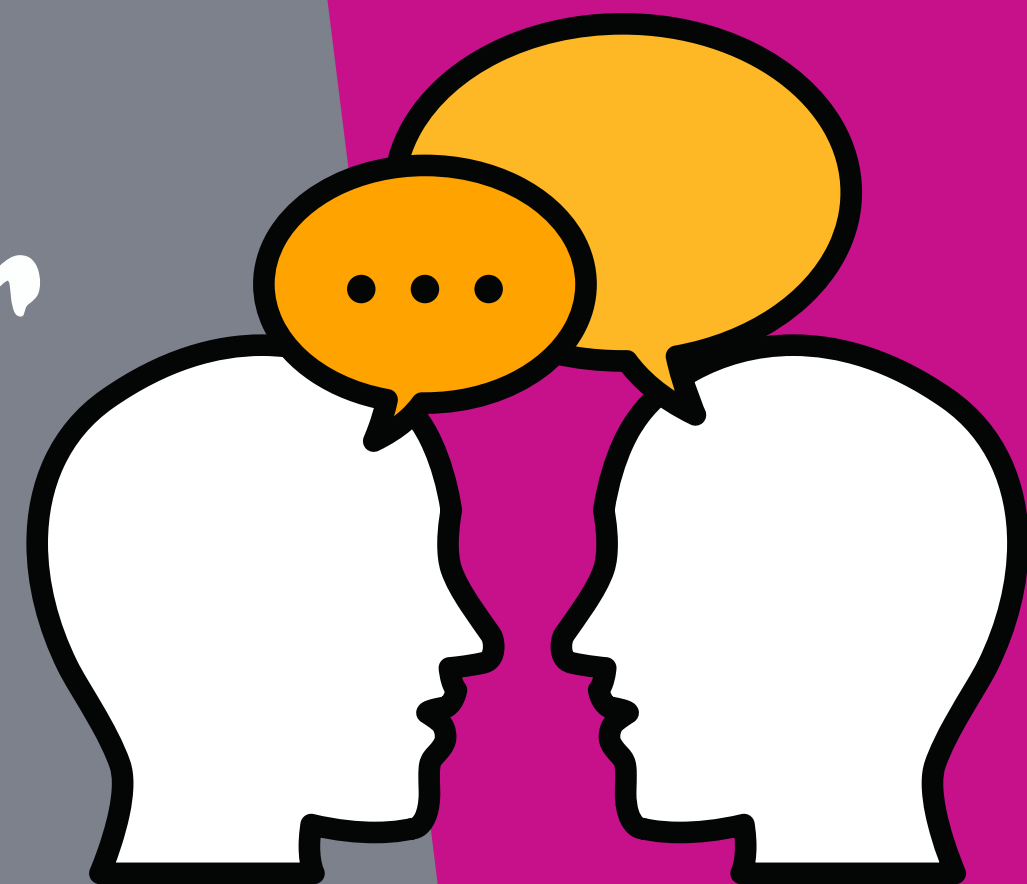




Building Better ACE Teams

ACE MENTOR PROGRAM OF AMERICA FALL TRAINING SERIES



Training Objectives

GROUP MENTORING OVERVIEW
STAGES OF GROUP DEVELOPMENT
OVERCOMING CHALLENGES IN TEAM BUILDING
TIPS FOR TEAM BUILDING IN ACE
SUGGESTED ACTIVITIES TO USE IN SESSIONS

Group Mentoring Overview



Group Mentoring Web

- **STUDENT TO STUDENT**
- **MENTOR TO STUDENT**
- **STUDENT TO MENTOR**
- **MENTOR TO MENTOR**
- **GROUP AS A WHOLE**



Layers in Group Mentoring

- **ACE STUDENT AS PARTICIPANT**
- **ACE STUDENT AS OBSERVER**

What makes Group Mentors GREAT

FLEXIBILITY

DIVERSITY OF MENTOR TEAM

TRAINING

PREPARATION



Tuckman's Stages of Group Development



<https://upload.wikimedia.org/wikipedia/commons/E/E3/Team-Development-Stages.png>





