

# Short Seminars, Talks and Team-Building Activities



## “SHORTS & WELLBEING PROGRAM”

**Cris Popp**



*Training & facilitation for staff retention, engagement and health*

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*"TCI engaged Cris Popp to provide activities that support our wellbeing strategy on the project. Cris provided a number of activities including: laughter, tug-of-war, meditation, time-management coaching, and team games.*

*These session, whilst challenging to a construction site team dynamic, have been well performed by Chris. Cris has confronted the challenge of working with some "reluctant participants" extremely well and is commended for his tenacity and ability to make a wide range of personalities feel welcome and included.*

*We at TCI, and I personally, want to thank Cris for his contribution and I hope we have the opportunity to work together again in the future".*

*– Bill Wallace, HR Manager, Tulla-Calder Interchange Alliance, Feb 2007.*

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doc ref: 23/2/08 9:41 am WorkWell\_Wellbeing\_StressMgt\_TeamBuilding\_v16.doc

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# Introduction

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Congratulations for considering a wellbeing program or team-building activities. Evidence shows that organisations which focus on their people perform much better over a range of measures including productivity, staff retention, customer service, innovation, change and profitability. This document outlines our 'short' offerings, popular with past clients, which can fit in with your initiative.

Many organisations are finding that with tight deadlines and busy schedules it is difficult to free staff up for more than two hours. These talks and activities are (mostly) designed to fit into a lunchtime or dinner slot, conference or wellbeing program. The recommended duration is from 45 minutes up to two hours. We can, and often do, put them together into a full day program.

They are just a small sample to get you thinking. Our preference is to customise activities to your particular environment and needs – so please call and discuss your requirements with us. An initial consultation is free.

## The Case for Workplace Wellbeing

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### Cost of Stress and Counterproductive Behaviour

Stress and related behaviours have a huge cost in the workplace:

- up to 75% of all time lost in workplaces is stress-related
- 1 in 10 workers are affected on the job by anxiety, depression and stress
- 40% of job turnover is due to stress and it costs 50-150% of an employees salary to replace them

As well as direct costs there are the dysfunctional behaviours exhibited by employees under stress [2] including:

- aggressive territorial behaviour
- rigidity and inflexibility in the face of change
- difficulty responding effectively to challenges
- cognitive impairment
- poor memory

These kinds of behaviours are the 'hidden' costs of stress – in Australia estimated at \$21 billion per annum – far higher than the \$200 million paid out each year in workers' compensation payments.

Even for workplaces where stress is not particularly high; levels of teamwork, innovation and engagement are rarely optimal and can usually be improved by effective training and engagement strategies.

# Benefits of Corporate Health Interventions

Health promotion programs (HPPs) have received much attention in the past few years to the point that a great deal is now known about how to make them effective and what the cost benefits are. Benefits include improved corporate image, improved productivity and reduced health-related costs. For example:

*Did you know that decision-makers who are in a good mood tend to be more creative? [1]*

- A two-year study in the US found that there is a \$15 dollar return for every \$1 spent on a wellness programs in terms of reduced absenteeism [3].
- Health programs increase staff engagement and organisations with high staff engagement enjoy a 20% return on shareholders funds compared with -10% for organisations with low staff engagement [4]. This is because motivated staff put a much greater proportion of their discretionary effort towards organisational, rather than personal goals.
- Executives who laugh are considered to be more effective and are paid bigger bonuses than executives who laugh less [5] .

Many health programs focus on physical health yet there is evidence that more could be achieved by focussing on mental wellbeing [6] (eg. reducing stress, improving thinking styles, increasing optimism and learning how to learn from mistakes) and that such programs are underutilised.

Any program that increases the personal and professional capacity of staff will have benefits for the organisation and the research shows that benefits outweigh the costs by at least 3:1.

# Short Seminars & Talks

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## Laugh? You Must Be Joking!

