



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

SUBMISSION GUIDANCE

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**Submission Template for the
2016 OBTC Teaching Conference for Management Educators**

1) It's Salsa Time!

During the session, participants will have the opportunity to make salsa and to learn how to run the activity; which not only can be used as a general team building activity, but also can be used to discuss decision making and leadership. A discussion of how the activity has been used in a leadership class will be conducted at the end of the session, as well as how it can be used in other classes. A hand out of instructions will also be provided.

Key words: Teams, Team building activity, leadership, decision making

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

(This could be 60-90 minutes)

4) Planning Details:

This activity will need tables that participants can gather around.

5) Teaching Implications:

This session will be interactive and provide attendees with instructions on how to run an activity in class that can be used to build teams. Activities that involve teams are very relevant to management and teaching management courses, because collaborative learning is an emphasis in university classrooms (Clinebell & Stecher, 2003). Business courses in particular often require team projects (Davison, Mishra, Bing, & Frink, 2014), yet

instructors often simply assign students to teams (Clinebell & Stecher, 2003). This exercise can be used when teams are assigned in order to help to set the team culture or facilitate team interaction.

Specific Learning Objectives:

- Attendees will participate and learn a team building activity which can be used in a variety of courses
- Attendees will also learn how the exercise can be modified and adjusted to focus on decision making and communication
- Attendees will be given a handout of instructions which they can take with them
- Attendees will provide feedback on the activity

6) Session Description and Plan:

The session will begin by putting the attendees in groups of 4-5 people. They will then be given the instructions (See Appendix). There will be ingredients on a table which they can select to use. Once they make their salsa, they will be informed that they have a chance to pick an additional item. This will go on for about 2-3 rounds depending on timing and progress of the activity. Once the rounds of salsa making are done, the teams will test the salsas and vote for their favorite.

After this a debriefing and discussion will occur. The questions that will guide the discussion include but are not limited to:

- How did the team decide on the initial items to select?
- Why did the team select these particular items?
- Who was selected to come and pick up the items? Why?
- Did the team select an additional item?
- How did the team decide on the item to select in round two (and round 3)?
- Who from the team went to the table to pick the item? How was that person selected by the team?
- What roles did each person on the team have during the activity?
- Did the team experience any conflict?
- How did the team members feel about participating in the activity?
- What would the team have done differently if the members had the chance to do the activity again?
- What did you learn about your team mates from participating in the activity?

7) Application to Conference theme:

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

This is a team building activity which could be used in many different class settings. While it does not necessarily tie directly to the theme, it does bring people together and help in team building.

- 8) Unique Contribution to OBTC:
The activity has not been presented at any other conference.

References

- Clinebell, S., & Stecher, M. (2003). Teaching Teams to Be Teams: An Exercise Using the Myers-Briggs Type Indicator and the Five-Factor Personality Traits. *Journal of Management Education*, 27 (3), 362.
- Davison, H. K., Mishra, V., Bing, M. N., & Frink, D. D. (2014). How Individual Performance Affects Variability of Peer Evaluations in Classroom Teams: A Distributive Justice Perspective. *Journal of Management Education*, 38 (1), 43.

Appendix: Exercise Instructions

Team Building Exercise: It's Salsa Time!

Your team's task is to make salsa and you are competing against the other teams to make the best salsa. Your salsa will be judged by outside judges. Also, each member of your team must be willing to eat the salsa you create. You are also not allowed to look up recipes on any devices.

You can select up to 6 items from the ingredients provided, but you are only allowed one trip up to the table to select your items. Only one team member may be at the table to select the items. You must arrive at the table with a list of items that you plan to select. Once at the table, if an item is no longer available then the team member at the table may pick a different item. Only the team members that come to the section table are allowed to make the decision of what item to substitute.

Below are the equivalents of One Item:

2 large/medium Tomatoes (So if you select 4 that is 2 items)

1/2 cup small tomatoes

1/2 Lime

1 Teaspoon Salt

1 Teaspoon Pepper

1 Teaspoon Cumin

1 Teaspoon Olive Oil

1 Teaspoon Garlic

5 Jalapeno slices

1 Chipotle pepper

1 fruit cup

1 Teaspoon diced onion

3 branches of cilantro

Once you have selected your items, you do not need to use all of the ingredients, but you will not be able to get more from the table.

The following instructions are NOT provide to the students until after they complete the top. Essentially, they do not know they will have another opportunity to select additional items.

Round 2: You may select one more item from the table. Only one member of your team may come up to the table to select the item.

Again, the following instructions are NOT provide to the students until after they complete the top. Essentially, they do not know they will have another opportunity to select additional items.

Round 3: You may select one more item from the table. Only one member of your team may come up to the table to select the item.