Forming

[HTTPS://HR.MIT.EDU/LEARNING-TOPICS/TEAMS/ARTICLES/STAGES-DEVELOPMENT](https://hr.mit.edu/learning-topics/teams/articles/stages-development)





storming

<https://hr.mit.edu/learning-topics/teams/articles/stages-development>





Norming

<https://hr.mit.edu/learning-topics/teams/articles/stages-development>



performing



Adjourning

<https://hr.mit.edu/learning-topics/teams/articles/stages-development>



A person wearing a climbing helmet, a backpack, and climbing gear is standing on a rocky mountain peak. Their arms are raised in a 'V' shape, signifying achievement or triumph. The background is a clear blue sky with some light clouds. The entire image is overlaid with a semi-transparent blue filter.

Challenges as Opportunities in Group Mentoring

- **DIFFERENT GOALS AMONG MEMBERS**
- **MULTIPLE AGE GROUPS**
- **DIFFERENTIALS IN SKILLS AND ABILITIES**
- **CLIQUEs**
- **DIFFERENT PERSONALITIES**



Facilitation Tips

- SET CLEAR EXPECTATIONS
- CREATE GROUND RULES
- MAKE SURE EVERYONE IS PARTICIPATING FULLY AND EQUALLY
- FOSTER GROUP IDENTITY
- CONNECT WITH STUDENTS INDIVIDUALLY AS OFTEN AS POSSIBLE
- CHECK IN FREQUENTLY



Effective Communication in a Group Setting

- RESPECT ALL OPINIONS AND SUGGESTIONS
- RECOGNIZE THAT EACH INDIVIDUAL SEES THINGS FROM A DIFFERENT POINT OF VIEW.
- BE SURE TO USE INCLUSIVE AND EQUITABLE LANGUAGE
- AVOID OR LECTURING
- ALLOW TIME FOR YOUR STUDENTS IN THE GROUP TO TALK WITHOUT INTERRUPTION
- SHOW YOU ARE INTERESTED IN WHAT EVERYONE HAS TO CONTRIBUTE.
- GET FEEDBACK TO BE SURE YOU ARE UNDERSTOOD.
- LISTEN FOR A FEELING TONE AS WELL AS FOR WORDS.
- ASK OPEN ENDED QUESTIONS



Developing Group Cohesion and Belonging



- **ESTABLISH ROUTINES AND RITUALS FOR EACH SESSION**
- **CREATE COMMON GROUP GOALS**
- **OPPORTUNITIES FOR GROUP ACCOMPLISHMENT**
- **FIND OPPORTUNITIES FOR STUDENTS TO CONNECT**
- **GIVE YOUTH OPPORTUNITIES TO HAVE A ROLE IN ACE SESSIONS**
- **CHOOSE A TEAM NAME**
- **CREATE A TEAM LOGO, MOTTO OR CHEER**
- **CELEBRATE GROUP SUCCESS OFTEN**
- **ENSURE EVERYONE FEELS INCLUDED**



Getting students involved



- **POPCORN METHOD**
- **ROUND ROBIN**
- **USE A TALKING STICK OR BRAINSTORMING BALL**
- **PAIR STUDENTS OR CREATE SMALL GROUPS**
- **WRITE, PAIR, SHARE**
- **GIVE ONE, GET ONE**
- **GALLERY WALK**
- **NON VERBAL SIGNALS**

Working with students from Multiple Years in school/years in ACE

- **FOCUS ON INCLUSION**
- **PREPARE MODIFICATIONS OF ACTIVITIES**
- **ALLOW OLDER/SEASONED STUDENTS TAKE ON A LEADERSHIP ROLE**
- **GROUP STUDENTS BY YEARS IN ACE**
- **SET UP "BIG BUDDIES" FOR MORE CHALLENGING ACTIVITIES**



Handling Conflicts on an ACE Team

- LEARN TO SPOT THE SIGNS OF CONFLICT
- DON'T LET CONFLICT FESTER
- SET GROUND RULES TO ADDRESS CONFLICT
- REMAIN NEUTRAL
- REMEMBER THE POWER OF YOUTH VOICE
- USE CONFLICT AS A TEACHABLE MOMENT
- GUIDE STUDENTS IN TALKING IT OUT



