Team Building Ideas - How can we build trust and commitment “at a distance”?

Online interaction means there is less peer pressure to do what you said you would do, you can fail in private and hope nobody notices. Delegates may be more willing to let the team down by failing. We need to think about how to create belonging and commitment in our students in new ways.

Increase the number of interactions (student-student, not instructor-student)

* International Cinema
* Question of the day
* Pair and Share
* Jigsaw

Create trust-building opportunities (also known as failure opportunities) with peer-impacting commitments

* Low-stakes
* Early and often
* Small group return and report (Chap 1 Activity 10) - p8

Simulations and Activities

Structure

Online creates a barrier to participation because the interaction is mediated. At same time, creates an opportunity for interaction because the barrier makes it harder for extroverts to dominate, meaning introvert participation can be higher

Need to think about this barrier and design the simulation to use it as a resource (5K v Tough Mudder)

* Give materials ahead of time
* Build in time to construct arguments and strategies (5 minutes before opening for speakers list – also allows bathroom breaks)
* Assign break out groups initially (geographic blocs) to get conversation started rather than wait for blocs to form organically.
* Assign roles (rotation) and speaking times to allow (force) all to participate

Preparation

Assign roles to delegates and make materials available prior to the session

Do a dry run through the material, ensure websites links are unbroken and mentally walk through the sequence of the simulation

Have break out rooms set up so you can provide links for even spontaneous blocs

Consider using a low stakes check-in assignment immediately prior to start of simulation (one paragraph summary of position, a list of relevant agencies, a country profile)

Activity Ideas

Synchronous

* Watch opening plenary speeches of assigned countries – takes notes and discuss
* Collective research (Chap 7 Activity 3) p.74
* Assess the Roles of the UN (Chap 9 Activity 8) p.95

Asynchronous

* Biggy Bomb negotiation assessment (Chap 1 Exercise A) -p9
* Assess Peacekeeping Mandate (Chap 5 Exercise A) p.53

Simulation Resources

* Security Council Meeting (Chap 4 Exercise 2) p.41
* Model Diplomacy - Council on Foreign Relations National Security Council simulations <https://modeldiplomacy.cfr.org/>
* MyDiplomat – UNA-USA app <https://unausa.org/model-un/my-diplomat/> (Kim pace shared that she used the Zombie simulation in October last year as a recruiting tool)
* ICONS – International Conflict Negotiation Simulation <https://icons.umd.edu/>
* 3rd World farmer - <https://3rdworldfarmer.org/preview.html>

Discussion notes

Stephanie Wolfe shared what she does for asynchronous team building:

She gives a prompt and has them record their response using Screencastomatic. They then share the video file with the team. Another strategy, assign the students to generate a question about the content and answer it themselves in a video presentation. These questions and answers are then shared with teammates , who watch and leave comments.

Kim Pace shared that the key to online team building is to recruit a dynamic secretariat. She uses low-stakes assignments at the beginning and has them work together in teams to complete assignments.

Sabina Hilaiel shared that her team used the Exercise in Chapter 1. It was a good experience, but showed that while the exercise write up was a good starting point, she had to fill in a lot of details. (That kind of flexibility is a key thing to remember when trying to run online simulations!)

Upcoming Topics

Aug 17 Noon EDT

Online Instructional Design Best practices

Aug 24 Noon EDT

Online Teaching Strategies

Sept 7 Noon EDT

Engagement Strategies

 Sept 21 Noon EDT

Commiseration