

Tool: SKILLS AND DREAMS

DURATION	ACTIVITY
5'	INTRODUCTION – framing of exercise
15'	Phase 1: Collecting ideas
15-20'	Phase 2: Creating the map of human resources
15- 20'	Phase 3: Creating working groups
15'	Debriefing the exercise

DETAILED DESCRIPTION + INSTRUCTIONS

5' INTRODUCTION - FRAMING OF THE ACTIVITY

This method is used in a plenary session when a group needs to create smaller working groups. A short introduction on the purpose:

- To set up teams that work together efficiently and productively, we need to give time and space for personal evolution and upgrading of skills as desired by all participants
- Encourage people to think with a win-win mind frame, so they look for their best possible offer/contribution while also fulfilling their inner wishes, dreams and desires.

As a strong working group is based both on good performance and personal fulfilment, this method will look into both areas to make sure they are balanced or at least openly declared.

15' PHASE 1 INDIVIDUAL CONTRIBUTIONS AND DREAMS

Each person receives a sheet of paper and is asked to reflect individually on the first question:

“What personal skill do I bring to the group? What is my “speciality”?”

“What is the best professional ability that I have, and want to contribute to the group’s life?”

After 2–3 minutes of individual reflection, each person identifies three skills and writes down three sentences describing each one. Instruct people to be brief and clear.

Now ask people to reflect on the second round of questions:

“What would I really like to do in my life? What is my “dream in the drawer”, something that I always liked doing and maybe never could? What activity would make me happy in this time in my life, in the group and the community I am now part of?”

and write down the **three** dreams on the paper.

15' - 20' PHASE 2 MIND MAPPING HUMAN RESOURCES

On the flip chart, draw a mind map in two parts:

At the top in the centre write “SKILL” and at the bottom write “DREAM”.

If the group is large (from 12 to 30), use two separate sheets. Each participant draws a branch of the top part of the map: name and three special skills (in keywords).

Examples:

Mary - cooking for groups, catering, food shopping

Hans - administration, financial management, project writing

Then draw the bottom part of the map with personal desires and wishes.

Examples:

Mary - gardening, babysitting, meditation

Hans - cooking, woodwork/crafts, farming

15' - 20' PHASE 3 CREATING GROUPS

The facilitator will now create two separate lists.

One with “Structural group” and the second with “Project groups”.

Structural groups are permanent and will last as long as the group does (administration, communication, and others depending on the nature of the group). Project groups are focused on a specific event or action that needs to happen in the near future, and can have a beginning and an end (a celebration, a training, an activity, etc.). The topics will emerge from the mind maps, and the facilitator can integrate other ones with the question “What other teams do we need to make this group work well?”.

The facilitator will invite the participants to join the different groups, inviting the “experts” to be the focalizers of the topic and the “dreamers” to be supporters. No one is obliged to take on a task they do not want; leave time for dialogue in front of the mind map, so that people make connections around a shared interest. Each person is encouraged to participate in more than one group, ideally changing roles (once as an expert, once as a supporter).

Use graphic skills to draw the identified working groups around the mind map or maybe better on a new sheet of paper. Ask the group to also come up with a separate list of important tasks that currently have no human resources available.

Instruct the new working groups to decide a time and place to meet and start to work together.

15' DEBRIEFING THE EXERCISE

Sitting in a circle, participants are encouraged to share their experience and what they learnt about each other. Interesting questions to bring to the group can be:

- Did you become aware of skills represented which you had not seen before, in your group?
- What is the strongest energy and inclination of this group at the current moment?
- Are the available skills enough to set up the operational structure of the group?
- Do we organize primarily according to competence levels, needs or our dreams/aspirations?
Or is it a mix? What are the implications?
- Does the group need to outsource tasks to cover the gaps? Other strategies? Who can assist?