Activities to use in ACE

TEAM BUILDING ACTIVITIES

ICE BREAKERS

Group



Blind Communication

- SPLIT YOUR STUDENTS AND MENTORS INTO PAIRS AND HAVE EACH PAIR SIT BACK TO BACK.
- ONE PERSON GETS A PICTURE OF A SHAPE OR SIMPLE IMAGE, AND THE OTHER GETS A PIECE OF PAPER AND A PEN.
- THE PERSON HOLDING THE PICTURE GIVES VERBAL INSTRUCTIONS TO THEIR PARTNER ON HOW TO DRAW THE SHAPE OR IMAGE THEY'VE BEEN GIVEN (WITHOUT SIMPLY TELLING THEM WHAT THE SHAPE OR IMAGE IS).
- AFTER A SET AMOUNT OF TIME, HAVE EACH SET OF PARTNERS COMPARE THEIR IMAGES AND SEE WHICH TEAM DREW THE MOST ACCURATE REPLICA.

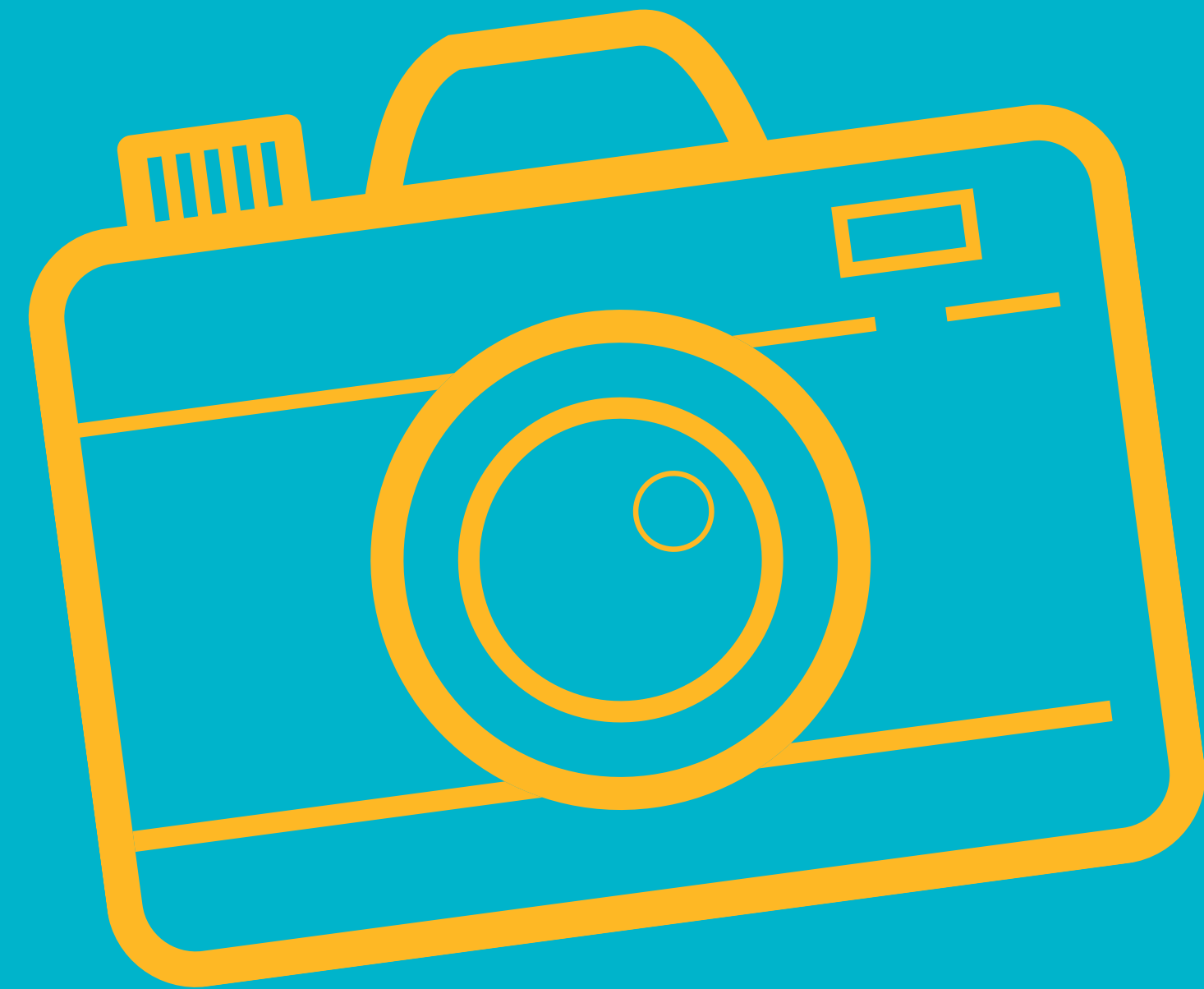


snowball fight

- STUDENTS WRITE DOWN THEIR NAME AND THE ANSWER(S) TO THE QUESTION POSED BY THE MENTOR ON A PIECE OF SCRATCH PAPER AND WAD IT UP.
- GIVEN A SIGNAL, THEY THROW THEIR PAPER SNOWBALLS IN THE AIR.
