



Building High Performance Teams

Making Teams

Human Resource Development

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Team Building Games and Activities

For either corporate groups involved in MICE travel, a party of tourists traveling together, or individuals looking for a little bit of adventure on their holidays, Making Teams offers a wide selection of thought provoking and exciting activities to strengthen workforces, improve corporate client success, and create lasting memories.



We have put together a range of activity choices, from creative thinking activities to be played in your resort, through to long-stay survival style trips on uninhabited islands.

The games and activities presented below are ideal for anybody looking for that little bit extra during their stay on Koh Samui.

Our team building exercises.

Making Teams organizes team building activities on Koh Samui for incentive groups or as a part of our International English or Mise En Place corporate English training programs. By playing games students learn how to see things differently and use different thinking styles. Team building activities also help in stimulating corporate employee motivation, improving retention of ideas, and increasing communication and team spirit. Team building can also be a great ice breaker or warm up for meetings, workshops, seminars and conferences.



Program Examples

1. Learning with Fun

Program	Full day in the conference room and around the hotel grounds or on the beach.
Description	A fast paced combination of fun active games designed to teach the approaches of high performance teams, whilst keeping the atmosphere relaxed and casual.
Game types	A mixture of physical and mental challenges
Suggestions	Indoor basketball, Indoor volleyball, Zip Zap Zoom, Frenzy, Warp speed, Moonball, Keypunch, Group juggle, Guide dog, Running waiter, Balloon keep up.
For	Anyone who wants to have fun away from work

2. Team building concepts

Program	Full day in the conference room with optional activities outside.
Description	A more academic approach to building teams and personal development. The aim here is to look deeper into the psychology of teams and team members through a series of thought provoking and enjoyable activities. Time is split approximately in half between experience and discussion.
Game types	Creative thinking and mental challenges with some physical components.
Suggestions	Minefield, Don't touch me, Inventory, Colour shuffle, Keypunch, Blindfold polygon, Toxic waste, Win Win negotiation, Werewolf, Trading games
For	Corporate delegates who want an exciting study of team concepts

3. Outdoor adventure

Program	Full day around the island, on the beach, or on a nearby island. The emphasis is on active, physical challenges and adventure.
Game types	Physical activities with leadership, cooperation and planning skills
Suggestions	Island treasure hunt, Survival challenge, Raft building, Sales race, Orienteering
For	Groups of friends or colleague who want a bit of adventure and to experience something new.

1. Activities in the conference room or outside.

Balloon balance. This game is designed to show that something that seems impossible or very hard can be done, and to introduce the concept of supporting people in the team. The task is to support of their team mates using only balloons. This person must only rest on balloons and not the floor or another person. The challenge is to use the fewest number of balloons possible.



- *This activity is recommended for all.*
- *Encourages trust, visualisation and planning.*

Balloon keep up. The aim of this light hearted but powerful exercise is to promote problem solving lateral thinking and to think positively that a task can be achieved. Teams are given a number of balloons to keep in the air with only one touch allowed. Simple at first, as more balloons are added, the action becomes frantic. To solve the problem requires some creative thinking.

- *This activity is recommended for all.*
- *Encourages Planning, cooperation, creative thinking, leadership and delegation*



Blindfold polygon. The group is blindfolded, and a rope is laid on the ground somewhere in their midst. They are instructed to move slowly and find the rope. They then have to work together to make a series of shapes in a given time limit,

whilst being unable to see. This activity can be recorded on video for later analysis of communicating under pressure.

- *This activity is recommended for all.*
- *Encourages communication, planning, visualisation and problem solving.*

Blindfold line up. This exercise promotes problem solving and leadership skills when communication is at a minimum. Whilst the whole team is blindfolded, they must arrange themselves in a complicated sequence, without knowing either the complete pattern, or being able to speak to each other.

- *This activity is recommended for all.*
- *Encourages communication, planning, visualisation and problem solving.*

Change wave. In this classic team bonding activity, delegates are presented with a spatial test to complete a successful team change. All the team begin the game standing together on a simple piece of equipment. The goal is to transform the location by turning over the equipment without losing team members. Team members are lost when they fall off the surface.



