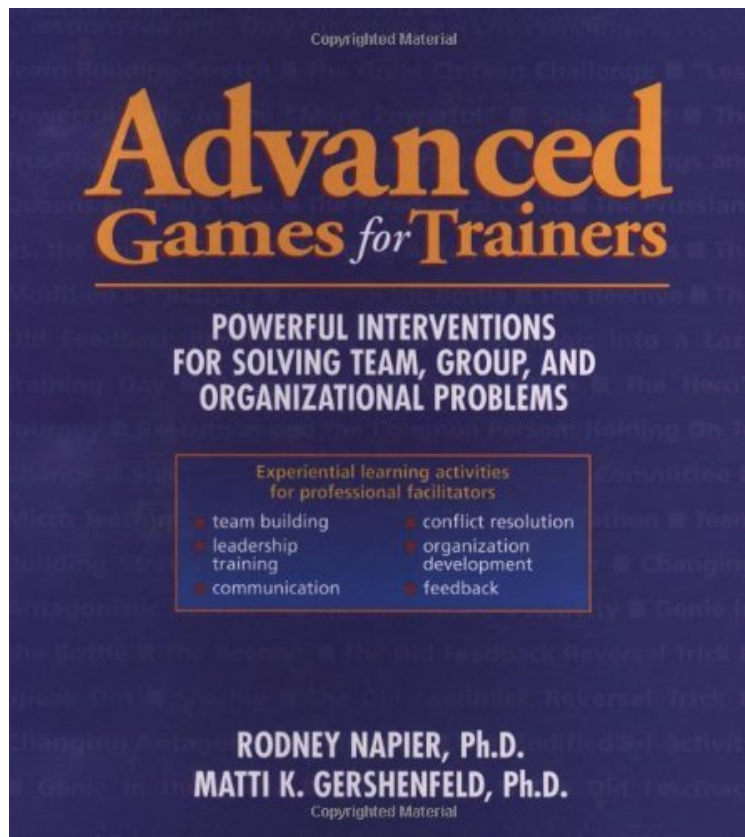


[Download free pdf] Advanced Games for Trainers: Powerful Interventions for Solving Team, Group, and Organizational Problems

Advanced Games for Trainers: Powerful Interventions for Solving Team, Group, and Organizational Problems

Rod Napier, Matti Gershenfeld
ePub | *DOC | audiobook | ebooks | Download PDF



#2078271 in eBooks 1999-03-19 1999-03-19 File Name: B001M0MNXO | File size: 78.Mb

Rod Napier, Matti Gershenfeld : Advanced Games for Trainers: Powerful Interventions for Solving Team, Group, and Organizational Problems before purchasing it in order to gage whether or not it would be worth my time, and all praised Advanced Games for Trainers: Powerful Interventions for Solving Team, Group, and Organizational Problems:

9 of 9 people found the following review helpful. Excellent Resource, with depth. By Anthony Curtis Napier Gershenfeld have created a real gift to the seasoned facilitator/trainer with this work. It's not just a quick cookbook of games, but instead a guide to the design process of interventions with sample templates (activities) in major areas such as leadership, communication, conflict resolution, etc. Each activity has a standard version and a Turbo version if time is short. Granted some of the activities are "on the edge", but I happen to like that, and after all the title says it's ADVANCED. Expensive, but comes in the form of a loose-leaf binder with reproducibles. For me worth every penny! 12 of 14 people found the following review helpful. Very tricky ideas, watch yourself! By A Customer. Only for the most advanced facillitator. Many of these activities put people at risk, you better know how to handle this! Many of the ideas are old "hat" with a new twist, really nothing new. Something of a disappointment.

Use this powerful collection of experiential learning activities to confront—and eliminate—difficult organizational problems. All the designs are devoted to changing hidden attitudes, assumptions, and values that people seldom even acknowledge, but that often sabotage even successful companies. Stimulating and challenging to facilitate, the interventions make it possible to win employees' trust and confidence while changing negative attitudes, healing old mistrust, repairing team conflicts, fostering empathy towards minority groups, restoring lost confidence in a leader, and more.

From the Back Cover Confront—and creatively solve—difficult organizational problems with this collection of sophisticated interventions and experiential learning activities! How can you change the attitudes of twice-burned executives who have become disdainful of employees and now display openly a lack of appreciation and a general sense of mistrust? How do you teach people to deal with difficult employees or managers who have irritating or destructive behavior patterns? What can be done when problems brought about by diversity in the workplace threaten the cohesiveness and morale of a department or team? Designed for trainers and consultants with advanced facilitation skills, this innovative collection of activities focuses on changing hidden attitudes, assumptions, and values that individuals and groups within an organization seldom even acknowledge, much less openly explore—attitudes that, when allowed to fester below the surface, can even the most successful companies. The book provides trainers with all the tools needed to confront even the most potentially explosive issues in ways that win management and employee trust, confidence, and even enthusiasms. That's because the activities in this collection are also stimulating, provocative, and sophisticated—leading to a free and healthy interchange of feelings, opinions, and ideas. Included are: advanced team-building activities; conflict resolution activities that help heal old wounds; sophisticated icebreakers that overcome people's natural resistance to self-disclosure; exercises that foster empathy in majority groups towards minority populations; department or organization-wide interventions that help change unproductive or negative values; exercises that diagnose and fix team conflicts; activities that restore lost confidence in a leader or employee; exercises that help organizations in transition avoid slipping back into bad habits; and much more! About the Author Rod Napier, Ph.D., is president of The Napier Group, a management consulting firm. He is a former professor of management and organizational development at Temple University Graduate School. Dr. Napier is co-author of *Groups: Theory and Experience*, now in its fifth edition.