

Team-Building Skills Inventory Exercise for Business Plan Development

Objective:

To collaboratively explore each participant's skills, strengths, and interests to optimise role assignments for the business plan objectives, while fostering team rapport and understanding.

To encourage deeper understanding, cooperation, and a sense of ownership over the roles they're taking on helping each participant feel valued and invested in the project.

Materials Needed:

- Pre-made Business Plan Cards (described below)
- Whiteboard or Large Poster Paper (to record group discussions)
- Markers and Sticky Notes
- Timer

Exercise

Part 1: Interest Matching (20–25 minutes)

1. Business Plan Interest Cards:

Lay out the Interest Cards (each representing a section of the business plan) on the table.

2. Silent Selection:

Ask participants to choose up to three Interest Cards they are most excited to work on in the business plan. They can place sticky notes or markers on their top choices to express interest.

3. Group Discussion:

Facilitate a group discussion where each participant explains their top choices and why they selected them. Encourage others to ask questions or add supportive comments to foster group insight and rapport.

Part 2: Team Mapping & Assignment (20–30 minutes)

1. Strengths and Weaknesses Mapping:

On a whiteboard, draw a table with the business plan sections on one axis and the Skills Cards on the other. For each section, list who expressed interest and their associated skills.

2. Role Assignment Discussion:

As a group, discuss who might take lead roles based on their skills and interests. Encourage team members to support one another and consider backing up or partnering in sections where one might need extra assistance.

3. Backup Role Assignment:

After primary roles are assigned, participants volunteer for secondary or supportive roles for each section. Emphasize that these supportive roles will assist the lead role by offering additional skills, insights, or help as needed.