HIGH IMPACT LOW COST EXPERIENTIAL EXERCISES TO ENERGIZE LEADERSHIP TRAINING

BONUS ACTIVITY – TRAFFIC JAM

THE PLAYBOOK

Presented by Sardek Love
President and Founder

Infinity Consulting and Training Solutions

Infinity Consulting and Training Solutions
PO Box 3342
Manassas, Virginia 20108

Phone: 540-520-5733
Fax: 703-368-1928
Email: splove@ictscorp.com
Website: www.ictscorp.com
EIN: 26-1560130
DUNS: 841146520
CAGE: 6HCS7

ICTS is on Social Media:
Twitter: www.twitter.com/splove1
LinkedIn: www.linkedin.com/in/sardeklove
Facebook: https://www.facebook.com/ictscorp
Instagram: https://instagram.com/splove68
Blog: www.Think2SuccessNow.com
SARDEK P. LOVE’S BIO

The power to deliver, the charisma to inspire – that is what audiences around the world get when attending an event with Sardek Love. Few people create the types of thought provoking and highly engaging experiences that Sardek Love is internationally known for. As an extremely popular speaker at conferences and corporate events, attendees to his speaking events and training programs are guaranteed to enjoy Sardek’s famous Edutainment approach, which is filled with proven tips, tools, and strategies based on the latest research.

As President and Founder of Infinity Consulting and Training Solutions, Sardek has worked in 24 countries inspiring, developing, and educating managers and leaders in Fortune 100 companies, high tech organizations, local / state / federal government agencies, and global brands. From working in west Siberia during the most frigid of winter temperatures to being lost in the Libyan desert in the scorching heat of summer to traveling to the incredibly lush and extremely remote jungles of Indonesia to revitalizing a workforce in war torn villages of West Africa, his real-world experiences serve as the foundation of his powerfully captivating stories from which he brings his sessions to life.

His contributions as a leader are extensive and ongoing. He is a former President of the Virginia Tech College of Human Sciences Alumni Association and a past President of two different ASTD chapters. As a two time member of the prestigious ATD National Advisors for Chapters (NAC), he and his fellow NAC were awarded the 2003 Staff Partnership Award by Tony Bingham, ASTD’s CEO. Additionally, Mr. Bingham appointed Sardek Chair of the 2010 ATD Chapter Leaders Conference Program Advisory Committee. He currently serves as a member of the University of Maryland Baltimore County (UMBC) Graduate Instructional Systems Development Board, and as a noted global expert in leadership, training, and consulting, he facilitates four ATD Certificate programs covering the topics of leadership development, management training, training skills, and consulting skills for trainers. He is one of eight experts who facilitates ATD’s Master Trainer™ designation course.

In February early 2013, Sardek became a certified coach, speaker, and trainer with the prestigious John Maxwell Team led by the best-selling author and world renowned leadership guru John Maxwell.

When he is not traveling the world developing and inspiring leaders, Sardek can be found spending time with his family and cheering on his beloved Virginia Tech Hokies.
ACTIVITY: TRAFFIC JAM

THE OBJECTIVE
To help teams embrace a shared leadership approach to problem solving and creativity that is not based on a person’s title or hierarchy in the organization.

Group Size: 8 – 20 people per group
Time Required: 45 – 60 minutes

Materials Required: Index cards (or sheets of paper)
1 Roll of Masking Tap

Prior Set Up: Depends on the number of groups, but generally it takes one person about 8 minutes of set up time for each group

OVERVIEW
The object of this exercise is to reinforce a shared leadership approach to problem solving. Each group can consist of between 8 – 20 people, and the facilitator can have as many groups as desired. If there are multiple groups, it is strongly recommended the facilitator assign each group a coach to lead the group through the exercise.

SET UP
Once the number of people for each group has been determined, split the group into 2 teams of equal size – Team A and Team B. For example, if there are 8 people in a group, then there would be 2 teams of 4 people/team. The facilitator needs to determine the number of people per group because this will dictate the number of placeholders s/he will put on the floor. Both teams will line up on the index cards facing each other with the middle index card remaining UNOCCUPIED at the beginning of the exercise.

