

What Have I Gotten Myself Into? Or...

The Roles of a Team Manager!



Your **Most** Important Role!

Life Changer!

“I am equipped to face the world.”

Sarah M., DI Alum

“I have learned to love who I am and not fear who I can become.”

Grace A., DI Alum from Mexico

“Because of my DI team manager, I’m no longer afraid to speak up.”

Justin T., DI Alum from Colorado



Roles of the **DI Team Manager**



Creativity Stimulator

Help team members develop and express their individual and group creativity



Educator

Guide students as they develop teamwork, tool, construction, Instant Challenge and project management skills



Challenge Expert

Serve as the team's expert on the Challenge and the DI rules



Interference Deflector

Ensure that the team's solution to the Challenge is team-directed and team-developed



Chief Safety Officer

Safeguard team members. Help them understand safe tool guidelines, constructive conflict rules, and team behavior guidelines.



Facilitator

Manage meeting space, team calendar, meeting agendas, and presentation/celebration plans



Creativity Stimulator

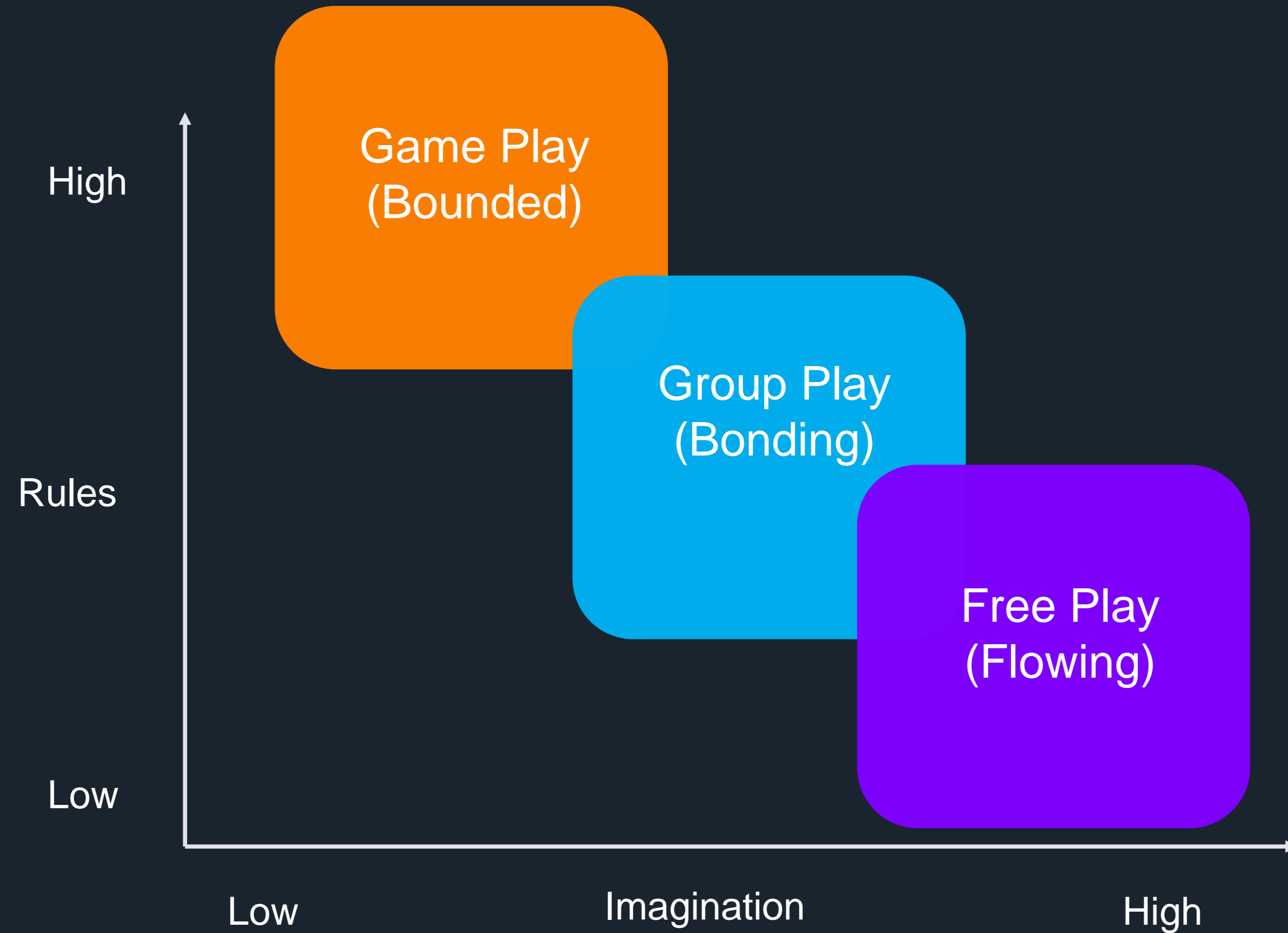
Creative Process



To learn more:

- Read *Roadmap* (pages 2&3)