- *This activity is recommended for all.*
- *Encourages cooperation, support, trust and visualisation.*

Chicken, dog, rice. One member of the team, the farmer, must take the rest of his team, the villagers, over a river. He also has to take over his chicken, his rice and his dog. Unfortunately, his boat is only big enough for himself and one other item, and only he can stop his dog from eating his chicken or the chicken from eating his rice.

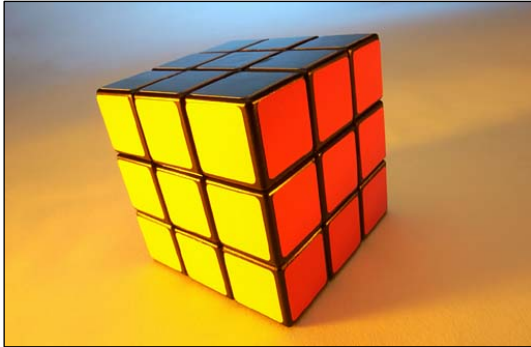


- *This activity is recommended for all.*
- *Encourages lateral thinking, planning and creativity.*

Code Breaking. Teams are given codes or cryptograms, the first team to break the code wins. This game will test problem solving and teamwork, and provide great insight into how team members work together.

- *This activity is recommended for middle management.*
- *Encourages lateral thinking, and creativity.*

Colour square shuffle. This is a fabulous visual puzzle designed to force team



members to work together, help each other and think logically to achieve a goal. It involves moving large coloured foam tiles one by one to recreate a pattern. The problem is that teams must do this one person at a time, and without knowing the solution. This really forces teams to work together and help each other.

- *This activity is recommended for all.*
- *Encourages planning, leadership, participation and creativity.*



Coloured thinking hats. The Six Thinking Hats technique of Edward de Bono is a model that can be used for exploring different perspectives towards a complex situation or challenge. Seeing things in various ways is often a good idea in strategy formation or complex decision-making

processes. In this game, delegates are presented with a hypothetical situation to consider whilst in turn wearing one of six different coloured hats. Each hat represents a different way of thinking or point of view.

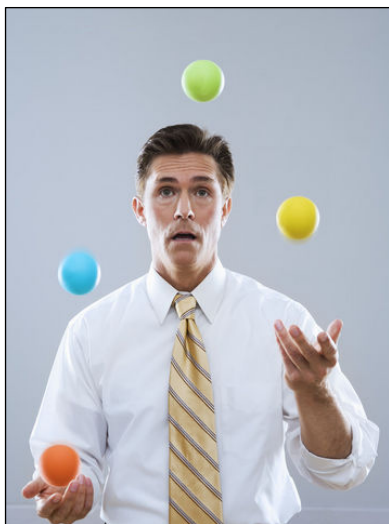
- *This activity is recommended for middle or upper management.*
- *Encourages creativity, change and listening to others.*

Don't touch me. This is a great fun activity for distinguishing between continuous improvement and innovation/breakthrough improvement and for discussion on how our assumptions can limit our choices.

Each person on the team must touch a hoop placed in the middle of the circle, NOT touch anyone else, must switch places with their partner and repeat the safety mantra "Don't Touch Me." A record time will only be found by teams thinking outside the box.



- *This activity is recommended for all.*
- *Encourages planning, goal setting, leadership and innovative improvement.*



Group juggle. This is a fast, funny game which has both a physical and a mental challenge. Participants stand in a circle. The aim is to juggle a ball amongst the group, with one touch per person. Next, more balls are added. The aim is to see how many total balls can be in the air at any time.

