



HR DELIVERY

Making Sure HR Delivers

HR DELIVERY WORKSHOP SERIES

Team Development Activities

Team Development Activities: Practise How the Team Works

Design a team activity with a clear connection to shared work. Practise creating an inclusive task, observing interaction and facilitating a useful debrief, then turn the learning into an agreement the team can test.



01 DAY

Introductory taster

IN-HOUSE

Your people. Your context.

PRACTICAL

Explore, discuss and apply

A PRACTICAL STARTING POINT

Understand the topic. Try it in practice.

Team activities are most useful when their purpose reaches beyond enjoyment. A task can help colleagues notice how they share information, challenge ideas and keep commitments, but those observations need careful discussion. This workshop helps facilitators design a purposeful activity that welcomes different contributions and ends with a practical connection to the team's work.

The day uses the seven-practice HR Delivery Team Framework to choose a development focus. Participants design and trial a short activity, practise a debrief that avoids personal labelling and agree a workplace experiment that can show whether the team applies a different working practice.

WHO IS IT FOR?

Team facilitators, learning practitioners, HR partners and team leaders who select or design team development activities and want a practical introduction to purpose, participation, reflection and workplace application.

BY THE END OF THE DAY, PARTICIPANTS CAN:

- 01 Choose a team purpose**
Connect an activity to a specific shared work challenge and one relevant practice from the complete HR Delivery Team Framework.
- 02 Design shared work**
Create a task requiring useful interdependence so participants can practise the intended behaviour instead of succeeding through isolated individual effort.
- 03 Enable fair participation**
Identify access, language, role and confidence barriers in an activity and adjust instructions or participation options to support meaningful contribution.
- 04 Observe without labelling**
Record examples of team interaction and their effects without assigning fixed personality types, motives or capability judgements from a short exercise.
- 05 Facilitate a useful debrief**
Use questions that invite different accounts of the activity, examine the working pattern and connect learning with a real team situation.
- 06 Plan a team experiment**
Draft one shared working agreement to trial after the activity, with participation, ownership, evidence and a review conversation involving the team.

A useful first application

An introduction to designing and facilitating one team learning activity. It does not qualify conflict mediators, administer team diagnostics or make a short exercise a basis for individual capability or personality conclusions.

THE FRAMEWORK / WORKSHOP FOCUS

HR Delivery Team Framework

The seven practices connect workstyles, contribution, trust and candour, constructive challenge, commitments, mutual accountability and collective delivery. Designers select one useful practice and create a shared task that makes relevant team interaction visible.



SIX QUESTIONS TO EXPLORE IN THE WORKSHOP

01 Team purpose

What shared work problem should this activity help the team explore?

02 Interdependence

What makes collaboration necessary to complete the task successfully together?

03 Participation

How can different colleagues contribute meaningfully and access the activity?

04 Observation

What interactions can we notice without guessing motives or personal traits?

05 Debrief

What questions connect the observed pattern with everyday team work?

06 Working agreement

What practical team experiment will carry the learning into delivery?

The six questions are workshop design prompts, not a replacement for the complete seven-practice framework. Observations support learning conversations; participation choices and an appropriately safe debrief matter more than forcing disclosure or diagnosing colleagues.

[Explore the full model >](#)

LEARN BY DOING

Explore. Challenge. Make the ideas useful.

Short explanations lead into lively exercises, paired discussion and small-group challenges. Participants test ideas, share experience and build a draft together. The tone is engaging and enjoyable, with time to reflect and connect learning to real work.

01 Find the missing team purpose

Groups review a popular activity brief with unclear relevance. They identify which team practice it might exercise and redesign the task so success depends on useful shared work.

02 Design for different voices

Teams test an activity's instructions against different access, language and participation needs. They adapt materials and speaking opportunities while retaining the intended learning challenge and respecting individual choice.

03 Observe the interaction

Participants run a short collaborative task while peers record who shared information, challenged assumptions and clarified commitments. The observers separate visible actions from interpretations before offering feedback to the group.

04 Debrief into a working agreement

Each facilitator leads a short review of the task, inviting different experiences. Participants connect one pattern to workplace delivery and draft a realistic team agreement to test after the session.

DIAGNOSE BEFORE YOU ACT

Evidence > shared feedback > agreed priorities

Use selected diagnostic prompts to distinguish known facts from assumptions. Discuss the findings and agree their meaning before proposing a solution. Feedback is part of diagnosis, not an afterthought.

ONE CASE, DEVELOPED THROUGH THE DAY

A team leader requests a competitive activity to improve collaboration after repeated handover failures. The group includes remote colleagues and people who rarely speak in large meetings. Previous events were enjoyable, but team routines did not change. The facilitator needs an accessible activity that explores dependencies without embarrassing particular individuals.

Groups design a shared task and inclusive participation approach, rehearse its debrief and propose one handover agreement the team could trial with evidence of both experience and delivery.

