

GROUP MODERATION

Group Buiding Sessions

INTRODUCTION

We offer you in this file 11 full "Group Building Sessions" Each session will easily take one hour or more. . The most important part of the sessions is the "processing time" which is done both individually and as a group.

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1. HUMAN MACHINE

Purpose:

- To build up team spirit.
- To realize that a task to succeed requires many people working in cooperation.
- To create an awareness of the "unique" role each individual has to play in a group.
- To pool together the "resources and talents" of each and all the members of a group.

Procedure:

- The participants are divided into smaller groups of 6 to 10 each.
- Each group will have to "mime" a machine.
- The group meets and decides what machine to mime: e.g. steam roller, a pressure cooker, a submarine, a printing press, helicopter, etc....
- All the members of the group have to take part in the mime; each one will be a part of the machine.
- Time is given to the groups to rehearse in private.

Next, the groups will come together and present their machines.
The onlookers have to guess what the machine is being mimed.

Personal Work:

Write the answers to the following questions:

1. What was the purpose of the game?
2. What are the leadership qualities you saw in your group members as you were planning and rehearsing the task?
3. What are the qualities necessary for team work`?
4. What are the things that can spoil team work? How to avoid them?
5. Lessons you learned through the exercise of the "Human Machine"
6. What were your feelings while doing the exercise?
7. What will be your personal contribution towards the success of this camp, seminar?

Group Work:

Sharing of the replies.

short discussion of the most salient points.

Apply those points to life in general and to our camp or seminar in particular.

Planning, as a group, our camp, the sessions, the activities, etc....

Making of teams and division of work.

Input: By any of the moderators.

The main ideas that surface in the discussion can be rounded up.

Some ideas on group workings, group dynamic, roles in the groups etc.. .could be expounded.

Prayer Session:

The session could end by a prayer service on: the **Praying Machine**, namely, a group prayer. All should plan and contribute for the prayer session. E.g. Guitarists, singers, readers, announcers, etc.

2. THE ROPE OF FRIENDSHIP

Purpose:

To create unity and friendship in the group.

To build up closeness and team spirit

To foster creativity

Requirements

A strong nylon rope of about 10 yards for every group of 12 participants. Or one of about 20 yards for about 24 if participants.

Instructions for the Participants:

Although many, we form one single group. During these days shall work and pray and even live, not as single individuals, but as a well-united and loving group.

In silence, let each one of you figure out how the group can use the rope to symbolically, express unity, cooperation, belongingness, friendliness. etc. ..
You have 3 minutes to think in silence.

Instructions for the moderator:

After the 3 minutes are over, tell the participants to share with the others how could they use the rope to express unity, support and oneness as a group.

Ask the participants to experiment with the suggestions that came from the group members..

Observe what is happening in the group, who takes the leadership, who has creativity, who participates, who does not, etc. All these observations will help you for the sharing session that will follow.

Moderator: *Just for your information. Things participants have done with the rope in previous camps.*

1. *They tied all their hands together like the spikes of a wheel.*
2. *They strung all their right hands like a garland.*
3. *They tied their feet together as a sign of never getting away from each other.*
4. *They rested the rope on their shoulders and entwined their arms.*
5. *They sat on the ground in a circle with the rope resting on their back. Leaning on it, they balanced and steadied each other's weight in the process.*

Personal Work: Short Questionnaire and Group Sharing.

Replies may be put down in writing.

1. What's the symbolism of the game? What does the rope represent?
2. What have you learned from this exercise?
3. What significance has the game for our camp?
4. What were your feelings while playing the game?
5. How can we foster unity, cooperation and group spirit in our camp?
6. What will your contribution to the camp or seminar be? .

Input: The Invisible Rope of Friendship.

It .is not seen, yet should be there.

It has to be held carefully, it should never break.

It keeps us together. Makes a big "ONE" out of many small ones".

Unity not only adds one to another, but multiplies one by all the rest..

Prayer Session.

You may crown the exercise with a prayer session.

Build the prayer service on the theme of "The rope of Friendship". For the prayer you may use the ROPE again.

Let all sit on the ground, rest against the rope as it passes through and under each one's arms.

As they lean the on the rope, let them feel the tension of the rope supporting the whole group, physically making them feel one.

3. HANDS UP

Purpose:

- To test personal loyalty to a group
- To build up group consciousness.
- To encourage commitment to a cause or to a group

Procedure:

- Divide the participants into groups of 6 or 8.
- The groups stand in rows, one person behind the other.
- The exercise is to be done in silence.
- Tell the participants to raise their arms sideways at the level of their shoulders
- For the sake of the group, they will have to remain steady in this position.
- Whenever any person in a group lowers his arms the whole group will be disqualified.
- The exercise continues until only one group remains steady.

