraged to participate in the prediction of future events?

- A. Ladies.. Yes
- B. Ladies.. No
- C. Gentlemen.. Yes
- D. Gentlemen.. No

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Did you feel more men were interrupted in your team or more women while trying to make the points?

- A. Men were interrupted more
- B. Women were interrupted more

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What was the factor that most affected your participation?

- A. Freedom to be creative
- B. Team collaboration
- C. Ability to influence the future
- D. All of the above
- E. None of the above

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What applicable takeaways did you learn from this activity?

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Gender Differences in Participation

- Conversational Strategies Differ
 - Boys are more likely to interrupt.
 - Girls give more minimal responses (i.e. nod, "mmhm").
 - Girls are more aware of entrance cues.
- Context is more important than gender
- Breaking the room is more effective

*Who Dominates the Class, Boys or Girls?, Zhang, Hongxia, 2010

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1. Conversational strategies differ (Coates, 2004):

Boys are more likely than girls to interrupt members of a classroom to get attention, including the teacher.

Girls give more minimal responses than boys, to support the current speaker and signal interest in the topic.

Girls are more aware of cues on when it is permitted to interrupt, while boys are more likely to call out answers

2. Context is more important than gender in determining how cooperative or competitive speakers are (Cameron, 1992).

For instance, the Swedish conversational style in general belongs to the "floor-giver" culture of Scandinavian countries. They tend to accept silence in conversation, and seldom interrupt. (Trggvason, 2002)

3. It's proven helpful to break a room into small group discussions, to prepare for a full class discussion, to encourage female students to gain the confidence to participate in a less threatening context. (Holmes, 1995)

Tactics for Participation & Empowerment

- Don't always go for SMEs first
- Encourage people to ask questions
- Identify the fear or frustration and tackle it
- Practice the crucial 6R qualities

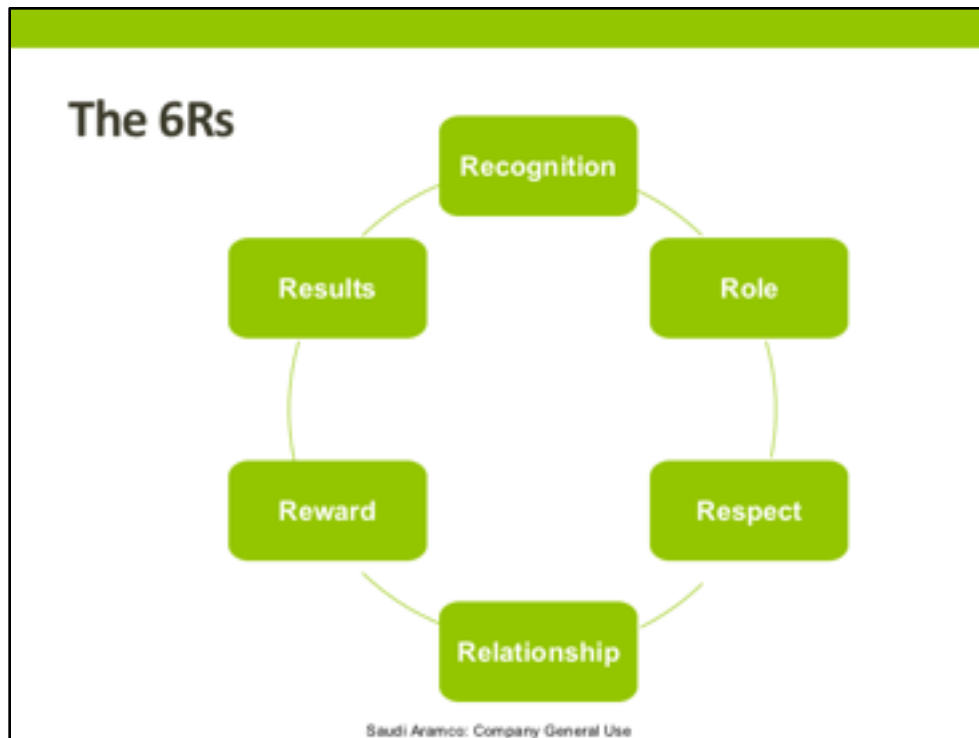
*OrganizingForPower.org

**Ctb.ku.edu – community tool box, university of kansas

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A few tips on getting people involved lie in the following possible tactics:

1. Don't always go for pro people first – If you operate in an operational manner, and appreciate urgency of resolutions, the go-to source of decisions and information tends to be the Subject Matter Experts. A great way to elevate your workforce however, is to turn to your developing people. This will give them the confidence to come forth with their ideas.
2. Encourage people to ask questions – Make it safe for people to ask questions without gaining negative repercussions.
3. Identify the fear or frustration and tackle it – When people are afraid of the outcomes, or they are frustrated with the communication or perceptions others might hold, they recede from the conversation. They also tend to make excuses for themselves for not participating, and for others for not pulling through. This can be avoided by openly bringing forth the elephant in the room.
4. Practice the crucial 6R qualities



Practice the crucial 6R qualities in group meetings and activities to keep people involved and encourage participation:

- Recognition – recognize people for their contribution [example: mention a how you liked your colleague’s approach to a certain topic]
- Respect – respect people’s values, culture, ideas, and time [example: try not to shut down ideas that you do not prioritize]
- Role – provide people with empowering roles they can provide value through [example: delegate roles to people with the autonomy to make decisions]
- Relationship – allow to build professional and social networks for greater involvement
- Reward – develop a reward system for collaboration [example: could be simply tying into recognition]
- Results – people respond to viable results that are clearly linked with impactful outcomes [example: show people what effect their work creates]

WINNERS!!

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