Creating the Work Area
For illustrative purposes, we will use a group of 8 (with 2 teams of 4 people per team). Using index cards (or sheets of paper) as placeholders, tape the index cards on the floor in a line as shown in Figure 1. Leave enough space between each index card for a person to stand comfortably on that index card / piece of paper.
INSTRUCTIONS

Step 1
Have the group select a leader for the exercise. (Give them 10 seconds to do so, otherwise the facilitator selects a leader).

Step 2
Have participants stand on a spot in the work area denoted by an index card. Tell them the middle spot is to INITIALLY remain OPEN.

Step 3
Once people are occupying every spot, tell them the two teams must face each other facing towards the center open spot (see Figure 1).

Step 4
Now provide the goal and the instructions to the two teams:

- The goal is for each team to move its members to the other side, keeping people in the same order that they are in now.
- There are only two legal moves. Each person can only move to an empty space.
  - They can move to an empty space immediately in front of them
  - OR they can move around 1 person to reach an empty space.
    - That’s it.
- Each person must always move forward (no moving backwards).

Step 5:
Allow the group (aka two teams) 2 minutes to discuss the job with the group leader. Once the 2 minutes are up, have the two teams begin the exercise.

Optional – the facilitator can set a time limit up front (example 10 minutes) to complete the exercise, or let the group(s) work at their leisure.

It is up to the facilitator whether or not the group leader must remain as an active member of a team or if s/he stands outside the work area to provide guidance.
If there are multiple groups, the facilitator should designate a coach for each group so that the coach can answer any questions about the rules and observe the behaviors of Team A and B. This will help in the debrief of the exercise.

**WHAT TO LOOK FOR DURING THE EXERCISE**

As the groups consisting of Team A and Team B try to work through to a solution, observe their behaviors. In particular, be thinking about these questions:

- **Communication**
  - How effective are they at communicating?
  - Is the leader asking questions and encouraging / accepting feedback from team members?

- **Leadership**
  - Is the designated leader willingly allowing others to lead or is s/he maintaining control?
  - Are team members providing leadership from within their respective teams?
  - How is leadership enabling or disabling the potential for success (identifying the solution)?

- **Conflict**
  - Is conflict evident during the exercise? If so, what is causing it?
  - How are team members resolving it?

**DEBRIEFING THE EXERCISE**

Many groups and teams may not get the solution. That is OK. The most important outcome is that they become consciously aware of how effective / ineffective they were in communicating, leading, etc.

Using the questions listed above and any others that the facilitator may wish to use, debrief the exercise to reinforce points around communication, leadership effectiveness, conflict management, etc. The awesome thing about this experiential exercise is the flexibility it affords a skilled facilitator in reviewing and discussing all aspects of team dynamics and leadership.

**THE SOLUTION**

To prevent attendees from having the solution before attendee the session, we would ask that anyone who wishes to obtain a visual depiction of the solution to Traffic Jam email Sardek Love requesting the solution. His email is splove@ictscorp.com.
BONUS ACTIVITY
Solution to Traffic Jam Activity

High Impact Low Cost Experiential Exercises to Energize Leadership Training

Presented by Sardek Love
President and Founder
Infinity Consulting and Training Solutions
www.ictscorp.com
THERE ARE ONLY 2 LEGAL MOVES

1) You can only move to an empty space

2) You can only move forward (you cannot move backward)
Illustration of Solution for Traffic Jam

Inventing the future by delivering results that endure.
Illustration of Solution for Traffic Jam