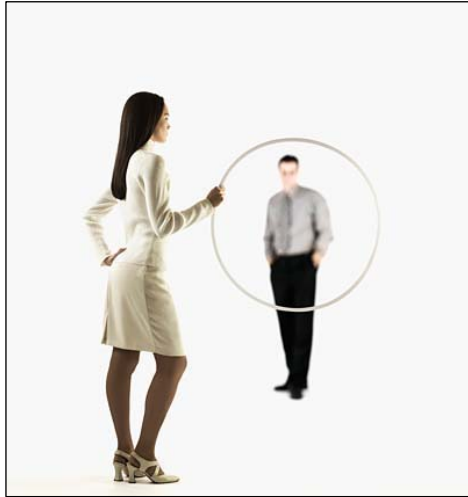
- *This activity is recommended for all.*
- *Encourages planning, goal setting and innovative improvement.*

Frenzy. Another fast paced exhilarating game. Each team has a coloured hoop on the floor, in the same area as the other team's hoops. In one area there is a basket of balls. In a certain time limit, the goal is for each team to try and get ALL the balls in their hoop. This involves forming a clever strategy to stop the other teams stealing their balls.

- *This activity is recommended for all.*
- *Encourages lateral thinking, cooperation, and innovative improvement.*

Helium stick. Teams work together to lower a floating stick or hoop onto the ground, or around obstacles. The stick however, only wants to float upwards. This promotes teamwork, positive thinking and careful planning.

- *This activity is recommended for all.*
- *Encourages leadership, patience and cooperation.*



Hula hoop circle. Teams hold hands and form a circle. Two hoops are introduced at different points, and teams are timed in their attempts to move each hoop around the circle, without letting go of each others hands. This takes coordination and dexterity to do well, in addition to help from the rest of the team.

- *This activity is recommended for all.*
- *Encourages cooperation and participation.*

Human knots and webs. A combination of physical fun and with a thought provoking twist, In human knots, teams have to form a chain and then tie a knot in it. A variation called human webs involves the reverse, undoing a complicated knot without letting go of your team members.

- *This activity is recommended for all.*
- *Encourages trust, cooperation, bonding and planning.*



Human overhand In this challenging problem, team members must each keep hold of two short lengths of rope, forming an unbroken chain with the rest of their team. The task is to ties a series of knots in the sections in between the team members. This requires critical thinking and planning.

- *This activity is recommended for all.*
- *Encourages cooperation, planning and visualisation.*

Indoor basketball. Using small teams and an asymmetric ball, this classic team game illustrates the importance of quick decision making and good teamwork, whilst at the same time is a lot of fun.

- *This activity is recommended for all.*
- *Encourages participation, motivation and cooperation.*

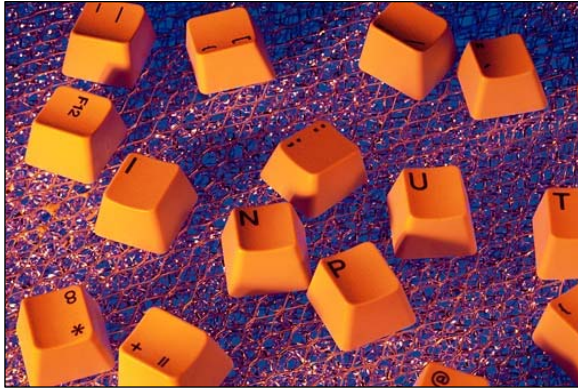


Indoor volleyball. An always popular fast paced version of the full game, this can be played with any number. Using a light ball and the available furniture, it always gets teams active and enjoying themselves.

- *This activity is recommended for all.*
- *Encourages participation, motivation and cooperation.*

Inventory. A very clever team puzzle based on the tower of Hanoi conundrum. By splitting the team into smaller groups, this activity forces participants to deal with multitasking and group dynamics. The job is to move a series of large foam blocks from one place to another inside the wok area. However, to conform to the rules, real strategy is needed to puzzle out the solution in this race against the clock