Note for the moderator:

This exercise should be continued till it is obviously "hurting", but if you feel that someone is too embarrassed to let down his group, there is no need to continue it till only one group remains. However, the actual elimination process adds dynamism to the exercise.

Analysis: Personal Work:

1. Answer in writing the following questions:
2. What is the meaning of the game?
3. Who is responsible for whom? Group for the individual or individual for the group?
4. Was there a sort of "group loyalty" when the individual struggled to help his group?
Or was there a "fear of being rejected or blamed by the group?"
5. While you were standing for the group, what was your motive to persevere? Pride?
Fear rejection?, Loyalty to the group? Any other motive?
6. Were you trying to compete with one another? How? Why? With whom?
7. Did you experience "group pressure" to keeping your arms up, or did you feel entirely free to lower them down? Why? How?
8. What have you learned from the game for real life? And for our camp?
9. How far should a person be loyal to a group? How to be in a group and yet be independent?
10. What price has one to pay for belonging to a group?
11. How loyal will you be to your companions who have come for the camp, seminar?
12. What loyalty do you expect from your group members?

Group Work:

- Sharing your replies and discussion.
- Feedback if any.
- Planning our camp.
- What each one promises to contribute.

Framing rules, norms and expectations.

Input:By any of the moderators.

Stress the heed for loyalty and commitment to a group to accomplish its ends/

We are free to join a group, but if we do, we have to contribute and participate..

Group pressures may curtail our freedom.

Freedom and responsibility. Limits and mutual relationships.

What would be right and wrong, reasonable and unreasonable expectations from the group?

Acceptance of the group members as they are, with their strengths and weaknesses is a must.

Prayer Service:

Get all the participants to cooperate in preparing and executing the prayer session.

4. CARRYING THE GLASS OF FRIENDSHIP

Purpose:

To create unity and closeness.

To foster co-operation.

To create an awareness of how delicate and fragile unity and friendship are.

To introduce humor and lightness in the sessions.

To encourage imagination and creativity,

Requirements:

A light rope of about 10 to 12 yards for a group of 24 participants, or a shorter one for smaller groups.

Instructions

The rope is kept on the ground in the form of a circle or a square.

It represents a big sheet of glass, the glass of friendship.

It has to be lifted from the ground by the whole group and carried very carefully around the room; and to the next room, and to be lifted high, or brought low according to the instructions of the moderator.

No words or speaking allowed. Only verbal communication is permitted.

Analysis

Answer these questions:

1. What does the glass stand for in our camp?
2. What significance the game has for life?
3. How was the cooperation and performance of the group?
4. Had that been a real glass sheet, would have it broken in the way it was handled by the group? Why?
5. What were your feelings while doing the exercise?
6. What have you learned from the game about the participants?

7. Can friendship and unity break like a sheet of glass? How? Why?
8. How to prevent the breakage of unity and friendship?

Group Session:

Sharing the replies, followed by discussion.
Mutual feed-back from the Group members.

Input by any Moderator

Cooperation is needed in a group.
What a person cannot do, a group can.
A group cannot work if some members are non cooperative.
One single person can cause the breakage of the glass.
A group is not a conglomerate of individuals, but sort of an enlarged individual.
Friendship and unity is precious and delicate. One has to handle it and preserve it very carefully.

Prayer Session:

End the session with a prayer on unity, co-operation and friendliness.
The participants can prepare symbolic representations of: cooperation, unity and friendship, and offer them to God during the prayer session
They will pray for the grace of unity and friendship for all during the camp or seminar about to commence.

5. GROUP SOCIO-GRAM

Purpose:

To find out the emotional place each one occupies "now" in the midst of the group.
To create a sense of honesty and openness in the group.
To help to communicate on personal issues.
To express non-verbally what may be difficult to express with words.
To unify the group at the level of personal relationships.

Procedure:

Notes for the Moderator:

*The moderator should move slowly, point after point.
He should observe very carefully the clusters of people resulting from each question.
Who puts his hands on whom and who gets most hands on his shoulder.
He may learn a lot about the participants
He can use this knowledge to give feedback at the general session.
Impress on the participants the need to be honest and feel free.
Tell them, to be aware of their feelings during the exercise.
They should remember, after the exercise, on whom they placed their hands, and who placed theirs their hands on them.*

The moderator will instruct the participants successively to keep their right hand on the person:

Instructions to the Participants

Stand around the room`

Keep strict silence.

Keep your right hand on the shoulder of the person:

1. Who created first good impressions on you
2. Who called your attention most..
3. Who scares your most
4. In whom you feel most interested.
5. About whom you would like to know more.
6. With whom you have some unfinished" business
7. With whom you feel more at ease
8. Whom you feel to be most genuine
9. With whom you would like to make friends.
10. With whom you feel nervous or tense.
11. Etc.

Check-up Time:

The participants are left free to go around and meet the people they wish to converse with and inquire from the others why they placed their hands on them.

