



Teaching Conference for
Management Educators

OBTC 2016 at Walsh University
June 8th – 11th, 2016

Submission Template

SUBMISSION GUIDANCE

** Remove all identifying properties from this document **

** All files must be saved in PDF format **

Please include ALL supplementary text at the end of this document

Only one document should be submitted

Submission Template for the 2016 OBTC Teaching Conference for Management Educators

1) Title, Abstract & Keywords

In your abstract, please include a brief session description (not to exceed 100 words), and three to four keywords. If your proposal is accepted, this description will be printed in the conference program.

Red Solo Cups: An Illustration of Scalability and Talent to Task

Red Solo Cups is an exercise used to help prepare teams to work with clients to develop recommendations in growth situations. Scalability most often thought in context of start-ups is also useful for students to better understand the challenges of organizational growth. There are two rounds of a competitive exercise where small teams build towers from solo cups. In addition to the business concept of scalability, the exercise highlights the need for planning and the need for different skills sets, which sets up the concept of “talent to task”. This simple exercise can be implemented in multiple classroom settings.

2) Format

- Activity or exercise
- Roundtable discussion (60 minute only)
- General discussion session

2a) For activities and exercises only, is yours best suited for

- A traditional classroom
- An online class
- Either

2b) For activities and exercises only, is yours best suited for

- Undergraduate students
- Graduate students
- Either

3) Time Requested:

30 Minutes

60 Minutes (*Roundtables must select 60 minutes*)

90 Minutes

4) Planning Details:

Each room contains a white board with markers, computer (PC) with DVD capability and computer projector. Does your session require any other equipment?

Ideally the room would have tables for the exercise. Computer capabilities are not necessary. Exercise can be successful with any size of participants. Ideally it works well with 10-30 people.

5) Teaching Implications:

What is the contribution of your session to management pedagogy/andragogy? Specifically, please include your learning objectives, and describe what management and/or teaching topics are relevant to your session, and why. Also, include theoretical, disciplinary, or theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.

Contribution: Student engagement with real clients, such as during a capstone class, offer students opportunities to gain perspective of a business world that is larger and more complex than the typical experiences of a young professional. Engaging student teams in a real world situation, also offers the opportunity for students to experience the positive impact of diverse skills and delegation of “talent to task”. The exercise highlighted in this session is based in the concept of scalability and also gives students insight into the process of working with a team.

Objectives:

- Gain understanding of the concept of scalability
- Experience need to adapt to changing situation due to growth
- Gain insight to the benefits of “talent to task” and value of diverse skills on team
- Gain experience in team process

Relevant Topics:

Entrepreneurship

Business Growth

Team Process: planning, communication, adaption

Talent to task: individual differences, delegation,

Theoretical Foundations

Experiential approach is based on the Kolb (1984) model of experiential learning. Scalability in organizations scholarship often examines the processes and organizational designs that facilitate growth and adaptation to changing environmental factors to continue product development and sustainability. The scholarship has also examined the scalability of social enterprises to a state of sustainability (Bergen, 2001)

6) Session Description and Plan:

What will you actually do in this session? If appropriate, please include a timeline estimating the activities will you facilitate: how long will they take, and how will participants be involved? Please remember that reviewers will be evaluating how well the time request matches the activities you'd like to do, and the extent you can reasonably accomplish the session's goals. Reviewers will also be looking for how you are engaging the participants in the session.

- 0:00-5:00: Overview of scalability and form participants into small groups
- 5:00-7:00: Give instructions, provide model of the finished product
- 8:00-13:00 Round 1 – each team builds a pyramid of red solo cups and then collapse into one stack. If the pyramid falls the teams have to start over. The quickest teams are identified as finalists
- 14:00-17:00 debrief – touches on points of successful strategies, challenges, identify strengths as a group
- 18:00-25:00 Round 2 - Finalist teams are asked to identify the person to represent them in the final round. Once the representatives are identified, they are moved to a new table. Then as a twist, they can choose any member of the group (doesn't have to come from their original group) as a helper. Round 2 involves using 3 X as many cups to build and collapse the towers.
- 25:00-30:00 Debrief – typical teachable points include
 - It takes different talent to build bigger things – different talents are needed to be successful (talent to task)
 - Environment for success is different based on size (i.e. Floor vs. Table)
 - Coordination different when situation different growth
 - As an organization or team grows, all parameters need to be considered

7) Application to Conference theme:

How does your session fit with the overall OBTC theme of *United in Service*?

The proposed session will illustrate an experiential approach to facilitate students to transition from text book learning to applying their knowledge and skills to real life situations in business and the non-profit world. By deliberately integrating the impact of team processes onto a business concept of scalability, the exercise has the potential to help students perceive and consider the issues organizations must deal with as they grown.

The proposed session also highlights the positive benefit of diversity as it brings a plethora of talent to solve challenges and opportunities in the world within which our graduates will soon thrive

8) Unique Contribution to OBTC:

Have you presented the work in this proposal before? If so, how will it be different? Is this proposal under current review somewhere else? If so, please explain. How will your proposal be different for the OBTC conference?

This proposal has not yet been presented in any conference venue.