Actually we're not. If you think the office is no place to be laughing then think again. Research shows that humour, laughter and fun not only feels good – it's also good for your health, your workplace and the bottom line. On a personal level laughter:

- reduces stress
- increases creativity
- helps in problem solving and

It also boosts your physical health and wellbeing:

- lowers blood pressure
- boosts your immune system
- burns calories
- lifts your mood
- helps fight heart disease

In the office laughter:

- improves communication
- boosts productivity
- improves teamwork
- increase collaboration and cooperation
- reduces sick leave
- cuts down turnover.

It's also good for your wallet – a recent study showed that executives who laugh more are considered more effective and are paid bigger bonuses than those who laugh less (A case of he who laughs last laughs wealthiest).

Nothing to laugh about you say? Nothing funny? Well the best news is that you can laugh for no reason – it does not require a sense of humour. We're not kidding ;-). Cris will give you a hands-on demonstration of how. This session will also help you re-find your funny bone (and no it's not at the end of your elbow!) and laugh more every day.

## Short Laughter Breaks for Your Longer Events

### “Laughternoon Refresher” or First Thing in the Morning

Scintillating though your event/planning day/conference is, we all need a little help to get through the afternoon trough or get ourselves going in the morning, and what better way with laughter? These 15 minute power sessions will get you on your feet and re-focused for the rest of the morning or afternoon. It'll improve your memory, boost your creativity, and relax your body. It's also guaranteed fun and a great way to meet the other participants. So put down that coffee and perk up your energy with something that is good for you!

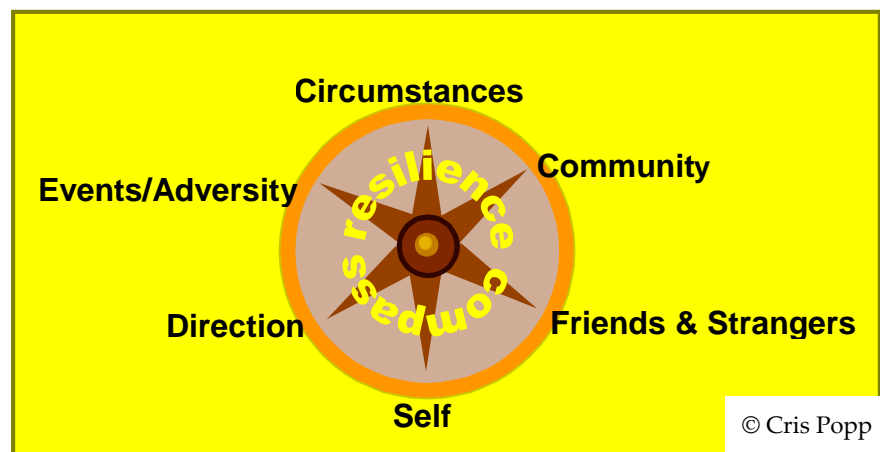
## Gaining From Adversity - Building Professional Resilience

*“There is nothing good or bad; but thinking makes it so” – Shakespeare’s Hamlet*

Why is it that some people thrive under pressure and others whither? Why do we sometimes cope with a major calamity but then snap at a minor mishap? More than 53% of workers report stress at work. It causes up to 75% of time lost and 40% of all turnover and has become the number one workplace health hazard. It also has detrimental personal effects causing burnout, insomnia, poor health and accidents.

The good news is that we can all learn to be more resilient. Recent studies have found that people who thrive have certain habits and traits that the less resilient do not. Some of it is about recognising our own signs of stress and some about our “Weltanschauung” – literally our “view of the world”.

Fortunately we can all learn the habits of good mental fitness, improve our resilience and stop pressure turning into stress. In this engaging talk Cris presents a “resilience compass” for



navigating life’s challenges with tenacity and humour. He covers the major characteristics of resilient people and what you can do to “bounce back better”.