They may discuss, exchange their views, and share their feelings.

Group Sharing and Moderator's Observations.

All come together.

They are invited to share their feelings, and their findings.

If anyone wants to have some feed back from the moderators or from the group members he may ask for it.

The moderator may offer his observations on the group interactions, the main learning's of the day and how to apply them to the camp or seminar.

Prayer Service:

End the session with a prayer session.

.Praying for one another.

Praying over one another.

6 .It's Okay!

Purpose

To help the participants to accept one another.

To build up team spirit by mutual love and acceptance..

To create unity and openness in the group.

Procedure

Participants are divided into two equal groups.

They sit in two concentric circles, one partner facing the other.

At a sign from the moderator the partners in the outer circle begin talking to those in the inner one.

First, they will point positive qualities – give positive strokes - to their partners saying: e.g. I am aware that you have beautiful eyes I like you for it. It's O.K.

Then they may refer to some **obvious external minus points**. (*Moderator: Caution the participants just to state things, never pass any judgment*). E.g. I am aware you stammer a bit: It's O.K. with me. I like you all the same.

After 30 seconds when the moderator makes a sign, those in the inner circle will speak to their partners in the same style.

At another sign from the moderator those seated in the inner circle move one place clockwise and the process is repeated and so on and so forth.

Personal work

Answer in writing the following questions:

What is the meaning of the game?

1. What do the words "It's O.K." imply?
2. How did you feel when your partners referred to some of your positive points?
3. What have you learned anything today about yourself that you didn't know?
4. Did you find it hard to tell others what you were aware of them?
5. Is there anyone of us who has no minus points? Is there anyone of us 100% perfect?
6. Can you accept others in spite of their small imperfections? Can you say to them: "It's O.K. with me"? Explain.
7. Can you accept yourself in spite your short comings? Can you say: to yourself: "It's O.K. with me"?
8. How did you feel when your partners referred to some minor minus points in you and said: It's O.K. with us?
9. In spite that some small minus points might have been pointed out to you, do you feel accepted by others? Explain.
10. Do you feel accepted by our group or not? How? Explain.
11. How do you feel now?

Group Work

Sharing your replies

Asking for clarifications and feed-back

Input:

Stress the need for acceptance, both, from others, but even more from ourselves

Healthy self-love means accepting ourselves as we are, yet striving to improve ourselves.

To love means to accept people as they are. They should be O.K. to us as they are.

For the working of a group, mutual acceptance is basic.

Mutual acceptance enhances our self-image, boosts our self appreciation, and gives us self-confidence.

Prayer Service

At this point a prayer service could be very effective.

To thank God for the gift of our group members.

To praying for one another.

To ask both, for self-acceptance and the ability to accept others.

Base your prayer service on passages of the Gospel where Jesus accepts all sorts of people.- Sinners: Magdalene, Zacchaeus, Matthew, the Adulterous Woman; Ignorant people; children, the crowds, fishermen, shepherds; sick people, nationals and foreigners.,

For Jesus everybody was O.K. Namely, acceptable as they were.

7. MAKING PATTERNS**Purpose of the Session.**

To make participants aware that all have to contribute to the building of the group.

To learn the art of working together towards a common task

To foster creativity and expressiveness.

Small Group Work:

Divide the participants in groups of 6.

Each group member has to contribute to the group task something he has with him now.

The dearer that thing is to him the better: e.g. a wristwatch, a pen, a purse, etc..

With all the items submitted by the members, the group will build up a pattern which will express what their group is, or aims at, or what the group expectations are, or any other thing referring to the group.

The moderator will observe what everyone does, what he talks, who takes the leadership, how much they listen to each other, etc.

General Group meet.

When the groups have prepared their patterns, they will show them to the house, and explain the meaning they have for them. .

Clarifications may be asked

Personal Work:

Answer the following questions.

1. What is the significance of the game?
2. What's the meaning of each one's contribution?
3. How were the contributions used?
4. Were you happy with the pattern your group made? Why?
5. If not, what pattern would you have liked to make?
6. What stopped you from making it?
7. What is the meaning of a pattern in real life?
8. Did you find co-operation and unity in the group?
9. What have you learned about yourself and about the others?
10. What contribution will you make to your group at this camp or seminar?

General Group Meet and. Input:

Discussion. Feedback.. Sharing of the replies

Any human group is like a pattern: family, country, church, etc.

What's each one's contribution to those patterns?.

Have we to accept the existing patters blindly? Why?

Can we change them for the better and improve them? How?

Even our camp will be a pattern or a structure. It's up to us to shape it and reshape it.

What sort of a camp structure do you want to have?

Prayer Session:

That we may be generous to contribute with what is dearest to us to build a beautiful camp/

Prayer for generosity, for originality, and cooperation.