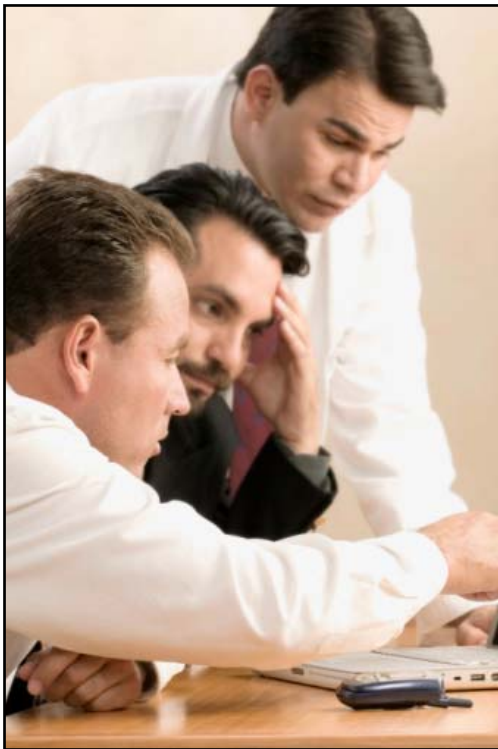
- *This activity is recommended for all.*
- *Encourages participation, cooperation, creativity, problem solving and leadership.*



Keypunch. This is a very fast live action game which involves the whole team in a race against the clock. Team members must plan a strategy to complete the operational steps press a combination of keys on a giant computer keyboard in the time limit allowed. A very simple but

challenging game with a fun physical component.

- *This activity is recommended for all.*
- *Encourages strategic planning, participation and delegation.*



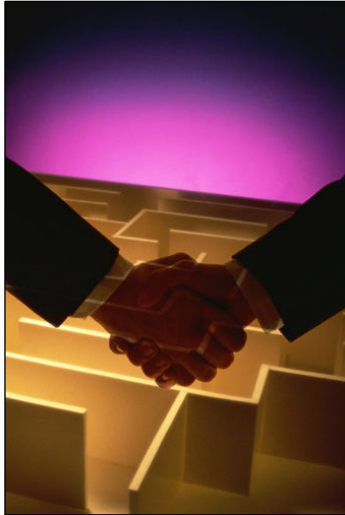
Leading or managing exercise. This exercise enables people to understand the differences between leadership and management and aims to show that anyone can lead, inspire, and motivate others.

We provide a list of many things that managers and leaders do. Then the participants have to identify the items that are associated with managing, and those that are associated with leading. The participants can write the items on a note and separate them into two categories, one for leading and one for managing. International English will provide a list sorted into suggested categories for

reviewing the activity. The answers are not absolute as context and style can affect category.

- *This activity is recommended for upper management.*
- *Encourages leadership and perspective change.*

Mine field. Probably the best activity for showcasing team dynamics, interactions and all aspects of team behaviour. Using a 54 square maze, teams face the problem of



moving all members across it, without knowing which squares are mined, and therefore cannot be stepped on. To add further difficulty, after beginning, team members are not allowed to speak. This thoroughly tests a team's ability to plan and work well together.

- *This activity is recommended for all.*
- *Encourages planning, leadership, communication, memory, participation and cooperation.*

Moon ball. Using a large inflatable ball, teams compete to keep the ball in the air the longest. The team scores one point when everyone on the team has touched the ball before it hits the ground. With a large group, the activity is always hilarious and much more challenging than it seems.

- *This activity is recommended for all.*
- *Encourages team planning, goal setting and innovative improvement.*



Observation and awareness exercise This simple short exercise is adaptable for a wide variety of situations, and illustrates how we tend to go through our lives not noticing things around us, when we should all be more receptive to our surroundings. Awareness is a prerequisite for response and action - especially effective communications. Self-awareness is essential for personal effectiveness and change. International English prepares a list of 5-20 questions about details of the particular work environment or hotel environment. The group who answers the most questions correctly wins.



- *This activity is recommended for middle and upper management.*
- *Encourages self awareness.*



Paper towers or bridges. Using only a few sheets of newspaper, candidates have to construct either the highest towers or the longest bridges. This is a great exercise for team members to take on different roles within the group, and is particularly useful for creative or innovative thinking for teams involved in product design.

- *This activity is recommended for all.*
- *Encourages organisation, visualisation, delegation and creativity.*

Pictionary. Team members take it in turns to draw an item or phrase related to their industry while the rest of the team guess the phrase. No speaking is allowed. The team who finishes first wins.

- *This activity is recommended for English speakers.*
- *Encourages visualisation, imagination and creativity.*



Quick draw. This logic speed puzzle is a classic team strategy exercise. Faced with the challenge of completing a series of repetitive steps in the right order in the shortest possible time, players must work together to arrive at the winning solution. This version uses pen and paper and is suitable for non-English speakers.

