



Flip/Turning Over a New Leaf

What aspect(s) of the Transformational Model this activity helps illustrate: Change Process especially shared vision, Team Learning, Creative Tension, Mental Models, Systems Thinking

Materials needed: Twin sheet for 6-8 people, Full sheet for more than 8. Fold sheet if size of group means there is lots of extra moving room on the sheet.

Minimum number of participants required: 6-8

Time needed: at least 20 minutes for activity and 20-30 minutes for debriefing

Instructions:

1. Spread the sheet on the ground. Determine whether all the people can stand on the sheet without much extra room for movement. IF there will be excess room, fold the sheet before putting it on the ground.
2. Inform the group that the assignment is to turn the sheet over. No member of the group can place any part of his/her body on the floor during the exercise. If someone does, the group must start over.
3. Keep watch and restart of the game if someone moves off the sheet.
4. Note: Some instructors follow this game after a discussion of vision (or prior) and place some taped card or marker on the sheet facing down that represents the vision they are trying to "reveal."

Debriefing suggestions:

Begin the discussion with as strict a "reporting" process as possible with members simply retelling what happened. Move into the AHA of the experience after it has been thoroughly recounted. Caution folks who are moving to processing too soon.