## Happy Hour is 9 to 5

Here’s a novel idea – being happy *because* of your job not *despite* it. How about feeling energised, uplifted and fulfilled at your workplace? Leaders are increasingly embracing the notion that happiness doesn’t get in the way of productivity – it causes it.

Research is showing the happy workplaces can enjoy growth rates that are up to five times higher than unhappy workplaces. Come along and find out what you can do to make yourself, your team and your organisation happy high performers and make Monday mornings something you look forward to.

## Sustainable Happiness – A Guide for Individuals

Your next pay rise won’t make you lastingly happy. Neither will that new car, or bigger house. Or partner. In fact most things that you can acquire will not add significantly to your happiness. (Breathe a sigh of relief planet Earth). Over the last four decades, despite a 10-fold increase in wealth, people only laugh a third as much as they used to. In fact pursuing happiness will make you *more* unhappy. That’s been shown in teachings from ancient Greek scholars all the way to the latest scientific research. Why then do we pursue happiness so actively (there is a very good reason)? What in our psyche drives us on to achieve and expand, and is it necessarily a bad thing?

In the last seven years the field of positive psychology has led to an explosion in knowledge about what makes us happy and what doesn't work. This talk will cover some of the latest findings, and implications for creating a happy sustainable world. What does "happy" mean? Is it a worthwhile goal? What can we really expect to change and what must we learn to accept? Covering theory and practical tips this fascinating talk will discuss how to get off the hedonic treadmill and become more resilient yourself. You'll learn how you can choose happiness to make a permanent and ongoing shift in your life – and those around you – for the better.

## **Reducing and Managing Stress**

More than 53% of workers report stress at work. It causes up to 75% of time lost and 40% of all turnover and has become the number one workplace health hazard. Workplace stress also has a detrimental effect on the personal lives of those affected causing burnout, insomnia, poor health and accidents. Yet not everyone responds the same way to stress – what is it that makes one person thrive and another person wither?

This seminar will deal with some fundamental concepts in stress management and introduce participants to practical strategies for reducing and managing stress levels. It can be delivered to individuals or a whole work team.

## **ThinkSmart**

Did you know that 95% of our thinking is irrational? And it's usually focused on the future or past ie worrying about things that haven't happened yet or mulling over things that we are unable to change! Most peoples' thoughts are full of inconsistencies, exaggerations and assumptions. Well it's only thoughts you say – *but thoughts affect the way you feel and the way you feel affects your success and wellbeing.*

However you can change your thinking and improve the quality of your life and work. Using some simple techniques you can improve your thinking making it more productive and rational. This is more than "positive thinking" – and it's been proven to be very, very effective.

This session will show you some common thinking errors people make and give you a formula for overcoming them. So what have you got to lose? Expand your range of thinking skills, learn to recognise irrational habits of thinking and improve your ability to make decisions. Come along for an hour over lunch-time – walk away with skills for a lifetime.

## **Setting and Achieving Goals**

Successful people and organisations have a strong vision for the future and focus on that vision continuously. Yet very few people stop to think about what want in life and what is important to them. This session introduces participants to the notion of goal setting and teaches them how to establish a personal vision and begin taking steps to achieve it. Participants will leave with a broad-ranging representation of their own personal vision and an initial action plan for achieving it. It can be applied to business or personal issues.

*"If you don't know where you are going you might end up somewhere else  
– Yogi Berra, Manager, New York Yankees*

## **Embracing Change**

*“It is not the strongest of the species who survive, not the most intelligent but those who are the most adaptive to change.” – Charles Darwin*

Life is 40% more difficult than it was 30 years ago according to the number of life changes people experience with many workplaces at the front line of upheaval. Unfortunately the way most of us go about change is draining at best and downright counterproductive at worst. Instead, approaching change with flexibility, agility and humour improves our professional capacity and increases the likelihood that new initiatives succeed.

