



Who Killed the Team?

The Team is Dead . . . could you have saved it?

Change is something you either love or hate and most organisations do not manage it as well as they might. *Who Killed the Team?* highlights the pitfalls surrounding organisational change and is available for performances now.

With the success of programmes such as *The Office*, this workplace based production is not only fun but is designed as a serious tool for supporting organisational learning and development.

Who Killed the Team? is an interactive type of performance known as Forum Theatre. At the end of the play, audiences have the opportunity to ask the team questions, challenge the actions of each character and devise their own ending - in some cases even acting out the roles for themselves. Consequently no two shows are ever identical.

We know that organisational change initiatives have a poor success rate in many organisations, leaving a wreckage of unfulfilled mission statements and blank target boards in their wake. The purpose of this forum theatre play is to involve employees in change, both for their own and the organisation's benefit.

The production portrays the ups and downs of a "team excellence initiative" from conception to ultimate death. The team, based in a call centre, comprises four characters. There's Kate - the team leader, she's on the front line and takes ultimate responsibility for the team; Stevo - a cynical young man, he's been involved with similar enterprises before and doesn't hold out much hope for the success of this initiative; Sue - very enthusiastic and burning with bizarre ideas; Mel - a shy, young woman who has lots to contribute yet feels very intimidated.

When the team dies, the audience have the opportunity to revive it by suggesting changes in behaviour that can alter the course of future events.



Forum theatre is a powerful technique for involving employees in business improvement and organisational change, helping them to overcome their natural reticence. Forum Theatre breaks down barriers in a way that is non-threatening, thought provoking and entertaining. The performance and the facilitated discussion which follows are tailored to meet the particular requirements of each

host organisation, and typically lead to the generation of specific ideas for business improvement.

What the audience says...

Robin Fenner from Capital One said "The actors really brought it to life. It was realistic and I found it very easy to identify with the stereotypical characters that you sometimes see in a work environment. It was a powerful method of conveying the core message that everyone has a part to play in the team environment. I enjoyed the visual element and found it to be a very memorable experience that will stay with me."

Brian Fairchild, studying for a CIPD qualification, said "I'm a trainer and I know how reluctant some people are to take an active part in role play. This style of theatre enabled everyone in the group to choose a level of involvement they felt comfortable with and allowed them to engage in the issues being explored in the play".

Dave Stephens, Managing Director of award winning still and cine lenses manufacturer Cooke Optics Ltd, situated in Thurmaston, Leicester said "The production held up a mirror to see yourself in a real world situation and enabled you to see how you could do things better".

Simon Hutchinson, Head of HR, Retail Distribution at Lloyds TSB said "I thought the format of the training event was extremely effective and the use of actors certainly brought the whole situation alive. All members of the audience were able to really identify with the subject matter because it was being played out for real in front of your eyes. The way in which the audience then becomes involved through talking to the characters, questioning them and also coaching them in their behaviour creates a very real learning environment which is hard to replicate in the classroom. Also the feedback is instantaneous when you then see the characters put your advice into practice. The audience is subtly pulled further and further in and eventually becomes fully involved by taking the place of the actors. This adds a great deal of ownership to the learning. Overall I was very impressed with the quality of the event and am sure that this type of learning intervention will prove to be a very effective way of helping people to work better together in teams."



For more information about forthcoming performances of 'Who Killed the Team' and how Forum Theatre can be used in your business please contact
Workplace Innovation