- EACH LEARNER PICKS UP A NEARBY RESPONSE AND READS IT AND THE NAME OF THE PERSON ALOUD.
- THE STUDENT WHO WROTE THE ANSWERS IDENTIFIES THEMSELVES TO THE GROUP.
- THE LEADER CAN POSE FOLLOW-UP QUESTIONS WHEN THE ANSWERS ARE READ ALOUD.



Photo scavenger hunt



- **DIVIDE MENTORS AND STUDENTS INTO GROUPS**
- **GIVE EACH GROUP A LIST OF PICTURES THEY NEED TO TAKE OF A-C-E ELEMENTS IN THE SCHOOL/BUILDING/ETC.**
- **EVERYONE IN THE GROUP MUST BE IN THE PHOTO**
- **FIRST GROUP BACK WINS!**



Ice Breakers

- 2 TRUTHS AND A LIE
- EXPERIENCE BINGO
- M&M SHARING
- SENTENCE STARTERS
- WOULD YOU RATHER...
- COUNT TO TEN
- SOMETHING'S DIFFERENT
- TABLE TOPICS



Closing Activities

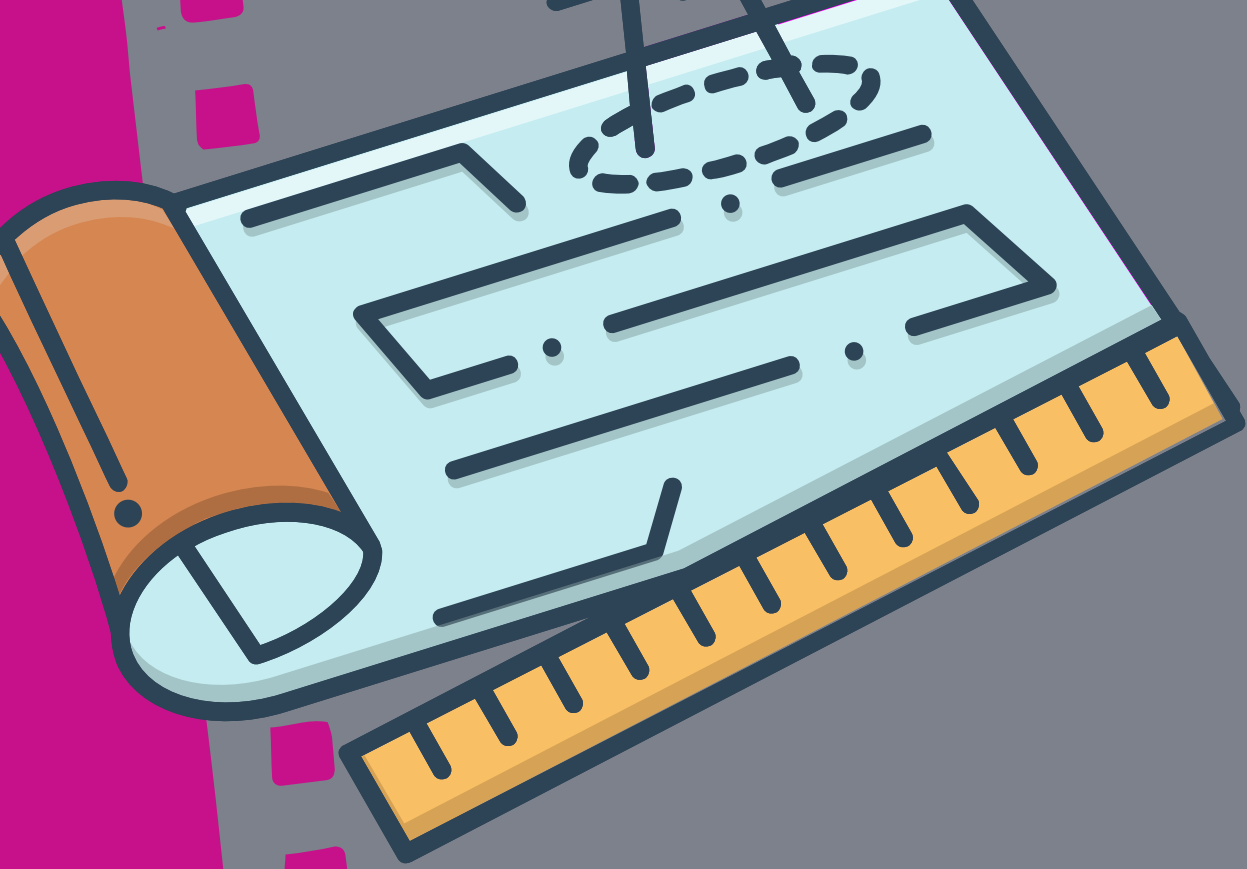
- EXIT TICKET
- CIRCLE SHARE OUT
- ONE GOOD THING
- HIGHS AND LOWS
- SNAPSHOT
- JUST 3 WORDS
- FISHBOWL