Change should be seen as a cycle and not a discrete event – something we have more than one go at. Based on proven models this talk covers some fundamentals of change from a personal perspective including taking the shame and blame away, and ways to make it easier and quicker. It is tailored to individuals who would like to improve their capacity for change. A longer workshop for managers, supervisors, high-performing individuals and change agents is also available. Please ask for details.

## **Optimise Your Day**

Optimists live longer, have better health and do better at work than pessimists. But what do you do if you're just naturally someone who sees the glass as half-empty? Is it something you can change? The evidence seems to show that it is. Based on the groundbreaking work of Martin Seligman this session will teach participants the difference between optimistic and pessimistic “explanatory styles”, motivate them to switch to a more healthy (and rational) outlook and equip them with the tools to make the change lasting. Becoming more optimistic is something we can all learn and benefit from – both professional and personally.

## **Meditation**

Over 1,500 studies have confirmed the effectiveness of meditation for peace and wellbeing. If you think you can't meditate then think again – it's just a matter of finding the right “flavour” of meditation. And there is no such thing as a good or bad meditator – every session will provide you benefits which accumulate over time. We offer meditation in two forms.

### **An Introduction**

Available as a one-off or series of sessions this course explains in simple yet powerful language some key concepts in meditation. Depending on the time constraints it will introduce participants to one or several ‘flavours’ of meditation including using breath, mantra's, movement or other techniques. Ideally delivered over several sessions it is available as a one-off introduction too. So enjoy a tranquil break and pick up the skills to keep practicing this wonderful technique on your own.

### **The Five-Minute Meditator**

At last – meditation for the workplace, that can be built into your daily routine and takes as little as 45 seconds. Participants will learn to meditate anytime and anywhere – even during meetings and build up their relaxation throughout the day. Powerful and proven technique.

## **Keeping Your Balance When Things Go Wrong**

Our approach to errors profoundly affects our ability to learn from them. This seminar could be more aptly called “Learning from ‘mis-takes’” because if we approach every mistake as a learning trial and seek out their gems we are far more likely to keep experimenting and the longer we keep experimenting the more likely we are to succeed. Thomas Edison reputedly failed 9,000 times before he perfected the light bulb.

*Whenever you fall, pick up something”  
– Oswald Theodore Avery*

However knowledge alone is insufficient for change – you also need a model for learning which orients you for success. This seminar covers some fundamental concepts and introduces participants to the TEFCAS model of learning. Invented by the founder of Mind Mapping, Tony Buzan, TEFCAS is now taught in over 30 countries worldwide and in hundreds of settings from schools and government offices to small and large enterprises. Learning to learn from mistakes not only breaks the cycle of errors but is very empowering.

## **Talk That Works**

Few issues cause as much grief in workplaces as poor communications and few issues can turn workplaces around as quickly as learning good communication skills. That is communication that is neither aggressive, nor passive but that is direct, specific and assertive. This seminar is based on the principles established in the 1960s and now practiced widely. They are simple to learn but can only be mastered through practice. The session provides participants with opportunities to identify their own communication styles and to discover and try out new skills.

## **Tai Chi/Qi Gong**

Tai Chi Chuan is an ancient Chinese movement meditation. It is an ‘internal martial art’ which is based on animal movements and particular martial applications combined with its inner meditative properties. It is performed in a slow rhythmic fashion and has a profound effect on the human nervous system, immune system as well as increasing vitality. Qi Gong, literally means energy work, and are specific exercises used in conjunction with Tai Chi, that promote health and well being.

### **Delivered by Andy Green**

Andy is an instructor in these arts with 22 years of teaching experience. He has trained with a number of great masters in these arts: Master Liu De Ming(13 years until present, Master Chen Tu Fe, Master Chen Xiao Wang, Master Han Yan Wu, Master Jiao at the Shaolin Monastery China and Professor Yang Li. His teaching is informed by 28 years of continuous training in these arts in an atmosphere of friendliness, focus and humour.

