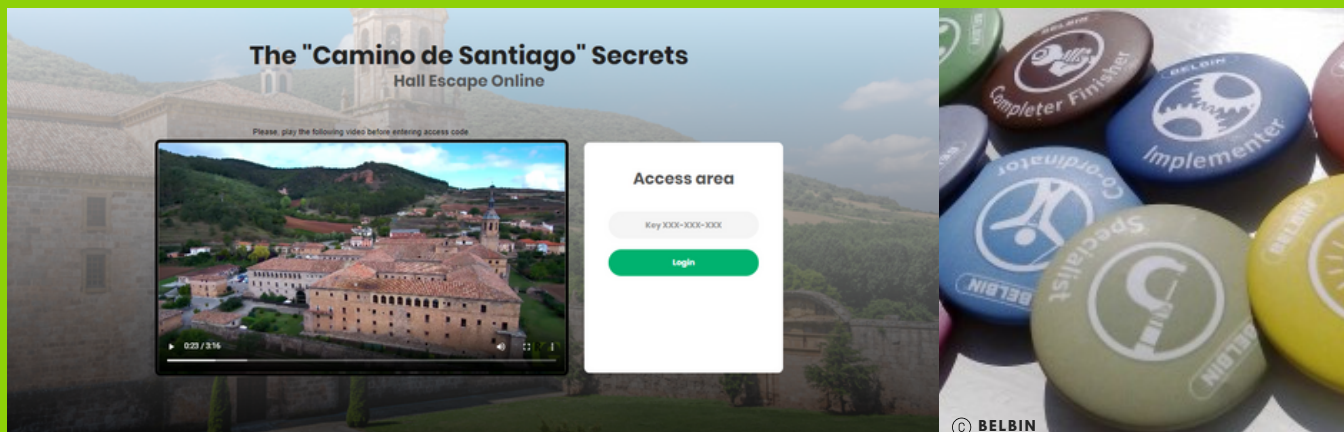# "TEAM ROLES IN ACTION"

Encouraging Learning through the Game

We have trained the **BELBIN Team Roles Methodology** with the Technical Team Leaders of **VAILLANT Group**, within a formative action of "Leadership: Team Management and Direction", which is part of a two-year Development Itinerary.

Through Zoom's Virtual Classroom, and using an online Hall Escape game by teams ("The Secrets of the Camino de Santiago"), we have observed the dynamics of **"15 teams in action"**.
The diversity of roles in the different teams has allowed us to see how they interact, relate, communicate, how they are oriented to the achievement of objectives/results, how they establish strategies ...

Many nuances, fun and a lot of learning at individual and group level.
Each team, an identity and a unique and differentiated dynamic of operation.

The game has helped us to learn about the contributions of each of the members at an individual level and about the dynamics that have been generated in the team (climate, relationships and results) and how all this has been built with the interaction of the preferred roles of the members of each team.

After drawing conclusions about the aspects that have favored and hindered the game, the participants have received their BELBIN Individual Team Roles Report and have had the opportunity to deepen their understanding of the methodology and the contributions to the team of each of the 9 roles defined in the methodology.

As in an empirical research process, we verified that the dynamics observed in the teams during the game corresponds to the interaction of the roles of its members.

To this end, each team completed its "Team Role Wheel", individually noting their preferred roles and seeing how they were grouped and distributed in the team.

What are the most represented roles and what behaviors have they generated in the team dynamics and its results? Are there roles that are under-represented or not represented at all? And, if so, what were the consequences on the game?

A revealing "snapshot" of why each team had a different approach, performance and results.

An example of "Learning by Doing" that facilitated the understanding of the methodology and the functioning of the teams by bringing them closer to the day-to-day life of the participants.

Through examples with different team constitutions, it was analyzed how the different roles interact and the dynamics they generate: operating trends, strengths and complementarities, aspects to watch out for (possible conflicts between roles, lack of representation of some roles, overrepresentation of roles, ...) and correct if necessary, according to the context and objectives.

An enriching and high impact action that has generated personal and group learning by combining an experiential, playful and formative methodology (online hall escape game) with the BELBIN Team Roles methodology.

When do we play?