

## Change Is in the Air

**Title:** Change Is in the Air

**Skill focus** (Gender based difference): Coping with change and stress, Communication

### Description:

This challenge is designed for 200 people and you can customize the concept for your own size audience. The group is split into 25 teams of 8.

The goal of this challenge is to highlight how men and women may cope differently with change and stress. It is meant to simulate the workplace environment and then create a change in the circumstances and see how the team reacts. Challenge each team to collaboratively keep all balloons (10 balloons per team) in the air. Start by giving the team one balloon and then adding one balloon every 10 seconds. By two minutes, the team should have 10 balloons in the air and they need to keep them in the air for two more minutes. In round two, pick two pairs from the participants, one person from the pair will be blind-folded and the other will be the communicator. Repeat round one but with only 8 balloons. In round three, repeat round two but with three pairs of blind-folded and communicators. Half-way through, ask one of the team members to step out to see the team's strategy in coping with the change. The team to keep the most balloons in the air at one time wins according to the scoring system below.

### Supporting Material:

1. 250+ balloons
2. 5 Air-pumps
3. 100 Bandanas
4. Red and Green stickers, for group setup distribution
5. Name stickers and markers
6. 75 "New Employee" signs
7. 25 "On Assignment" signs (surprise stressor, which should only be known by the volunteers)
8. 25 Boss signs for volunteers
9. Voting buttons
10. Scoring Sheet
11. Timer
12. Instruction slides, along with takeaway messages

### Group set up:

200 Attendees: 25 tables: 8 per table

Table No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Men	0	6	8	4	0	5	8	3	4	0	4	8	2	0	4	6	8	0	5	8	3	0	4	2	8
Women	8	2	0	4	8	3	0	5	4	8	4	0	6	8	4	2	0	8	3	0	5	8	4	6	0

## **Instructions:**

1. As a volunteer helping to facilitate the event, wear your “Boss” sign.
2. Ensure tables all have table numbers.
3. Place red card / sticker for women and green card / sticker for men based on the above table.
4. Explain the objective, the supplies, and the rules to attendees.

### **Round one:**

1. The objective of this round is to keep the balloons in the air for four minutes.
2. Give each team one balloon to start.
3. Add a balloon every 10 seconds until, after two minutes, each team will have a total of 10 balloons to juggle for two minutes (total time four minutes).
4. Every team will have a judge and scoring will be according to the criteria below.

### **Round two:**

The objective of this round is to repeat the same process as round one but with added stressors to observe how different teams will cope with it.

1. At the beginning of this round, pick two members of each team to be blind-folded and two members to be their communicators.
2. Hand each team two Bandanas to be used as blind-folds, along with two “New Employee” signs for the blind-folded members.
3. Give the teams one minute to discuss their strategy.
4. When ready, hand the team 1 balloon every 10 seconds, to add up to 8 balloons to juggle. This process is for a total time of four minutes.

### **Round three:**

The objective of this round is to repeat round two but with three team members blind-folded, each with a communicator, and to add more stressors by asking one of the team members to step out during the challenge.

1. At the beginning of this round, pick one more member of the team to be blind-folded and another member to be their communicator.
2. Hand the team one more Bandana to be used as a blind-fold, along with one more “New Employee” sign (total of three).
3. Give the teams one minute to discuss their strategy.
4. When ready, start handing the team 1 balloon every 10 seconds to juggle for a total of four minutes.
5. Two minutes into round 3, introduce a surprise stressor and ask one of the team members to stop playing and wear the “On Assignment” sign, giving them 15 seconds notice so they can decide how to react.

### **General rules:**

All team members must participate in juggling the balloons in all three rounds.

