Breaking the Ice and Icing the Cake

HOW TO USE ICEBREAKERS EFFECTIVELY

Icebreakers can be simple yet effective. They can be as simple as:

- Asking people to turn and introduce themselves to the person next to them.
- Providing participants with a 'find someone who' questionnaire and setting a time limit for them to complete it.
- Distributing index cards and asking participants to record an expectation for the session or a question they wish to have answered.

Keep in mind what your purpose for the ice breaker is. Do you want to:

- Help participants get to know each other?
- Get people involved?
- Establish the credibility of the trainer?
- Energize people?
- Help the presenter become familiar with the participants?
- Create climate and set the context?
- Establish a brisk pace?

Choose your icebreaker according to your purpose. There are numerous resources for icebreakers. Consider the following:

THE NEW ENCYCLOPEDIA OF ICEBREAKERS

by Miriam McLaughlin and Sandra Peyser
ISBN: 0-7879-6873-0

The New Encyclopedia of Icebreakers -- the sequel to the best-selling *Encyclopedia of Icebreakers* -- gives you 150 innovative activities to energize your training sessions. The book is filled with a variety of activities that will move participants through the stages of group development: forming, storming, norming, performing, and adjourning. Use this new collection to help people get acquainted, build teams, address team or group issues, develop effective working relationships, and improve learning and retention of new information. The final chapter presents specific adjourning activities to help you bring closure to your training or group work, increase skills and knowledge transfer, and transition the participants back to the workplace.

ICEBREAKERS AND TEAM BUILDING EXERCISES

by Gregory P. Smith

More than 64 activities designed to Make your meetings more productive, motivating and exciting, foster creativity and innovation, build strong team building skills, enhance cohesiveness, recognize everyone's unique talent and abilities, improve communication, sharpen problem-solving skills and make your classes more fun!

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