



Youth Advisory Groups: Team-building, leading, and decision-making


THE ASPEN INSTITUTE

GLOBAL OPPORTUNITY
YOUTH NETWORK

THE FUTURE IS YOUNG

Presented by



BUILDING COMMUNITIES. BUILDING LIVES.

Youth Advisory Groups: Team-building, leading, and decision-making

PRESENTERS



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AGENDA

1. Welcome and overview
2. Virtual icebreaker – Hash it out!
3. GOYN Toolkit – Youth Voice resources
4. Supporting Youth Advisory Groups
5. Virtual team-building – PENdemic!
6. Team building strategies
 - **Now Presenting!`:** 1-on-1 Partner Exercise
 - **Silent Challenge:** Small Group Exercise
 - **Floor to Ceiling:** Whole Team Exercise
7. Closing

MOVING TOWARDS ENGAGING YOUTH AS PARTNERS

REACT & RESPOND

OY are presented with an idea or a question and are asked to react or respond. The process is documented and OY are dismissed until the next time their reaction or response is required or requested.

FEEDBACK & INPUT

OY are presented with an idea or concept and are asked to opine or share suggestions for how that idea or concept might be modified or implemented.

CO-DESIGN, CO-CREATE, CO-FACILITATE

OY are invited to be part of a group process that assesses a situation or problem statement, identifies potential solutions, designs practical applications or implementation of those solutions, and analyzes results to inform the ongoing strategy and design process.

Overarching goal of this virtual training series is to support skills, aptitudes, attitudes, and capacity building of adult allies to successfully engage OY as partners

#Hash #it #out

Are



2 the #CHALLENGE?



Virtual Icebreakers, Energizers, and Team-Builders

Does it spark joy? (*icebreaker*)



A centering icebreaker that invites participants to identify something in their immediate surrounding the wisdom Joy or helps to focus as they work from home and connect virtually.

#HASH #IT #OUT! (*icebreaker*)



Break the ice and have some fun using the power of hashtags, emojis, or memes. Participants will share how they're feeling using the modern language of virtual connection.

Did you read that right? (*icebreaker*)



.... .-.. .-.. / -- .-.-..

An ideal Icebreaker for engaging groups that are a more quiet and reserved. Participants share one or two words that describe what they're feeling, using Morse code. All other participants decode the person's message. All participants take turns sharing.

Group Lip-sync (*energizer*)



Energize the group in the middle of long meetings. Invite young people to identify a popular song that they enjoy listening to. All participants then mute their microphones and lip-sync to the song while the facilitator plays it over the virtual platform. Great for recording!

Read my lips! (*icebreaker, energizer*)



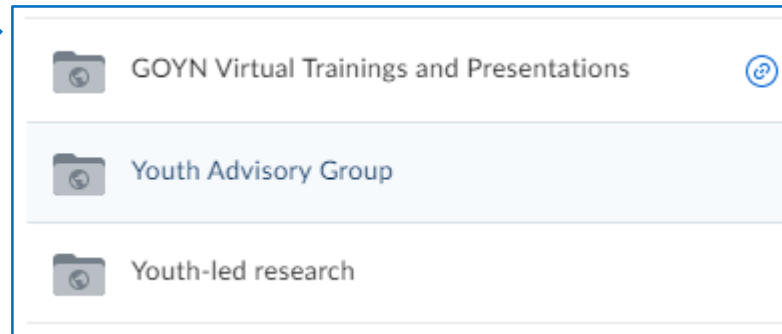
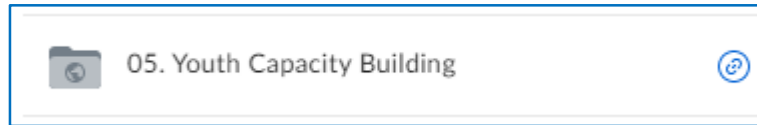
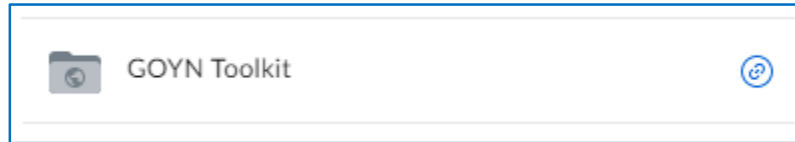
It's like charades except without the charades! A volunteer shares a quote, a line to a poem, or from a popular song while muted. All other participants take turns guessing what the volunteer was saying. Whoever gets it right, is up next.

PENdemic (*team-builder*)



This is sure to get everyone laughing. The facilitator starts this activity by asking someone in the group if they can borrow a pen. Using the grid of participant pictures on the screen as a map, the pen owner will need to find a way to get the pen to the facilitator.

Check out the [GOYN Toolkit](#)!