- *This activity is recommended for all.*
- *Encourages innovative improvement and logical analysis.*

Sales games and trading games: In these activities, groups are split into teams with various roles: buyer, seller and supplier.



The aim is for the whole group, that is, all three roles or departments, to be successful. This is the point of facilitative sales. The sellers are only as successful as their clients, and the suppliers are only as successful as their buyers. Thus all three have to work together with the interests of the group as a whole, as well as making

sales and therefore money. Teams can compete against each other if time allows, and roles can be changed within the groups to allow for changing dynamics and learning outcomes.

- *This activity is recommended for sales staff.*
- *Encourages critical thinking and customer service skills.*

Snake. This is a blind fold activity with a difference. Only one member of the team



wears the blind fold. The others stand still linked together by a rope. The blindfolded person must move a hoop along the rope listening for instructions from his colleagues. The hoop is not allowed to touch either the participants or the rope.

- *This activity is recommended for all.*
- *Encourages communication, patience, and leadership.*

Survival. In this exercise, teams are presented with a hypothetical situation of being stranded in a harsh climate with limited resources. The team is given a list of everyday objects that they must rank in order of importance to the team's survival based on the climactic conditions. Each item on the list has a predetermined use or multiple uses that the teams must discover, and the team who is closest in ranking to the mother list wins. Another variation to this exercise is an added stipulation that only a certain number of team members will survive, and the team must choose who will live and who will die. This will present the team with an inevitable dilemma which allows for close observation of a team in the 'storming' phase of development.



- *This activity is recommended for middle and upper management.*
- *Encourages critical and creative thinking.*

Wampum. In small groups, all participants form a circle seated on the ground with their feet extending into the middle. One person stands in the middle of the outstretched legs and feet with soft stick in hand. The object of this activity is to not be in the middle of the circle but to stay seated in the circle as long as you can. One person in the seated circle will start the activity by saying the name of someone else in the circle. The person named must then also name a person in the circle before being hit.

- *This activity is recommended for all.*
- *Encourages getting to know other team members.*

Warp Speed. This is a classic lateral thinking team activity. It begins simply with a circle of people and a ball. Each person who receives the ball it tosses it to someone else in the circle not immediately on either side of them. That person tosses it to another person who has not yet received it and again not immediately on either side of him or her. Throwing continues until the last person tosses the ball back to the first person. The activity is timed, and the group is encouraged to break the "Warp Speed" barrier.

- *This activity is recommended for all.*
- *Encourages lateral thinking, cooperation, and innovative improvement.*



Werewolf. A negotiation based logic game. Teams must discover the non-team members, or werewolves in their midst, with a series of discussions or negotiations. At the same time, the werewolves work together to eliminate the villagers.

- *This activity is recommended for English speakers.*
- *Encourages critical thinking, negotiation and problem solving.*

Win Win negotiation game. A game for teams, pairs or individuals. The aim is to win as much money as possible from the 'banker'. The banker and the teams keep a tally of debits and credits. Each team must either 'Co-operate' or 'Defect' in each round. This game helps people reach a conclusive view about the advantages or disadvantages of co-operation.



- *This activity is recommended for all.*
- *Encourages winning as a team, working with other teams.*

Word Puzzles. Teams compete to be the first to finish a series of logic based word puzzles.

- *This activity is recommended for middle management.*
- *Encourages mental agility and lateral thinking.*

Zip zap zoom This is one of the best warm ups, as it's a fun game that revolves around learning names. The idea is to stand in a circle, and be ready to call out the name of the person on either the right or the left, depending on the call of zip or zap from the middle of the circle. In later rounds, players are encouraged to create new names for themselves, as a test of memory and as a light hearted creative psychological exercise.

- *This activity is recommended for all*
- *Encourages mental agility and memory.*

2. Outdoor activities in the hotel premises

Blindfold fill up. Teams compete to gather the most glasses of water whilst unable to see. An area is marked out on the ground, with vessels of water inside. Outside the circle are water collection points.