THE FACILITATOR WILL

- Invite different perspectives.**
- Make assumptions visible.**
- Welcome constructive debate.**
- Capture practical learning.**



SAMPLE WORKSHOP AGENDA

A working day, with room to think.

09:00-16:30 | Six hours of facilitated learning, plus lunch and breaks. The agenda, emphasis and timings are always agreed with the client, including local scheduling needs.

09:00-09:20	Welcome and the purpose of activities Review team exercises and distinguish the experience they create from the working practice and shared outcome the team needs to improve.
09:20-10:15	Choose a team-framework focus Connect a team challenge with the seven practices and choose one behaviour pattern that a short collaborative task could help colleagues examine.
10:15-10:30	Break
10:30-11:30	Design interdependence and participation Design a task with a shared outcome, meaningful interdependence and accessible instructions, checking whose contribution might otherwise be overlooked.
11:30-12:30	Observe interaction without labelling Practise observing actions and effects during a shared task, separating the evidence from assumptions about personal motives, personality or capability.
12:30-13:30	Lunch
13:30-14:30	Facilitate the team debrief Rehearse questions that invite different experiences, examine patterns and connect learning with work while maintaining respect and voluntary participation.
14:30-14:45	Break
14:45-15:30	Turn reflection into a team experiment Draft one working agreement linked to a shared delivery need, specifying the trial, feedback and evidence for a team review.
15:30-16:10	Peer test the complete activity Run a shortened activity and debrief, gather feedback and revise instructions, participation arrangements or questions that obstruct the intended learning.
16:10-16:30	Plan the first suitable pilot Choose a team context, confirm purpose and participation with its leader and plan evidence that will inform revision before wider use.

Create useful interdependence, reflect on observable team behaviour and agree one change to try in shared work.

FROM THE SESSION TO YOUR DESK

Useful models. Practical working records.

The day combines reference materials with drafts developed in the exercises. Each has a clear use beyond the workshop; the work reflects the evidence and perspectives available in the room.

01 Team activity purpose brief

A draft linking the team's challenge, selected practice and intended learning, with a check that the shared task creates meaningful opportunities to explore the relevant working pattern.

Use it to select activities for a clear team development purpose.

02 Shared-task design

An activity outline with a common outcome, interdependence, roles and materials, peer tested to check whether success requires collaboration rather than one person completing the task alone.

Use it to pilot a task that reveals useful team interaction.

03 Participation review checklist

Questions about access, language, group size, speaking opportunities and voluntary participation, with practical adjustments that preserve the learning purpose while allowing different colleagues to contribute without unnecessary exposure.

Use it to make the activity accessible to the intended team.

04 Observation record

A record of actions, decisions and effects during a shared task, separating interpretation and recognising that one activity cannot establish a person's personality or overall capability.

Use it to ground the debrief in behaviour the group observed.

05 Debrief facilitation guide

Questions inviting different accounts, examining patterns and connecting learning with work, revised after rehearsal to avoid blame, forced disclosure and premature conclusions about individual team members.

Use it to help the team make sense of its experience.

06 Team agreement and pilot plan

A working experiment with a shared outcome, participation and review evidence, plus a plan for testing the activity with a suitable team before recommending wider use.

Use it to connect the activity with a change in practice.

CONTINUE EXPLORING

Continue with the models, diagnostic manuals and development resources on the HR Delivery website. Workshop exercises provide a first application; a full organisational diagnostic or implementation assignment can be agreed separately.

[Open the framework >](#)

[Explore diagnostic resources >](#)



MAKE THE LEARNING COUNT

A better conversation. A practical next step.

Agree the activity's purpose and participation arrangements with a suitable team. Run a small pilot, debrief observable patterns and let colleagues choose one realistic working agreement. Review its use and delivery effects together before repeating or extending the activity.

YOUR FIRST 30 DAYS

01

Days 1-7

Agree participation

Discuss the team's work challenge with its leader and confirm the activity's learning purpose. Check participation needs, explain boundaries and revise any element that could create unnecessary exclusion or personal exposure.

02

Days 8-21

Pilot and agree a trial

Run the activity and invite different accounts of the experience. Keep observations separate from labels, connect one pattern to real work and help the team choose a manageable working agreement.

03

Days 22-30

Review the team's experience

Ask colleagues whether the agreement was used and what changed in shared delivery. Review facilitation feedback, adjust the activity or debrief and avoid attributing every team outcome to the workshop itself.

Follow-through is participant-led. Additional facilitation, a full diagnostic or specialist support can be agreed separately.

AVAILABLE IN-HOUSE

Shaped around your organisation

Participants bring a team activity or idea and a description of the intended group's work and participation needs. The client identifies suitable examples and delivery constraints; sensitive relationship disputes should be handled through appropriate support outside the practice session.

PLAN YOUR IN-HOUSE WORKSHOP

Talk to Dr Phillip Welsh

drphillip@hr.delivery

+974 7226 1481

Discuss your workshop



www.hr.delivery