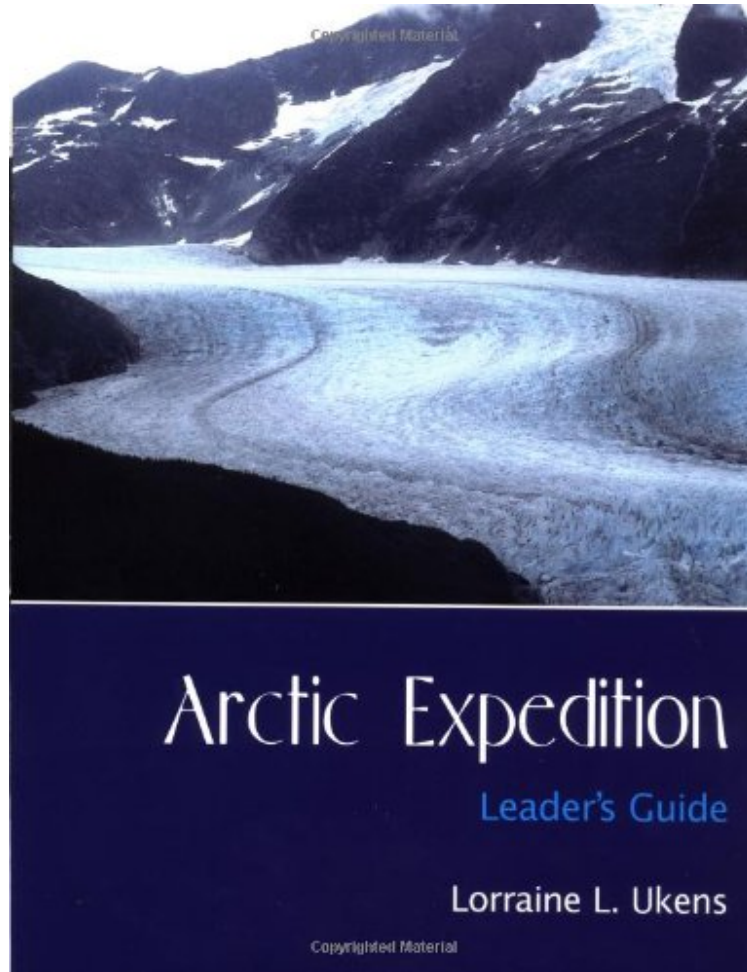


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## Arctic Expedition, Leader's Guide (Pfeiffer)

*Lorraine L. Ukens*

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**Lorraine L. Ukens : Arctic Expedition, Leader's Guide (Pfeiffer)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Arctic Expedition, Leader's Guide (Pfeiffer):

Spark synergy in an icy wasteland! With this activity, work groups wander into the unknown . . . and they emerge as high-performing teams. Activity participants embark on a simulated journey through a frozen, forbidding landscape, and experience team synergy as they never dreamed possible. The leader and participants will have a perfect opportunity to examine the impact of their interpersonal behaviors on one another, on the group's effectiveness, and on the outcome of their adventure. Any work setting is suitable for conducting this activity. The facilitator, who does not need to be a training professional, will need a copy of The Leader's Manual, which contains detailed instructions about conducting the simulation. Each participant needs a copy of The Activity, the guidebook to this exhilarating

experience. Teams rarely realize that their combined force vastly exceeds the power of any single team member. In this icy wasteland, leaders will spark a synergy that sets teams afire!

About the Author LORRAINE L. UKENS is the owner of Team-ing with Success, a consulting and training enterprise specializing in team building and leadership development. Her wide range of business experience, spanning more than twenty years, is applied in designing, facilitating, and evaluating programs in a variety of human resource development areas. Ukens, an adjunct faculty member in the HRD graduate program at Towson University in Maryland, is the author of several training books and games, including *Getting Together: Group Icebreakers and Energizers* (Jossey-Bass/Pfeiffer, 1997) and *Working Together: 55 Team Games* (Jossey-Bass/Pfeiffer, 1997). She received her M.S. degree from Towson University and is an active member of the American Society for Training and Development at both the national and local levels. Excerpt. Reprinted by permission. All rights reserved.

**SAMPLE ACTIVITY Guidelines for Reaching Consensus** These guidelines are located in both the Leader's Guide and the Arctic Expedition Activity:

1. Think through your own ideas as well as you can prior to meeting with the group (but realize that others may know information that you do not).
2. Express your own opinions and explain yourself fully, so that the rest of the group has the benefit of all members' thinking.
3. Listen to the opinions and feelings of all other group members and be ready to modify your own position on the basis of logic and understanding.
4. Avoid arguing for your own position in order to "win" as an individual; what is "right" is that best collective judgment of the group as a whole.
5. View disagreements or conflict as helping to clarify the issue, rather than as hindering the process. Do not "give in" if you still have serious reservations about an issue; instead, work toward resolution.
6. Recognize that tension-reducing behaviors, such as laughing or kidding, can be useful, as long as meaningful conflict is not smoothed over prematurely.
7. Refrain from conflict-reducing techniques, such as voting, averaging, trading, compromising, or giving in to keep the peace.
8. Monitor interactions among people as the group attempts to complete its work, and initiate discussions of what really is going on.
9. Do not assume that an answer is correct just because there is agreement initially. Discuss the reasons for the answer and explore all possibilities.