

RGB Basic Workshop

Two Hours

A. OUTCOMES:

Cause people to think about (Leadership, Workforce Relationships, Diversity, Conflict Resolution, etc.) in "OUT OF THE BOX" ways - "style" terms.

B. METHODS/AGENDA:

Time - Duration - Topic

2:30 - 05 - Introductions - PP

The duration and content of instructions will depend on the prior engagement with the same group. It is common when this presentation is made in a series that presenters will already been introduced, for example.

2:35 - 05 - Setup

This section will be used to describe the agenda to the participants (tell them what we're going to do with our time together, and (if appropriate) complete a check-in to determine if there are lingering thoughts or questions left over from the last session.

2:40 - 05 - Spoons - PP

Decks of cards and spoons have already been distributed to each table. The group will have already been told that we'll be playing a Learning game and their job is just to have fun and learn from the experience. Demonstrate how to play the game by selecting a few volunteers to help and letting the remaining participants look on. Let them play at their own tables for about 10 to 15 minutes depending upon the amount of fun they are having.

2:45 - 10 - Process Spoons

When the game is over, ask the question, how is playing spoons like other encounters you have with people every day (or some derivative - how is playing spoons like your work environment). Write down the responses and probe for additional information as needed. Ask follow-on questions, like, "What does that have to do with _____ (culture, diversity, inclusion, control, openness, etc)?"

2:50 - 15 - Rings and Culture - PP (Optional - used to extend the time, if needed)

3:05 - 05 - X's and O's - PP (Optional - used to extend the time, if needed)

3:10 - 10 - RGB Lecturette - PP

Transition from spoons to RGB with the connections provided on PP. This lecturette may be extended if optional material is NOT used. The lecturette consists of a limited description of each color. This portion of the lecturette is best completed by a person that uses the color preference they are explaining so that typical behaviors can be personified. Video clips may be used to reinforce this preliminary explanation. The lecturette ends with a query to participants, "Do you think you know which color group you will best fit into?" If one or two people are undecided, they are more likely to be Green than any other color, so assign them to the green group.

3:20 - 10 - Phome People Exercise (or similar exercise to draw out assumptions we make about others) (Optional - used to extend the time, if needed)

3:30 - 10 - Break (should come at an approximate mid-point)

3:40 - 10 - Move to "What I Think I Am" Groups and Reveal

Prior to the session, R-G-B items (color panels, etc.) are placed so that when asked to move to the color group of your choice, participants will know where to move. If everyone knows were to move, ask them to do so, and to observe who is also in their group as it assembles. Give people a minute or two to socialize as they assemble, then get their attention (use an amusing noise maker - train whistle is suggested, it throws people off and adds to the mystery of the exercise). Ask them to consider throwing anyone out of their group if it is obvious they don't belong (this rarely happens, but it does let people know that sometimes what I think I am, I'm not in the eyes of others - always good for a brief dialog). You can also ask them to invite someone to their group from another group if they believe a person has not made a good selection. Distribute the RGB profiles to each group and ask people to find theirs. This may require them to move to another group where the instrument placed them. Finally, let them be a member of any group they WANT to be a member of.

3:50 - 15 - Task - List the strengths and irritants that others may have with my RGB color!

Then task each group, "Make two lists on the butcher paper and be prepared to have someone brief them out to everyone. The first list will include your greatest strengths. The second list will include those attributes you have that you think might annoy people in other color groups. You have 10 minutes. Go!"

4:05 - 10 - Reports by group representatives.

Orchestrate each color group report out for about 3 to 5 minutes. Encourage questions and comments from anyone.

4:15 - 05 - Thoughts about the learnings.

Ask about why these learnings are important to filter our observations and dialog through for the rest of our lives.

4:20 - 05 - Award the Brass Rings (Optional - for key chains, as ProZone anchors, if used)

4:25 - 05 - Evaluation Cards

4:30 - Closure

C. RESOURCES:

Phome Phamily (Optional)

RGB Inventory Results

10 Ways to Green Your Organization - Handout

Brass Rings

Brass Ring Awards

PowerPoint Presentations

Green Spots

Spoons Pack

Video Recorder

Markers

Speakers

Video support:

1. Remember the Titans (clip)
2. 12 Angry Men (clips)