Types of Play

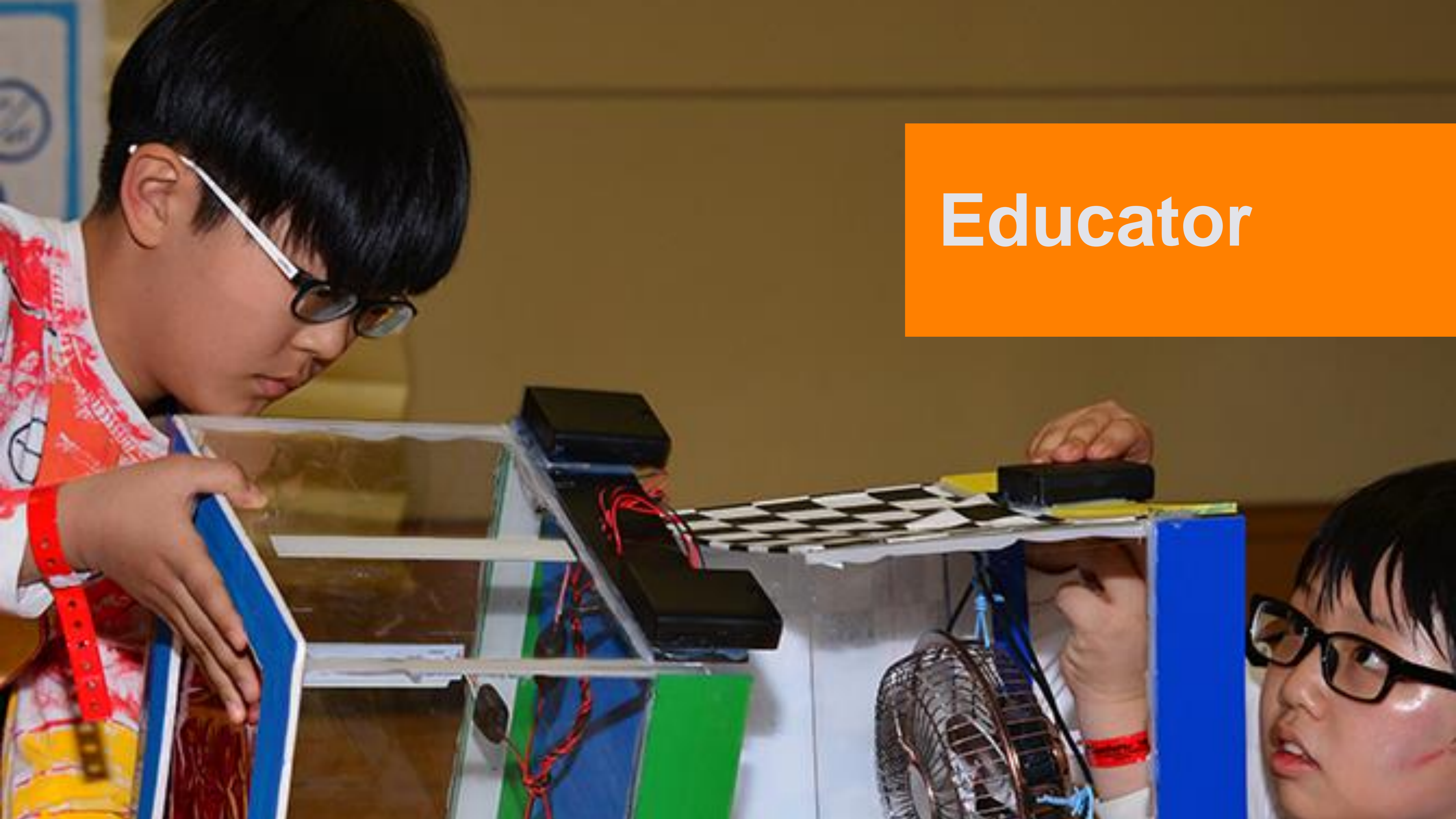


Experimentation

- Failure IS an option!
- Trial and error
- Have the team test theories and build models
- Encourage the team try on different roles during Instant Challenge
- Ask open-ended questions
- If it doesn't say you can't, you can!



Educator



Teaching Teamwork

- Stay on the sidelines
- Nurture the team's progress towards their goals
- Guide the team's growth as a team
- Celebrate successes as they happen
- Ultimate goal: teach the team to guide and coach themselves

To learn more:

- Read *Roadmap: Team Development* (pages 14 & 15)
- [Download Team Building for Students](#)



Teaching Tool Use

- Problem Solving Tools
 - Idea generation
 - Idea focusing
- Hand tools
- Electric tools



To learn more:

- Read *Roadmap* (pages 38, 43, 61, 68, 69, 88, 94 – 95)
- Many local hardware/craft/sewing stores have tool workshops

Teaching Construction – Making Anything



Teaching Instant Challenge



To learn more:

- *Roadmap* – has many ICs
- IC Practice Kit – in DI Resource Area
- [Free Instant Challenges](#)
- www.creativitycatapult.org

Instant Challenges (IC)

- Help with teamwork
- Allow team members to try on roles
- Test teams' on-their-feet problem solving
- Energize teams

Team Managers Can

- Use IC to teach skills the team needs to know
- Have the team try it again later if they are struggling
- Demonstrate solutions
- Have the team practice, practice and practice some more

Teaching Project Management

Project Management Process Groups	Creative Process	Description
Defining	Recognize	Beginning a project; identifying the problem or challenge and agreeing to work together to solve it
Planning	Imagine	Generating ideas; defining goals and creating a project plan and timeline