- *This activity is recommended for all.*
- *Encourages cooperation and listening skills.*

Get it together. A guide dog activity where participants have to collect items from another area.

- *This activity is recommended for all.*
- *Encourages cooperation and listening skills.*



Guide dog. A simple obstacle course. One team member is blindfolded and led around the course by his team members. Sometimes with physical contact and sometimes by verbal instructions. This game will promote communication, trust and planning.

- *This activity is recommended for all.*
- *Encourages cooperation and listening skills.*

Raft Challenge. Using the survival game from “Activities in the conference room”, the delegates will be presented with a desert island survival challenge. Firstly, given a list of ten everyday items, the teams must choose which they want, and rank them in order of importance.

While they are considering this, they have second challenge. Using only bamboo growing on the island, rope and water bottles they must construct a raft and

take the entire team out into the lagoon. Collecting the team flag, they must return and plant their flag on the beach signalling their escape from the island.



- *This activity is recommended for swimmers.*
- *Encourages organisation, planning, multi tasking, and practical skills.*
- *This activity can take place outside the resort or on a nearby island.*

Running waiter. This funny yet strenuous obstacle race requires good balance and body control. This game entails two competing groups with each participant carrying a tray with two glasses full of white wine.

- *This activity is recommended for all.*
- *Encourages cooperation and listening skills.*

Toxic waste. This exercise involves a hypothetical situation in which teams must transport a container of “toxic waste” from one location to a neutralization can.

Participants will be faced with the challenge of transporting the said waste from one container to another without coming within 8-foot proximity of it.

Equipment includes approx. 75 feet of light rope and two large cans and an old bicycle tube.

This will stimulate the team’s ability to be creative with limited materials as well as solve a difficult problem within a limited amount of time.

- *This activity is recommended for all.*
- *Encourages creativity and problem solving.*

Water Balloon Volleyball. Two teams throw a water balloon to each other. If the balloon bursts whilst a team has possession, the other team gains a point. This game promotes physical movement increases team spirit.

- *This activity is recommended for all.*
- *Encourages competition and team spirit.*

Water sports Regatta. Challenges can include:

- **Kayak relay.** Either in pairs or alone, team members race together to paddle over to an object, bring it back, and set off the next person.
- **Swimming and kayak biathlon relay,** where teams send one member at a time to swim out and retrieve a kayak moored in the bay. Upon return, the next team member must take the kayak back to the buoy, and swim back to shore. When all team members have completed a run, the game ends.
- **Jet Ski tour of nearby islands.** Nearby islands are the perfect spot for a trip and some sightseeing on the exhilarating jet skis.
- **Banana boat challenge.** Which team can go the furthest on the banana boat before falling off? This activity requires great teamwork to keep everyone's balance and stability.
- **Hobbie cat or laser boat race.** Teams must take it in turns to launch, crew and sail the boats round a series of obstacles in a time limit.
- **Beach volleyball.** The classic beach team sport.



3. Outdoor activities outside the hotel

Four wheel drive treasure hunt around island race.

The delegates will be divided into 7 teams of 10 people. Each team will be provided with maps of the island, and a series of clues and instructions. There will ten of Samui's famous (or infamous) landmarks and curious places to find, at each one another clue will be found to help with finding the next location, and a piece of the final riddle. As they travel, the teams will see much of the beauty of Koh Samui in far flung areas of the island. The first team back in the time limit of 3 and a half hours, with the problem solved wins the game. Scores will be given for incomplete results to be taken into day two.



- *This activity is recommended for English speaking delegates.*
- *This game encourages planning, goal setting, organisation, communication and problem solving.*
- *Each vehicle can be supplied with local guide and driver.*