9. THE LONGEST POSSIBLE LINE**Purpose:**

To foster co-operation in the group.

To encourage sharing of all we have..

To encourage creativity.

To bring life and joy to the group.

Instructions:

Divide the participants into three groups. There should be at least 8 to 10 partners in each group.

They will line up in three parallel lines, in the open or in a garden or on the grounds.

Each group will have to make the longest possible continuous line stretching themselves further and further.

The line has to be an unbroken one.

They can use, to make the line longer and longer anything whatever they have on with themselves.

When they have finished their work and exhausted all their resources the game ends

The group that makes the longest unbroken line will be the winner.

Personal Work:

Better in writing. Answer the following questions:

1. What is the meaning of the game?
2. What have you learned from the game?
3. What were your feelings during the game?
4. Are you happy with your behavior during the game?
5. How do you feel about the behavior of the others?
6. In order to play this game what were the most important qualities in the players?
7. Did you feel pressurized by the group to do what you didn't like to do? How?
8. Did you contribute towards the group with some personal ideas or suggestions?

Group Session:

Sharing. Discussion.
Summarizing.
Application to our camp situation.

Input: By any of the moderators.

Need of cooperation. Generosity to offer all one can give to the group.
Risking one's name for the group.
Where to draw the line between personal feelings and the group pressures.
Group vs. Individual's conscience.
Importance of creativity and inventiveness to improve one's performance.

Prayer Session:

Let each group pick one of the most significant findings and prepare on it a part of the Prayer service.

10. GROUP SYMBOLS.**Purpose:**

To help the group to understand itself and the group members.
To learn how to perform a common task in mutual understanding and co-operation
To create trust among the group members.

Requirements

Newsprint, Paper, Crayons, Felt Pens, Magazines, Gum, Scissors.

Instructions:

Divide the participants into n groups of 5.
The groups of five will sit separately.
They will share with each other to some depth, their background, likes, dislikes, ambitions, accomplishments, present work and occupation, etc. so that the members of the group come to know one another.
After the sharing is over, each group will prepare a symbol representing the group as a whole. The symbol can be a drawing, a coat of arms, a collage, a poster, a new song, a dance, etc, anything representing the group.
When the groups are ready, they will present and explain their symbols to the house.
Clarifications can be asked. No discussion to be entertained.

Personal Work

Answer the following questions:

1. What have you learned from the game?
2. How did the game help you to know yourself? What you have learned about self?
3. How did the game help you to know others? Explain. Will what you learned help you for the success of the camp/seminar? How?

4. What were your feelings during the exercise?
5. What do you feel now at this moment about yourself?
6. Did you find it easy or difficult to prepare your group symbol? Why?
7. Was there anyone imposing his views over the rest? Did you allow him? What does this tell you?
8. Were all your group members active in preparing the task? What did you do about it? Why?
9. Did you follow any method to organize your work? Which? How?

Group Work:

Sharing. Discussion. Interaction.

How should we relate and work together during the camp? Discussion.

Input: By any of the moderators.

Importance of open and frank communication among the members of a group.

How to work together. How to organize ourselves for a task.

The importance of mutual trust to carry on a common project such as a camp/seminar.

The suggestions of others are worth being taken seriously

Prayer Session in groups of 5.

Since the members of the groups of 5 have come to know each other, let the prayer session be done in the original groups.

First; they meet for 10 minutes and plan how they will conduct their prayer session.

Prayer session follows.

10 BLIND TALK

1st part: Listening to the others speak.

Divide the participants into groups of 8. They will sit in small circles and keep their eyes closed.

In any order, one after the other, the members of the group, will speak about any emotionally- charged topic like “my home”, "my school" , "my friends", "my job" , “my successes” , “my failures” etc..

The listeners, keeping their eyes shut, should try to pick the feelings of the one who speaks.

Instruct them to listen to the intonation, intensity, speed and pitch of their voices rather than to the content of their talk.

2nd. part: Sharing in small groups.

What feelings I picked up.

What messages I received.

Discuss, Interact.

3rd part. Sharing: with whole group:

How it went.

Gains. Lessons.

11. CONTROVERSIAL TOPICS

The Game; Sort of group debate,

Ask for eight volunteers.

They sit four against four. (Group A Vs. Group B)

The rest will sit around them as observers.

Group A has to argue in favor of any controversial topic :E.g.

Women's Lib.

Capital punishment.

Mercy killing.

Divorce.

Need for violent revolution etc.

Group B will opposes it.

After awhile: Controversy stops.

The observers will offer their remarks on:

Content, Form, Method, Group Participation...etc.

Next: : Group B will argue for the same topic and A will oppose

Again: Observers pass their remarks.

AGAIN A second round with 8 fresh volunteers may follow.

Processing:

Sharing and discussion: within the entire group.

My experiences.

What have we learned