

# RICKETY BRIDGE

[small group, team building]

## Objective:

- To enhance team coordination and collaboration among members.
- To improve effective communication in joint problem-solving.
- To build trust and mutual support within the team.
- To develop planning skills and strategic execution to achieve a common goal.
- **Real-World Simulation Focus:** To provide a tangible experience that mirrors the challenges and necessities of inter-departmental collaboration during an organizational restructuring in a technology company.

## Group Size:

- Ideally suited for teams of 6 to 15 individuals.
- Can be adjusted based on available space and the total number of participants. For larger groups, dividing into smaller teams is recommended to ensure active engagement from everyone.

## Level of Physical Activity:

- Moderate. Requires participants to move, maintain balance, and support teammates. The level of exertion can be adjusted based on the complexity of the "bridge."

## Time:

- **Preparation:** 15-30 minutes (depending on materials and the complexity of the "bridge" setup).
- **Activity Duration:** 20-45 minutes per round (depending on team size and the length of the "bridge").
- **Post-Activity Discussion:** 15-20 minutes.

## Application:

- Soft skills training sessions.
  - Extracurricular activities for students.
  - Team-building programs for businesses and organizations.
  - Team cohesion events.
  - **Specifically relevant for:** Teams undergoing organizational changes, cross-functional collaboration initiatives, and efforts to improve inter-departmental communication.
- **Real-World Simulation: Navigating Organizational Restructuring**
    - Imagine your team represents different departments within a technology company undergoing a restructuring process. The "rickety bridge" you are about to cross symbolizes a **new workflow or a critical inter-departmental project** where seamless collaboration is paramount for success.
    - Just as the departments may have previously operated independently, the steps on the bridge can feel unstable and precarious without coordinated effort and mutual support. **The shared objective of getting the entire "company" (all team members) to the "other side"**

(successfully completing the project/adapting to the new structure) safely and efficiently is key.

- Any "missteps" or lack of coordination between "departments" (members) can lead to delays, errors, or even "failure" (a member touching the ground, causing the team to pause or backtrack).

### Space:

- Sufficiently large area to set up the "bridge" with a safe zone around it.
- Can be indoors (gymnasium, large hall) or outdoors (flat grassy area).
- Ensure the surface is non-slip.

### Materials:

- **2 Wooden Blocks:**
  - Height: 15cm
  - Width: 40cm
  - Length: 30cm
- **2 Wooden Planks:**
  - **Plank 1:** Length: 1.8 meters
  - **Plank 2:** Length: 1 meter
  - **Both Planks:** Thickness: 4cm x 6cm
- Ropes (to create handrails or support points).
- Other items as per the "bridge" design (e.g., sacks, bricks, chairs...).
- Marking tape or lines to define the start and finish points.
- (Optional) Mats or soft materials for padding under the "bridge" to enhance safety.

### Rules:

- The team's objective is to move all members from the starting point to the end of the "bridge."
- Any member touching the ground (or restricted area) will incur a penalty (e.g., returning to the start, the entire team pauses for a set time).
- Team members must support each other to maintain balance and move safely.
- Tampering with or moving the "bridge" materials is not allowed unless instructed by the facilitator.
- (Optional) A time limit can be set for each team to complete the challenge.
- (Optional) Other specific rules can be implemented depending on variations of the game.

### Facilitator Notes:

- Safety is the top priority. Thoroughly inspect the stability of the "bridge" before starting.
- Explain the rules clearly and ensure all participants understand them.
- Observe team interactions and intervene when necessary to encourage collaboration.
- Encourage teams to discuss and plan their strategy before execution.
- Adjust the difficulty of the "bridge" based on the participants' abilities.
- **Specifically observe:** How different "departments" communicate, share resources, and adapt to the unstable "new structure." Note instances of effective collaboration and areas for improvement.

### Debrief Questions:

- What happened during the team's attempt to cross the "bridge"?

- What challenges did you encounter? How did you address them as a "company" navigating a new structure?
- How did different "departments" (members) interact and support each other?
- What "strategies" (approaches to the new workflow) did you implement? How effective were they?
- How did the team handle "instability" and unexpected "challenges" (difficulties in the new process)?
- What did you learn about the importance of communication, trust, and interdependence between "departments" during a significant change?
- How can the lessons learned from crossing this "rickety bridge" be applied to the actual organizational restructuring and future inter-departmental projects?

#### Optional:

- **Varying Difficulty:** Increase the gaps between planks, make the "bridge" surface slippery, or add obstacles to simulate increasing complexities in the new structure.
- **Limited Resources:** Provide teams with limited materials to build their own "bridge," mirroring resource constraints during restructuring.
- **Blindfolded Challenge:** Some "departments" are "operating with limited information" (blindfolded) and must rely on other "departments" for guidance.

#### Tips for Success:

- Listen to and respect each other's opinions and departmental expertise.
- Communicate clearly and effectively across "departments."
- Plan and assign "departmental" responsibilities.
- Trust and support your fellow "departments."
- Experiment with different approaches to navigate the "unstable" environment.
- Stay calm and patient when facing difficulties and setbacks.
- Safety comes first.