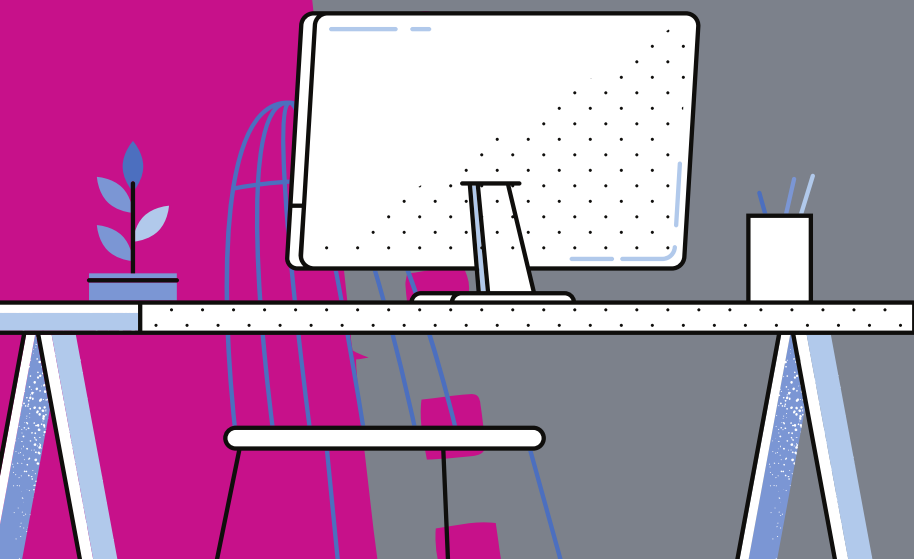
Building the Team of Mentors

- **START WITH A TEAM BUILDING EVENT**
- **CHECK IN AFTER EACH SESSION**
- **DON'T LET CONFLICT LINGER**
- **REVIEW COMMUNICATION SKILLS WHEN ADDRESSING ISSUES**
- **GIVE SOME SPACE AND GRACE**
- **ASSUME EVERYONE IS DOING THEIR BEST**
- **REACH OUT TO YOUR TEAM LEADER OR AFFILIATE DIRECTOR FOR ASSISTANCE**





Remember...
PRACTICE MAKES PROGRESS





Thank you...
FEEDBACK IS HELPFUL!



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