## **And Also ...**

- Time Management
- Mind Mapping
- Yoga
- Ergonomic assessments
- Juggling

See our long course outline for more information.

# Team-Building Activities

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## The Team Advantage

In many organisations staff work together in groups – but this is not the same as a team. What's the difference? A team is [7]:

“A small number of people with complementary skills who are committed to a common purpose, performance goals and approach for which they hold themselves mutually accountable”.

Effective, motivated and high performing teams have high degrees of trust and motivation. The activities below help to build your unit or organisation into a real team while allowing participants to unwind and get to know each other. All in a non-threatening environment.

### Benefits to the organisation

- Improved decision-making
- Greater efficiency and productivity
- Faster more responsive customer service
- Better communication
- A more satisfying and effective workplace
- A sense of belonging and commitment

### Benefits to the Team Members

- Empowerment and sense of ownership
- More information, knowledge, and decision-making capability
- More personal pride in the quality of the product or service]
- Greater innovation
- Camaraderie and support
- Variety and challenge

*Thank you for the fabulous laughter team building day you facilitated for us on 10 July 2007. I received much positive feedback from the staff after the day and the energy in the office has increased.*

*I have notice more staff making an effort to communicate better and we have used some of your laughing exercises before Departmental Meetings to get the energy levels higher and bring happiness to the workplace.*

*The structure of the day was extremely good as it provided clear direction and gained outcomes in a flexible environment. I would be more than happy to recommend your method, techniques and facilitation to other organisations particularly for team building.*

*The staff felt very comfortable with your style and approach which was much welcomed and appreciated.*

*Thanks again.*

*– Julie Reid*

*Manager Urban Strategy and Culture, Bayside City Council, Victoria, Australia*

## **Laughter Yoga Funshop**

A half day of laughter, fun and trust-building. Based on the principles of laughter yoga as devised by Madan Kataria this three-hour funshop includes all the material presented in our talk "Laugh? You Must Be Joking!" combined with many practical and fun exercises. Suitable for all ages, sizes and levels of fitness it will leave participants feeling relaxed, happy and refreshed.

Using yogic breathing, movement and directed activities participants will find themselves laughing for no reason – and reaping all the benefits. This is a great stress-buster or reward for your team. The benefits – increased team cohesion, creativity, harmony and a mirthful workplace will continue for long after the workshop is over. Also available over two hours.

## **Improvisation Games**

Not one but a whole suite of activities that are enormous fun, extremely engaging and very creative. Participation by individuals is always entirely voluntary but we've never failed to get everyone joining in. And no, it's nothing like the stuff you see on tv – you don't have to be funny or quick or theatrical – in fact it's much better when you aren't. These activities stand alone or can be part of some larger exercise.

## **Survival – A Simulation Game**

A classic group communication and decision making exercise. People get intensely engaged because the 'survival stakes' are high and none of the decisions are easy.

The group will be given a scenario of a plane crash in Northern Canada. They need to rank the resources they have, as a group consensus, to be able to survive. Participants will be given equipment boxes and will rank the resources in order of importance, first individually, then as a group.

Debriefing after the activity will be focussed around making decisions, managing conflict, communicating and how this relates to the work place and making the TCI Alliance team resilient.

## **The Egg Drop**

Working in small groups, teams will design an egg package to save a raw egg from breaking when dropped from 8ft, plus a 30 second jingle to sell their package. All followed by the Great Egg Drop-Off.

This activity focuses learning around communication, problem solving, decision making and developing creative solutions.

## **Toxic Waste!**

The challenge is to move the toxic waste contents to the neutralization container using minimal equipment and maintaining a safe distance within a time limit. This is a great activity to do outdoors because water or balls can be used as the "toxic waste".

Learnings from this activity focus around communication, teamwork, risk taking, empowerment, problem solving.

## **Multi-Way Tug of War**

This is a fun, physically demanding, competitive team activity. Several teams pull against each other, requiring communication and tactics as well as strength to outmanoeuvre and win.