### **How we decide how to assign points:**

- A maximum total of 15 points can be collected from all three rounds, with an extra 3 points that can be earned based on team participation.
- In round one, you lose a point for every balloon that drops on the ground with a maximum of 2 drops. If you drop more than two balloons then your team loses the round and gets zero points.
- In round two, you lose a point for every balloon that drops on the ground with a maximum of 3 drops. If you drop more than three balloons then your team loses the round and gets zero points.
- In round three, you lose two points for every balloon that drops on the ground with a maximum of 3 drops. If you drop more than three balloons then your team loses the round and gets zero points.
- Stop juggling if your team loses the round but the 4 minutes are still not over.
- You get one point from every round if all team members participate in the challenge. No extra point will be given if not all team members participated in the challenge.
- The team with the highest total of points will win the challenge.
- **General rule:**
  - After each round, give the session coordinator your team number, so they can update the excel sheet
  - The excel sheet will calculate the results and display it on screen

<b>Round 1</b>			
0 Dropped	1 Dropped	2 Dropped	All participated
2 points	1 point	0 points	3 points

<b>Round 2</b>				
0 Dropped	1 Dropped	2 Dropped	3 Dropped	All participated
3 points	2 point	1 point	0 points	5 points

<b>Round 3</b>				
0 Dropped	1 Dropped	2 Dropped	3 Dropped	All participated
7 points	6 point	5 point	0 points	10 points

## Time break down:

Action	Time (minutes)
1. Presentation and intro	10
2. Balloon juggle challenge	30
3. Takeaway message and discussion	20
<b>Total</b>	<b>60</b>

## Volunteers roles:

No	Action	Volunteer Role	Note
1	Before we start	Make sure that your tables are consistent with the gender breakdown table in terms of the following: a. Table numbers b. Gender breakdown	
2	After facilitator explains instructions	Ensure everyone at the table understands what they need to do in round one.	
3		Give your team one minute to discuss their strategy.	Do not give them the balloons before the facilitator gives the signal to avoid distraction
4	During the challenge	Make sure that your team follows the rules and keep scoring. When the moderator gives the 10 seconds signal, add one more balloon to the team. Make sure that all team members are participating in the challenge. If your team gets disqualified at any point, please hold-up your red card.	
5	Points calculation	Scoring should be continuous throughout the challenge using the scoring sheet below.	
6	At the end of round one facilitator asks the teams to stop	When the facilitator asks the teams to stop, give him your team number and score.	Make sure your team stops.
7	Facilitator explains round two	Hand your team the two Bandanas and pick two to be blind-folded. Give them the new employee signs to wear. Give your team 1 minute to discuss their strategy.	
8	During the challenge	Make sure that your team follows the rules and keep scoring. Make sure that all team members are participating in the challenge. If your team gets disqualified at any point, please hold-up your red card.	
9	Points calculation	Scoring should be continuous throughout the challenge using the	

		scoring sheet below.	
7	At the end of round two facilitator asks the teams to stop	When the facilitator asks the teams to stop, give him your team number and score.	Make sure your team stops.
6	Facilitator explains round three	Hand your team one more Bandana (total of three) and pick one more member to be blind-folded. Give them the "New Employee" signs to wear. Give your team 1 minute to discuss their strategy.	
	During the challenge	Make sure that your team follows the rules and keep scoring. Make sure that all team members are participating in the challenge. After 2 minutes ask one of your team members to step out and wear the "On Assignment" sign. If your team gets disqualified at any point, please hold-up your red card.	
	Points calculation	Scoring should be continuous throughout the challenge using the scoring sheet below.	
7	At the end of round three facilitator asks the teams to stop	When the facilitator asks the teams to stop, give him your team number and score.	Make sure your team stops.
8	Winning team announced	Go up to the front and be in the picture with them.	

Thank you for your help 😊

## Scoring sheet:

Team Number: \_\_\_\_\_

Check where appropriate

Round 1			
0 Dropped	1 Dropped	2 Dropped	All participated

Check where appropriate

Round 2				
0 Dropped	1 Dropped	2 Dropped	3 Dropped	All participated

Check where appropriate

Round 3				
0 Dropped	1 Dropped	2 Dropped	3 Dropped	All participated