1st Move: Yellow 1 to Free Space
Illustration of Solution for Traffic Jam

2nd Move: Green 2 to Blue 1
Illustration of Solution for Traffic Jam

3rd Move: Yellow 1 to Blue 2
Illustration of Solution for Traffic Jam

4th Move: Yellow 1 to Blue 2
Illustration of Solution for Traffic Jam

5th Move: Yellow 2 to Free Space
Illustration of Solution for Traffic Jam

6th Move: Yellow 3 to Red 2
Illustration of Solution for Traffic Jam

7th Move: Green 1 to Red 3
Illustration of Solution for Traffic Jam

8th Move: Green 2 to Red 1
Illustration of Solution for Traffic Jam

9th Move: Green 3 to Blue 1
Illustration of Solution for Traffic Jam

10th Move: Green 4 to Blue 3
Illustration of Solution for Traffic Jam

11th Move: Yellow 1 to Blue 4
Illustration of Solution for Traffic Jam

12th Move: Yellow 2 to Blue 2
Illustration of Solution for Traffic Jam

13th Move: Yellow 3 to Free Space
Illustration of Solution for Traffic Jam

14th Move: Yellow 4 to Red 2
Illustration of Solution for Traffic Jam

15th Move: Yellow 5 to Red 4
Illustration of Solution for Traffic Jam

16th Move: Green 2 to Red 3
Illustration of Solution for Traffic Jam

17th Move: Green 2 to Red 3
Illustration of Solution for Traffic Jam

18th Move: Green 3 to Red 1
Illustration of Solution for Traffic Jam

19th Move: Green 4 to Blue 1
Illustration of Solution for Traffic Jam

20th Move: Green 5 to Blue 3
Illustration of Solution for Traffic Jam

21st Move: Green 6 to Blue 5
Illustration of Solution for Traffic Jam

22nd Move: Yellow 1 to Blue 6
Illustration of Solution for Traffic Jam

23rd Move: Yellow 2 to Blue 4
Illustration of Solution for Traffic Jam

24th Move: Yellow 3 to Blue 2
Illustration of Solution for Traffic Jam

25th Move: Yellow 4 to Free Space
Illustration of Solution for Traffic Jam

26th Move: Yellow 5 to Red 2
Illustration of Solution for Traffic Jam

27th Move: Yellow 6 to Red 4
Illustration of Solution for Traffic Jam

28th Move: Green 1 to Red 6
Illustration of Solution for Traffic Jam

29th Move: Green 2 to Red 5
Illustration of Solution for Traffic Jam

30th Move: Green 1 to Red 3
Illustration of Solution for Traffic Jam

31st Move: Green 4 to Red 1
Illustration of Solution for Traffic Jam

32\textsuperscript{nd} Move: Green 5 to Blue 1
Illustration of Solution for Traffic Jam

33rd Move: Green 6 to Blue 3
Illustration of Solution for Traffic Jam

34th Move: Yellow 2 to Blue 5
Illustration of Solution for Traffic Jam

35th Move: Yellow 3 to Blue 4
Illustration of Solution for Traffic Jam

36th Move: Yellow 4 to Blue 2
Illustration of Solution for Traffic Jam

37th Move: Yellow 5 to Free Space
Illustration of Solution for Traffic Jam

38th Move: Yellow 6 to Red 2
Illustration of Solution for Traffic Jam

39th Move: Green 3 to Red 4
Illustration of Solution for Traffic Jam

40th Move: Green 4 to Red 3
Illustration of Solution for Traffic Jam

41st Move: Green 5 to Red 1
Illustration of Solution for Traffic Jam

42nd Move: Green 6 to Blue 1
Illustration of Solution for Traffic Jam

43rd Move: Yellow 4 to Blue 3
Illustration of Solution for Traffic Jam

44th Move: Yellow 5 to Blue 2
Illustration of Solution for Traffic Jam

45th Move: Yellow 6 to Free Space

© 2015 Infinity Consulting and Training Solutions. All Rights Reserved.
Illustration of Solution for Traffic Jam

46th Move: Green 5 to Red 2
Illustration of Solution for Traffic Jam

47th Move: Green 6 to Red 1
Illustration of Solution for Traffic Jam

48th Move: Yellow 6 to Blue 1