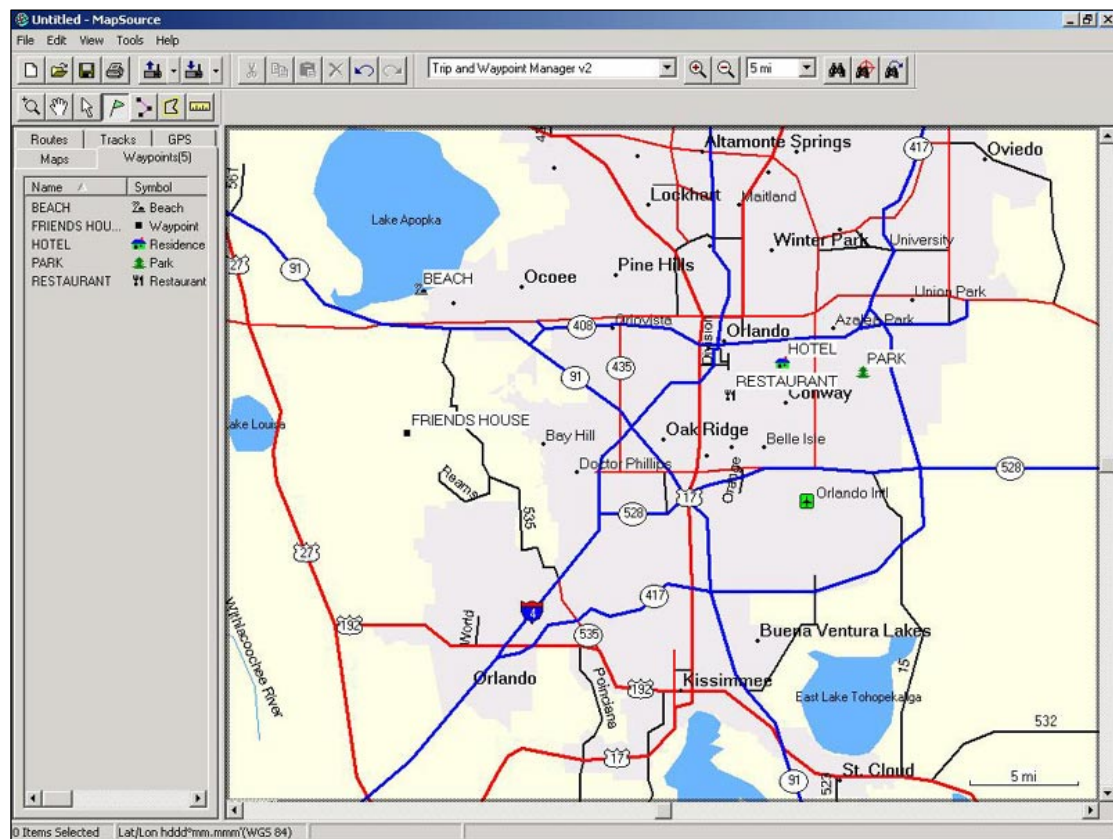
Orienteering. Each group is given a map and instructions. The instructions lead the group through the jungle to a place where either information or clues can be found. The information helps the group to find the next location. The group who arrives first at the campsite wins. This activity will promote a team's ability to move and think swiftly as one unit.

This activity can be carried out either on foot or on mountain bike. The hills and jungle footpaths in the interior of Samui are ideal for biking.

- *This activity is recommended for English speaking delegates.*
- *This game encourages planning, goal setting, organisation, communication and problem solving.*

GPS mapping activities.

Both the four wheel drive treasure hunt and the orienteering activities are ideal to be played using GPS systems and mapping software.



We provide Bluetooth GPS devices and pocket PCs to teams, who can then be given longitude and latitude locations instead or as well as written clues and normal maps. Teams also have the opportunity to save the routes and waypoints for their trips, and download these later to a PC for printing.



Orienteering on the mountain paths in the centre of Samui becomes possible with the use of GPS. We can provide a set of locations for teams to find with minimum risk of becoming lost when using a GPS, or provide teams with maps we have created ourselves beforehand using the same system.

As an option, it is also possible to use mountain bikes for this kind of GPS orienteering.

Paintball.

Protecting the president. One member of the team is the president. The rest of the team, body guard team members, have to bring him from one side of the terrain to the other. The assaulting team wins when they kill all body guards and capture the president alive. If the president is hit, the game is over. Teams alternatively assault and defend.

Capturing the flags. Each team hides their flag in their camp. Each team has to defend its flag and capture the other one. A team wins by bringing the flag of the opposite team into their camp. A hit player stops playing and leaves the flag on the ground for any other player to pick it up.



