

Practicing leadership: Group debrief

Now that you've simulated having to complete a project as a team, it's time to debrief whether or not your team was successful—and the reasons as to why or why not. Pay special attention to the different styles and skills used by each member on your team in relation to communication, coaching, training, and leadership.

Through the lens of the role you played, discuss the following with your team:

How exact was your team in replicating the model from the director and runner's instructions? What made this challenging?

What was your overall strategy to accomplish the goal?

Director: What was challenging about communicating the drawing instructions? What was successful? What leadership, communication, coaching skills did you try to use to overcome those challenges?

Runner: What was challenging in hearing and conveying the Director's instructions to the Builders? What was successful?

Builders: What was challenging about carrying out the instructions? Did you feel you were coached in a particular way? What was successful?

Observer: What did you observe in terms of how the team communicated, coached, and worked together in relation to the skills above?

What leadership and communication skills did the team observe each role taking on?

How does this exercise relate to the organizing work in your community?

Does this exercise make you think differently about the way you interact with other organizers in your work?

What are some things you realized from this exercise that you'll do differently in your organizing work?