

Pattern and Sequence

Leadership Lab



Provided by

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Executive Summary

To provide an opportunity for team members to learn about incremental learning, group processes, and where good ideas come from.

Staffing

Materials Needed

Sets of three balls 2" in diameter, one for each group of 8-12 participants. Each set should be numbered or distinguishable.

Timing

Script

The lab leader breaks the continent into clubs, the city forms a circle.

Each facilitator is given a set of three distinctly different balls. The facilitator is not a part of the city.

One ball is given to one member of the group. All other members are instructed to raise one hand to identify that they have not yet touched the ball.

The instruction is given to move the ball from one member of the group to the hand of another until all participants have touched the ball. When the participant does touch the ball they are to put their hand down. The pattern has been established.

The pattern is repeated with the introduction of a second ball, and the instruction that the pattern is to be repeated from the hand to hand of each group member with the balls going in the sequence of the first ball followed by the second.

The pattern is repeated with the introduction of a third ball, and the instruction that the pattern is to be repeated from hand to hand of each group member with the balls going in the sequence of the first ball followed by the second and then the third. The facilitator is asked to time this attempt.

The lab leader announces each group's respective times. With appropriate accolades. Then tells them that another group was able to accomplish the task in less than half their best time. They are challenged to think about the challenge for a minute and strategize.

The lab leader then challenges the groups to try again for a faster time in, "moving the balls from hand to hand of all members in the same pattern and sequence."

The lab leader announces each group's respective times. With appropriate accolades. Then tells them that another group was able to accomplish the task in less than one second. They are challenged to think about the challenge for a minute and strategize

Debriefing Questions

1. Would you guess that most groups make the same changes in the same sequence?
2. Would you have believed how fast you could accomplish this activity before the first attempt?
3. Did anyone think more hands were an obstacle to learning that more brains as an asset more than made the difference?
4. Does that tell you that learning is incremental?
5. What resulted from telling you other groups did it faster?
6. Does competition drive innovation?

Resources