Debriefing from this activity will include discussions about how participants went about problem solving, working collaboratively and how the competition aspect influenced their outcome.

## **Mine Field**

Objects are scattered in an indoor or outdoor space. In pairs, one person verbally guides his/her partner, a blindfolded person, through the minefield.

Learnings from this activity focus around communication, trust, safety and co-operation.

## **Talisman**

Cones or other markers designate the start and finish lines and each team is provided with a prop as the talisman. The group needs to move across the poison peanut butter from point A to point B within a number of restrictions.

This activity is mentally and emotionally challenging and deals with frustration, "start-overs," and other signs of stress.

## **Circus Skills**

Where do we start? Poi, diabolo, juggling balls, spinning plates – culminating in a show of the group's new-found skills and team-spirit. This flexible session can be as short as two hours and as long as a day. Delivered by circus professionals it will stretch your team and turn them into star performers. Call for more details.

## **Alien Invasion**

### **More ...**

We have many other excellent team-building activities – please call to discuss your requirements.

# Set-up and Other Practicalities ...

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## Set-up

Generally no special equipment is required – however for large groups and settings with poor acoustics or background noise a PA may be necessary preferably with a hands-free microphone.

### For laughter sessions ie : “Laugh – You Must be Joking?”

- A good line-of-sight is essential, ie everyone needs to be able to see me, however I’m happy to stand up on a table or chairs.
- Sessions can be held in confined spaces (such as a dinner setting) although it is better if there is a sufficient space for people to be able to move around and it’s ideal, but not essential, if they can form a large circle.

### Workshop-type sessions

Participants may require a table to write on, paper and pens.

## Deposit to Reserve Your Session

In order to reserve your session a deposit is requested at the time of booking.

# Clients

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Recent clients include:

- ANZ
- Defence Department
- Comcare
- Cardno-ACIL
- Telstra
- Southern Health Care
- Tulla-Calder Interchange Alliance (TCI)
- Victorian Public Service Continuous Improvement Network (ViPSCIN)
- Victoria University
- Air Services Australia
- Melbourne City Council
- Insurance Australia Group (IAG)
- CPA Australia
- Department of Justice (Victoria)
- Department of Premier and Cabinet (Victoria)
- Department of Treasury and Finance (Victoria)
- National Institute of Accountants (NIA)
- Gordon Tafe
- Department of Health and Aging (DOHA), Tasmania
- Box Hill Tafe

# Trainer Profile

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## Bio

Cris Popp is an experienced facilitator and trainer with a solid academic background grounded in practical experience. He has worked with a wide variety of decision-making, problem-solving and communication styles and has used his facilitation skills to help many groups make good decisions. He trains and advises organisations on how they can make their change initiatives successful. He also consults to organisations on how they can create an internal culture that fully engages staff and is productive, innovative and resilient.

He has worked as a business change manager, innovation facilitator, online project manager, ABC journalist, and copywriter in both the public and private sector. As well as running his own business he delivers management programs on behalf of the Melbourne Business School and Centre for Organisational Development. He is a keynote speaker at conferences, festivals and media events.

Cris is passionate about helping people and organisations reach their full potential. He is a very engaging speaker and researches all the subject matter himself. He backs up his material with practical real-world examples from his own experience.

Cris also trains people in lateral thinking, creative problem solving, change management, time management, communication skills and related disciplines.

## Qualifications

- Diploma in Advanced Group Facilitation.
- Facilitate and Capitalise on Change and Innovation (Diploma of Business, AIM).
- Certificate IV, Workplace Training and Assessment, CAE.
- Certificate IV in Business (Small Business Management).
- Professional Development Program for Sessional Tutors (Deakin University).
- Qualified Buzan Instructor (QBI).
- Masters of Electronic Commerce, Deakin University.
- Bachelor of Commerce (Hons), Deakin University.
- Diploma of Arts in Professional Writing and Editing, RMIT.

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