Doing	Initiate & Collaborate	Experimenting with potential solutions; completing the work defined in the project plan; working with others to complete the project
	Assess	Tracking progress on the project goals and timelines; ensuring that the products meet the requirements of the Challenge; identifying any areas of the project that need changing; practicing and preparing the solution for presentation
Reviewing	Evaluate & Celebrate	Finalizing the project plan; presenting a solution to an audience; reflecting on what was learned and what could have been done differently; celebrating the completion of the project.

To learn more:

- *Roadmap* – (pages 12 – 13; 51 – 56; 75 – 77; 82; 92; 114)
- Project Management Institute Education Foundation: www.pmief.org

Challenge Expert



Ensuring Understanding

Team Manager's Responsibility to Understand

- Challenge chosen by the team
- Rules of the Road
- Clarifications
 - Public
 - Private

To learn more:

- Read *Rules of the Road*
- Read Challenge(s)



How to Read a Challenge

1. Give the team copies of the Challenge and some highlighters. Go through the Challenge with them and highlight the following:
 - Must – highlight all sentences that include the word MUST in **yellow**.
 - Will – highlight all sentences that include the word WILL in **pink** (except for the sentences that have the phrase, “will earn points”).
 - May not, will not, can’t, won’t, no, not – **circle** all sentences that contain one of these words.
 - Points – highlight all sentences that include the words POINTS in **blue**.
 - May – highlight all sentences that include the word MAY in **green**.
2. The items that are **circled** or highlighted in **yellow** and **pink** are the rules your team must follow to solve this Challenge.
3. The items highlighted in **blue** and **green** are the areas where your team gets to decide what and how to do the task or activity.

