

Activity: Colour Blind | Appendix 3

Purpose

To enable participants the opportunity to explore how:

- perceptions are presented
- meaning comes to be shared between individuals and groups
- how organisational strategies have to be developed to account for the wide range of individual thinking and learning styles.

Solutions are achieved only via co-operative information and ideas sharing, and a respect for the equal importance each member plays.

Preparation

Prior to the activity the facilitator removes two of the coloured plastic shapes and the remainder are given out in front of the participants who will be blindfolded.

Objective

For the group to establish the shape and colour of the missing pieces.

Instructions for group

Once each individual has their own individual pieces, participants may not exchange or pass the pieces with any other group member.

One question may be asked "**What colour is this?**". The question will be answered (and must be answered correctly by the facilitator) as many times as it is asked. No other questions will be answered.

Allow 20 minutes for the activity. If not solved by then, a chance to stop is usually welcomed! The bonus is that there is often more learning from such a 'failure'.

Review

Review the experience and explore what connection does this activity have to do with leadership for the individual and the group as well as what they may have learnt about one another and how they work together from this point forward.

Allow enough time for the final bullet point – key to understanding of the activity.

Possible questions:

- How did you feel when you were told what you had to do?
- Did everyone have the same understanding?
- What assumptions did you make?
- What helped or hindered you?

- What role did **you** play?
- Did you feel involved?
- How does this experience relate to your experience of briefings/staff meetings, policy implementation?

Link to Obama's 'Every voice matters' and the Principles of Collaborative Professionalism