

Training Session Outline
Mission Impossible
(group building, group dynamics)

Author of this TSO:

Sérgio Gonçalves

Description:

Mission impossible is a group building exercise which empowers participants to cooperate without the intervention of the trainer, in a self-management style. Ideally, it should be implemented on the first day of training or preferably in any situation that the group of participants don't know each other yet.

Group size:

This activity is ideal for a group from 12 to 50 people

Materials:

You will need the following materials to implement this activity:

- Handouts printed with the mission that you can find in the link on the description (you can [download from the link https://docs.google.com/document/d/1klqeZQZP9-TpXPiquVW2Jo-tdH33e_iNqYeg8xsFrDU/edit?usp=sharing](https://docs.google.com/document/d/1klqeZQZP9-TpXPiquVW2Jo-tdH33e_iNqYeg8xsFrDU/edit?usp=sharing))

Pens

Envelopes (1 per participant)

Laptop

Projector

Preferably a big room with one chair per participant

Mask tape (to glue the envelopes under the chairs)

Background music

Time:

This activity takes between 30 to 45 minutes, plus 15 to 30 minutes of debriefing.

Step by step explanation:

We split the step by step tutorial in 3 stages: preparation, implementation, debriefing.

Preparation:		
	Steps	Time
1	Write the tasks or use the template provided and print them. One per participant.	5 to 20 minutes, depending if you write down or print
2	Put one sheet of tasks in each envelope. One per participant	5 to 10 minutes, depending on the number of envelopes
3	Glue the envelopes on the bottom of the chairs. One envelope in each chair	5 to 15 minutes, depending on the number of chairs
4	Prepare the laptop with the powerpoint slides and projector. Check if it works	5 to 10 minutes
5	Set the room and the chairs so they face where you will project the powerpoint slides (prepared in advance), like an audience in a movie.	5 to 10 minutes
6	Prepare the music so it can start play when it's time for the participants to enter	2 to 5 minutes
TOTAL TIME		30 to 70 minutes

Implementation:		
	Steps	Time
1	Project the first slide of the powerpoint presentation	1 minute
2	Let the participants enter the room and seat down. Don't say anything or answer questions.	1 to 5 minutes
3	As soon as all participants are seated, project the second slide of the powerpoint presentation.	1 minute

4	After a few minutes, when the majority of participants already opened their envelopes, project the third powerpoint and start the video with the countdown.	1 to 5 minutes
5	Allow the participants to complete their mission or/ and go to the end of the countdown	30 to 45 minutes
6	Announce when the activity is over, either because the time is over or the participants announced that they completed all tasks. Ask the participants to form a circle to start the debriefing.	1 to 5 minutes
TOTAL TIME		35 to 60 minutes

Debriefing	
	Steps
1	Focus on the outcomes that you wish to tackle this exercise specifically related to your initial objectives.
2	Start by asking the participants how they felt during the exercise. After asking what happened, facts, that the participants observed or experienced during the exercise.
3	Resume the conclusions of the debriefing highlighting the main outcomes (the trainer can write down on a flipchart).
TOTAL TIME: 15 to 30 minutes	

Debriefing possible questions (select the ones that will lead to meeting your objectives):

- How do you feel?
- Are you satisfied with the results of the mission?
- Did all participated actively?
- Are you satisfied with the level of your own participation?
- What individual roles did you identify? (for example, leaders, followers, independents, etc)
- How did the group form and divided the tasks? (it can be added a reference to group forming theory of Tuckman Model:
https://en.wikipedia.org/wiki/Tuckman%27s_stages_of_group_development)
- What was the strategy (if there was any?)
- How was communication in the group?
- Can you give any recommendations for your future work together, for the learning and cooperation in this training?

Tips

- Adapt the tasks accordingly to your objectives and target group.
- Have in account if any participant has any special abilities which will prevent it to perform any task.
- Set as much as possible an immersive environment. An immersive environment is an artificial and interactive scene that transports the participants into a simulation role or situation, with elements to support it: background music, dressing up as a character, decoration, props, etc. In this kind, to simulate an environment where the participants deal with a special mission as part of a secret agency.
- Prepare well for the debriefing to extract the main outcomes that you want to reach, regarding team building and group forming. You can also check our video with more information on how to make a successful debriefing here: [\(link for another video tutorial\)](#)
- Make sure the tasks of the mission have different ways to be solved from involving physical movement to logic and reflection, from individual tasks to groups tasks. This is based on the 3H model (Head, Hand, Heart:
 - Head: cognitive understanding, critical thinking; learning through readings, lecture, discussion, etc.
 - Hand: psychomotor, practice, learning by doing, getting a feel for how things actually work
 - Heart: affective/emotive, caring about the results, valuing the outcome, feeling that the process and goals are important, experiencing a personal connectionYou can have more information about it here:
https://phobos.ramapo.edu/~vasishth/Learning_Outcomes/Sipos+Transformative_Sust_Edu.pdf
- Since it's meant to be used in the first day of training or in a situation that participants do not know each other yet, it's important that the tasks and time are planned in a way that will allow that the group completes the mission. Success makes the group feel empowered and more engaged for the next activities.

What to do next?

We give you 3 suggestions of what activities to implement after "Mission Impossible"

1. You develop a group contract or agreement, where all the participants will contribute with ideas and guidelines on how to cooperate successfully in the following days, using the experience of "Mission Impossible" as a base. You may find an example of a group contract here <http://bit.ly/YTMIgc>.
2. To discuss further the Tuckman model about group forming and connecting with what happened during "Mission Impossible".
3. Move on to different learning content sessions of the training, since the group now is ready to cooperate.

Support material for implementing the Mission Impossible group building method:

Powerpoint templates: <http://bit.ly/YTMIpps>

Tasks Handouts template: <http://bit.ly/YTMIth>

Group Contract template: <http://bit.ly/YTMIgc>

Group Forming Tuckman Model:

https://en.wikipedia.org/wiki/Tuckman%27s_stages_of_group_development

Video tutorial of Mission Impossible group building method: <http://bit.ly/YTvideoMI>

Visit our Youtube channel to watch other video tutorials:

<https://www.youtube.com/youtrainvideoproject/>

DISCLAIMER:

This method can be known under different names, and it may be adapted to specific needs and environments. We are not sure about the origins of this particular method. If you know the source of this method please contact us on youtrain.videoproject@gmail.com