To learn more:

- Read *Roadmap* (page 42)
- Read the Challenge(s) many times throughout the year

Interference Deflector



What is Interference?

Only team members may contribute **ideas and create** the Team Challenge solution and Team Choice Elements.

Ideas, solutions and hands-on assistance from non-team members, including you as the Team Manager, is called Interference!



To learn more:

- Read *Rules of the Road* (pages 13 – 16)
- Read Roadmap (pages 30 – 31)

Teaching is NOT Interference



- Remember, one of your roles is an **Educator!**
- You can teach (or find somebody to teach) your team the skills they want to know to complete their Challenge solution

Safety is NOT Interference



- Remember, one of your roles is the team's **Chief Safety Officer!**
 - If what the team wants to do is dangerous, you can tell them “NO”
 - You can tell them to find another way
 - You can't do it for them or suggest other methods

Challenge Support is NOT Interference



- Remember, one of your roles is the team's **Challenge Expert!**
 - You can ensure that the team understands the Challenge and the Rules of the Road
 - You cannot provide answers that will lead the team to an idea or solution

So, What IS Interference?

- Adding your ideas (or any non-team member's ideas) to the solution
- Cutting wood, sewing a costume, painting the set, or putting your skills and talents to work on any part of the Challenge (even if you think the team members are too young to do it themselves)
- Fixing something that broke (even if you broke it)
- Asking questions that lead the team to a solution or idea

If the team's solution looks like you imagined it would, you probably interfered!

Chief Safety Officer



Team Safety is Your Responsibility

Volunteer Code of Conduct (VCC)

- Must be signed by all Team Managers, Appraisers, and volunteers
- If not signed, the team will not be able to compete
- VCC is required to be signed electronically when accessing program materials online



Suggestions for Keeping Children Safe

... and for protecting you

- Establish tool use protocols
- Have at least two team members at all meetings
- When driving, always have at least two team members with you (no texting, phone calls)
- Have homeowners or renters insurance and automobile insurance
- Get permission slips signed by parents for transportation and tools use
- Know and follow your school/organization policy for adult and student interactions
- Allow parents to observe meetings (just observe)



Facilitator

Keep Them Moving

- Find or provide meeting space
- Purchase Team Number and acquire materials
- Set initial meeting schedule (work with team members and parents, but the meetings have to fit your schedule)
- Take notes and pictures while team is planning and building its solution
- Set meeting agendas (work with team members)
- Communicate with parents
- Coordinate team-parent volunteers (Instant Challenge, snack, tournament volunteers)
- Organize tournament/showcase attendance
- Celebrate successes
- Ultimate goal – teach the team to manage their team themselves



Have Fun!

Your **Most** Important Role!

Life Changer!

“I know I would not be where I am today had it not been for Destination Imagination. Destination Imagination gave me room to learn about myself. To this day, I have found that anytime I create, I discover another part of who I am.”

Rachel Hale, DI Alum & “American Idol” Star

“DI taught me how to think creatively. As a scientist, I think differently than other people, and it is certainly an advantage.”

Lauren Zarzar, Ph.D., Harvard Graduate





DI is the best thing you will ever do for a child's education.

Melissa Dick
Parent and Team Manager



“ “ The future is already here;
It is just not very evenly distributed. ” ”

- William Gibson



Learn more at
DestinationImagination.org



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