

## Methodological tool: Blind man's tower<sup>1</sup>

Number of methodological Tool	<b>EUPA_LO_161_M_001</b>
Work Area Code and Title	<b>WA 16: Self-Management, Supervision, Management and Leadership</b>
Unit Code and Title	<b>5.4: DEMONSTRATE LEADERSHIP SKILLS</b>
Learning Outcome Number and Title	<b>LO161 Demonstrate Situational Leadership (the 60 second PA).</b>
Objective of the methodological tool	After the completion of this activity, participants will be able to: <ol style="list-style-type: none"> <li>1. Demonstrate situational leadership</li> <li>2. Demonstrate flexibility.</li> <li>3. Adapt him/herself according to the situation.</li> <li>4. Gain a common language and approach to</li> <li>5. leadership that permeates your culture</li> </ol>
Approximate Time needed for the completion of this exercise	40 min.
Individual or group exercise	<input checked="" type="checkbox"/> Group
Type of methodological tool	<input checked="" type="checkbox"/> Group exercise <input checked="" type="checkbox"/> Group discussion <input checked="" type="checkbox"/> Role play
Description of the exercise/Procedure	<p>Equipment needed: Teams of 3 people each, 50 paper cups per teams, tables/work areas, open space so that teams can work without disturbing each other.</p> <p>Instructions to participants:</p> <p>After dividing participants into team of 3 people each, ask each team to select one person as worker and two people as managers. Hand over 50 paper cups to each team. The objective for the teams is to build the highest tower possible with the cups given. Give the team around a minute to decide the heights that they want to build up to (For calculating height, one cup height = 1 floor for ease of execution). Once the teams have decided the heights, note down each team's self estimated targets on a flip chart. The teams will get a total time of ten minutes for the construction phase. Bonus Points can be awarded to teams finishing within time, this helps in ensuring the group stays on track with respect to time and adds a bit of pressure ideal for bring out many of the debrief points. If teams are able to build higher than</p>

<sup>1</sup> <https://focusadventure.in/2010/12/08/situational-leadership-activity-blind-mans-tower/>

	<p>their original targets, bonus points can again be awarded to ,make the activity more competitive and interesting.</p> <p>Give the teams a minute or so to plan before starting. After the planning phase, as they are ready to start, give two final instructions</p> <ol style="list-style-type: none"> <li>1. Only the worker is allowed to touch the paper cups</li> <li>2. The worker will be blindfolded during the entire activity”</li> </ol> <p>There would be points (1 point=1 floor) deducted or penalty imposed for managers touching the tower.</p>
Exercise is accompanied by	-
Exercise solution	-
Other comments to the trainer	<p>Debrief by asking:</p> <ul style="list-style-type: none"> <li>- Did you succeed in achieving the target?</li> <li>- What was the objective?</li> <li>- How did you start about building a tower?</li> <li>- How did the managers communicate to the worker during the building?</li> <li>- Was one more aggressive than the other?</li> <li>- If so, was there a question of trust when you heard the instructions?</li> <li>- What could have been done better to improve the tower?</li> </ul>