



CONSTRUCTING EFFECTIVE TEAMS

Paper Scrapers® is a fun, structured, and highly engaging small team experience that enables the exploration of individual and team approaches to project development, design, and implementation. From the simulation, participants learn the value of creativity, planning and execution and they experience the challenge of selling and marketing a project to other groups.

“A true example of experiential learning at its best! Combined with the Change Style Indicator, Paper Scrapers brings change theory to life and gives participants an experience they will long remember and take back and use in their organizations. Using both CSI and Paper Scrapers provides a great four-hour program on change.”

Kevin McKee
Cole-McKee Partnership



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The Simulation

Paper Scrapers allows multiple teams with 4 to 9 participants each to design and build a tower from supplied materials.

Teams compete against one another to create the greatest Paper Scraper. The finished tower must meet certain criteria, but each group votes on the best design as a whole. Selling the tower's concept, features and other attributes is critical to completing the task.

Individual and team preferences affect the design and implementation of the project. These interactions create opportunities for reflection and learning during the debriefing session.

The simulation provides rich opportunities for individuals to explore their own job related challenges in a non-threatening environment.

Why does Paper Scrapers work?

- ▶ It emphasizes the value of careful planning prior to implementation
- ▶ It highlights the necessity of good communication and decision making
- ▶ It enables participants to understand and value the need to sell ideas
- ▶ It explores the total process of designing, implementing and selling a project
- ▶ It helps participants appreciate the value of the diverse contributions of team members
- ▶ It confronts tradeoffs between creativity and implementation
- ▶ It examines the differences in how people deal with rules, regulations and structure.

Materials

Supply Kit Contains

- ▶ Materials needed to build a Paper Scraper in a small group
- ▶ Step-by-step participant instructions
- ▶ Group ballot for voting process

Certification Provides:

- ▶ Downloadable Facilitator Materials
- ▶ eLearning module
- ▶ Access to the MHS Talent Portal
- ▶ Downloadable wall letters used to place participants in groups
- ▶ Downloadable Special Announcements that can be introduced to the simulation as change elements

Paper Scrapers works well with:

Change Style Indicator®
Influence Style Indicator™
Decision Style Profile®