Blindfold target shooting. Each team divides into pairs. One person, the shooter, is blindfolded, and must hit a number of targets. The other is the spotter, and must guide the shooter, either with verbal directions or with touch.

Transferring the package. The “package” is a 10 kg coconut trunk with handles. Inside are valuables that must be protected. The delivery team must take the package from one place in the compound to another. The transferring team wins if they deliver the package to their target zone. The assaulting team wins if they capture it.

- *These activities are recommended for physically fit delegates.*
- *They encourage planning, organisation, communication and individual roles.*

Quad biking. This activity is orienteering using ATV quad bikes instead of on foot. With an instructor to show delegates how to safely ride the quad bike, teams must navigate round a series of locations in the shortest possible time.

- *This activity is recommended for English speaking delegates.*
- *This game encourages planning, goal setting, organisation, communication and problem solving.*

Sales race. In this game, teams are given a limited amount of money, and a shopping list. Their task is to find the items on their list which takes them to many places, and then to bargain for the items. Because money and time is at a premium, it takes teamwork and negotiation skills to be successful. The game can be done with either supplied transport, or as an added challenge, using public transport which will further test team's ability to plan, cooperate, communicate and bargain.

- *This activity is recommended for the energetic.*
- *Encourages planning, communication, leadership, cooperation and negotiation.*

Survival challenge. This is our biggest and most challenging event, involving surviving alone as a team on a tropical island with a minimum of equipment. Starting with a 12



hour option from morning to evening, it can easily be expanded to a 24 hour event including one night away. From here the duration is up to you. An event of 2 days and 2 nights gives plenty of time to experience leaving civilisation behind, or for the more adventurous, several days, one week, or even longer. Teams are taken to a

remote island in the vicinity of Samui. Only accessible by boat, once there, delegates will be given material for shelter, food and water. The time spent on the island will be split between the essential tasks necessary for survival, building camp, catching food and cooking, and team challenges.

It is possible to run this event with either one or more teams in competition. Debriefing and analysis lead by instructors will form a part of the process, both to enhance the learning outcomes and experiences of the delegates, and to ensure that the team works together and that no one is isolated or struggles to fit in.

In the same way, instructor supervision at all times is an important safety factor, and in the event of an emergency of team member withdrawal, transport and medical backup will be standing by.

- *This activity is recommended for the adventurous.*
- *This game encourages planning, goal setting, organisation, communication, leadership, cooperation and problem solving.*

Payment

Making Teams fees include pre-event preparation, a number of western team building specialists for the duration of the event, organization fees and post-event analysis and reporting.

Payment policy

A 50% deposit has to be paid when booking the event. Final payment has to be done in cash or by cheque to International English Co. Ltd. by latest 14 days after the team building event.

Accepted by:

Date:

Signed:

Pricing for teambuilding activities

Prize for the winning team (Optional)		THB 5,000
International English Fee Includes standard activities and two facilitators	Half Day	THB 15,000
	Full Day	THB 25,000
Surcharges		
Extra facilitator	Half Day	6,000
	Full Day	10,000
Paintball Equipment hire * Discount may apply to large groups * Includes 150 paintballs each	Half Day	THB 1,500 per person
	Full Day	THB 2,500 per person
Orienteering Pre-event preparation fee		THB 15,000
Round island race. Four wheel hire with driver Four wheel hire without driver Pre-event preparation fee		THB 1,000 per person THB 500 per person THB 15,000
Beach survival challenge. Pre-event preparation fee Raft equipment		THB15,000 THB 5,000 per team
Beach Regatta. Equipment hire * Depending on equipment Pre-event preparation fee		THB 5,000 – 20,000
		THB 10,000
Quad Biking Equipment hire	Half Day	THB 4,000
	Full Day	THB 7,000
Pre-event preparation fee		THB 10,000
Survival Challenge Camp equipment	Full Day	THB 10,000 per team
	Multiple Day	THB 15,000 per team
	Full Day	THB 15,000
	Multiple Day	THB 5,000 per extra day
Conference Room Activities Pre-event preparation fee		THB 10,000