



Energizers





Why?

- Focus
- Energy
- Fun
- Clear start
- Experience – embody

General tips:

- Create a comfortable space
 - Use story telling
- Explain what you have done & why
 - When needed: reflect

I DO ARRT

Goal	Start a meeting
Appropriate for 	Meeting or group process
Time 	5 – 10 min
Tools 	Flip chart/PP/board
Group size 	2 – 40+

1. Prepare your meeting with IDOARRT (see next page)
2. Share your set up, and ask for input, changes or confirmation
3. Start the meeting







I DO ARRT

- **Intention** – What is the intention, or purpose, of the meeting? In other words, why have it?
- **Desired Outcome(s)** – What specific outcomes should be achieved by the end of the meeting?
- **Agenda** – What activities will the group go through, in what order, to move toward the desired outcome?
- **Roles** – What roles or responsibilities need to be in place for the meeting to run smoothly? Who is facilitating, and who is participating? Who is documenting, and who is keeping track of the time? What do you expect of the participants?
- **Rules** – What guidelines will be in place during the meeting? These could relate to agreed group norms. They could also relate to use of laptops/mobiles, or practical rules related to a space. Let the participants add rules to ensure that they have ownership of them.
- **Time** – What is the expected time for the meeting, including breaks, and at what time will the meeting end?







Hello Kitty

Goal	Create fun ambiance
Appropriate for 	Creative meetings
Time 	5 – 20 min
Tools 	Tape
Group size 	4 -- 50





1. Divide the group in 2 (puppies & kittens)
2. Kittens cannot smile
3. Puppies say hello, and want to make kittens smile. Puppies may not cross the line, everything else is allowed
4. Kittens who smile become puppies

The Viking

Goal	Focus, look, smile
Appropriate for 	Starters
Time 	5 – 20 min
Tools 	None
Group size 	10 – 40





1. Stand in a circle
2. Introduce a story of rowing a boat like vikings, and needing team work.
3. The viking puts his fingers like horns on his head and says AARG, and his neighbors row the boat by moving the paddles and saying HO HO HO.
4. The viking throws his horns and someone else becomes the viking.

A or B?

Goal	Experience the need for a vision
Appropriate for 	Training in leadership
Time 	5 – 15 min
Tools 	Pen & paper
Group size 	3 – 100

1. Ask people to write down one word, of the two options you will give. Just write down the right word. No further explanation.
2. Give the options:
 - winter – summer
 - green – red
 - spikes -softness
 - tennis rackets – balls
3. Ask what they wrote. Say what was right and what was wrong. Some frustration and confusion will appear.
4. Show a Christmas tree
5. Reflect and speak about having a clear and shared vision.

1, 2, 3

Goal	Stimulate right & left brain
Appropriate for 	Starting creative sessions
Time 	10 – 20 min
Tools 	None
Group size 	4 – 40





1. Make groups of 2
2. Count 1, 2, 3 by each saying one number
3. After a while, replace 1 by a clap
4. Replace 2 by a jump
5. Replace 3 by a shake
6. Starting counting together again

Special treat:
movement!

Check -in

Why?

- *Start*
- *Focus*
- *See the mood*

Goal	Start
Appropriate for 	Training/sessions/meetings
Time 	5 – 15 min
Tools 	None
Group size 	3 – 30

Prepare:





1. What does this group need? What is good to reflect upon?
2. What is your intention for this check in?
3. How much time do you want to spend?

Examples:

- Animal/movie/story/emoticon
- Rollercoaster
- Intention of today
- Blocking thoughts
- Reflective question
- Me, expectations, contributions



Interview & introduce

Goal	Get to know each other
Appropriate for 	Unfamiliar groups
Time 	10 – 20 min
Tools 	None
Group size 	4 – 30

1. Let people interview each other
2. Give a topic/question to focus upon
3. Introduce the other person. Either as an interviewer, or as if you are that person yourself. (“This is..” or “I am..”)

Closing

Prepare: *What is your purpose!?*

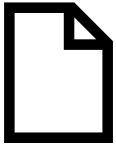
Why closing?

Summarize -

Speak up -

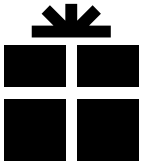
Remember the essence -

See what you did/missed -



Pick a card

1. Share cards
2. Ask people to pick one that represents....
3. Either give the cards (reminder), or take them back



Give gifts

1. Put an A4 on everyone's back
2. Give everyone a deck of post its
3. Write down a compliment/gift/appreciation
4. Stick on the back of a person
5. Watch your gifts and reflect, without having to mention what is on it



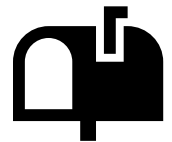


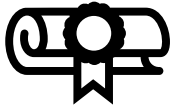
Postcard to yourself

1. Prepare cards
2. Tell people when the card will be send
3. Give a certain goal/topic to write upon
4. Give time to write
5. Send the card

Perfect for competency
development

This exercise can be as open or closed as you think is appropriate. You could restrict them to three bullet point actions that they need to follow up on, or you could give them the freedom to write whatever they want to themselves. Judge the needs of the group and the purpose of the session.





Your hopes

- *What was achieved, and what was not?* –

1. Write on post its, when finalizing:

- what was your most valuable *learning*?
- which *goals* have been achieved today?
- what *surprised* you today?
- what would you like to do *more* of?
- with what *mood* do you walk away?
-

You can also start with hopes for today (post its) and ask in the end which ones were achieved and which were not.



Reflective questions

1. Prepare reflective questions
2. Give them to the group
3. Think of a way of sharing this (groups, duo's, everyone)