General Resources

- *Youth Voice Agenda PPT*
- *Full GOYC Report*
- *Sample Leadership Competencies*
- *Pathways Into Leadership - Youth co-designed and co-authored research*
- *Virtual group activities*

Youth-led Research

- *Mombasa YAB report*

Youth Voice Training for Staff

- *PYD and Asset-Based Framing (webinar and PPT)*

Youth Advisory Group Resources

- *Youth Voice Tip Sheet*
- *Youth workshop reports*
- *Youth Advisory Group presentations*
- *Sample Terms of Reference*
- *YAG orientation materials and sample meeting agendas*

YOUTH VOICE TIPS

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Organizing and Supporting Local Youth Advisory Groups

Adapted from YouthBuild's Policy Committee Handbook

WHY FORM A YOUTH ADVISORY BOARD?

A youth advisory group makes the initiative more inclusive and responsive to the real needs and success of young people.

It engages the energy, talent, and lived experiences of Opportunity Youth in generating, proposing, and advocating for the economic opportunities that lead to meaningful and productive livelihoods.

NOTHING ABOUT YOUTH WITHOUT YOUTH!

WHO SHOULD SERVE ON A YOUTH ADVISORY GROUP?

The youth advisory board should be comprised of current and former OY ages 16-29 representing a diverse cross-section of youth experiences across the community.

Adults and young people who are not Opportunity Youth are welcomed as allies who can use their skills and access to create opportunity for all!

YOUTH AT THE TABLE, NOT ON THE TABLE!

WHAT SHOULD YOUTH ADVISORY GROUPS TALK ABOUT?

Youth Advisory Group members can help us answer important questions like:

- How can we engage other youth in GOYN efforts?
- How can we create meaningful livelihood opportunities for Opportunity Youth?
- How can we engage and educate employers on how to hire and support Opportunity Youth?
- How can we plan and facilitate a successful youth convening?

NEED OTHER IDEAS? ASK YOUNG PEOPLE?

HOW ARE YOUTH ADVISORY GROUP MEMBERS SELECTED?

Elections: They run for a position and are elected by their peers

Nomination: They are nominated by staff or peers at their organization and go through a selection process

Application, and Selection: They apply to join and go through a selection process led by youth.

CONSULT WITH YOUTH TO GET SUGGESTIONS FOR SELECTION FILTERS?

The first 3-6 months are critical for Youth Advisory Group cohesion, team building and commitment. Members will need training, responsible leadership, and positive mentoring. The charts below illustrate how much time should be committed to early professional development while moving towards an increased focus on group business, with team building as a consistent element that supports positive and healthy relationships.

YOUTH ADVISORY GROUP DEVELOPMENT OVER TIME



PERSONAL DEVELOPMENT = FUNCTIONAL MEMBERS

Provide personal development trainings on the topics below

- Personal goal setting and tracking
- Building social capital and professional networks
- Positive personal presentation
- Healthy relationship building
- Personal emotional awareness
- Conflict resolution
- Stress management
- Asset based personal story-telling

PROFESSIONAL DEVELOPMENT = FUNCTIONAL TEAM

Provide professional development trainings on the topics below

- Strategies for effective meetings
- Group facilitation
- Group goal setting and tracking
- Building social capital and professional networks
- Reading and understanding budgets
- Levels of group decision making
- Group conflict resolution
- Effective advocacy strategies

BUILD COMMUNITY TO BUILD SOLUTIONS

Opportunity Youth want to know that they are part of something meaningful and connected to a larger purpose. Make sure to invest time and resources in team and community building activities that build empathy, unity, ownership, and a sense of positive social capital that supports their roles as advisors and community leaders.

A nurturing organizational context and orientation process



YAG Business

- Engage other youth in GOYN efforts?
- Inform opportunity pathway creation?
- Engage and educate employers on how to hire and support Opportunity Youth?
- Plan and facilitate a successful youth convening?

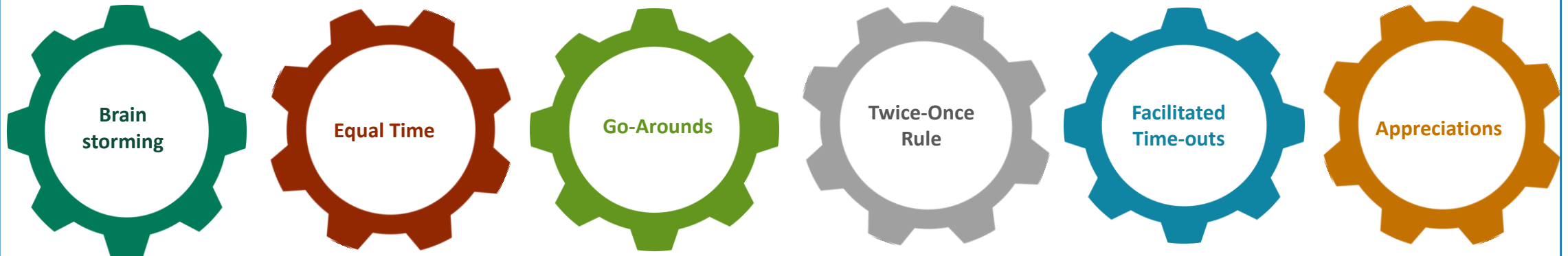
Team Building

Invest time and resources in team and community building activities that build empathy, unity, ownership, and a sense of positive social capital that supports their roles as advisors and community leaders.

Capacity Building

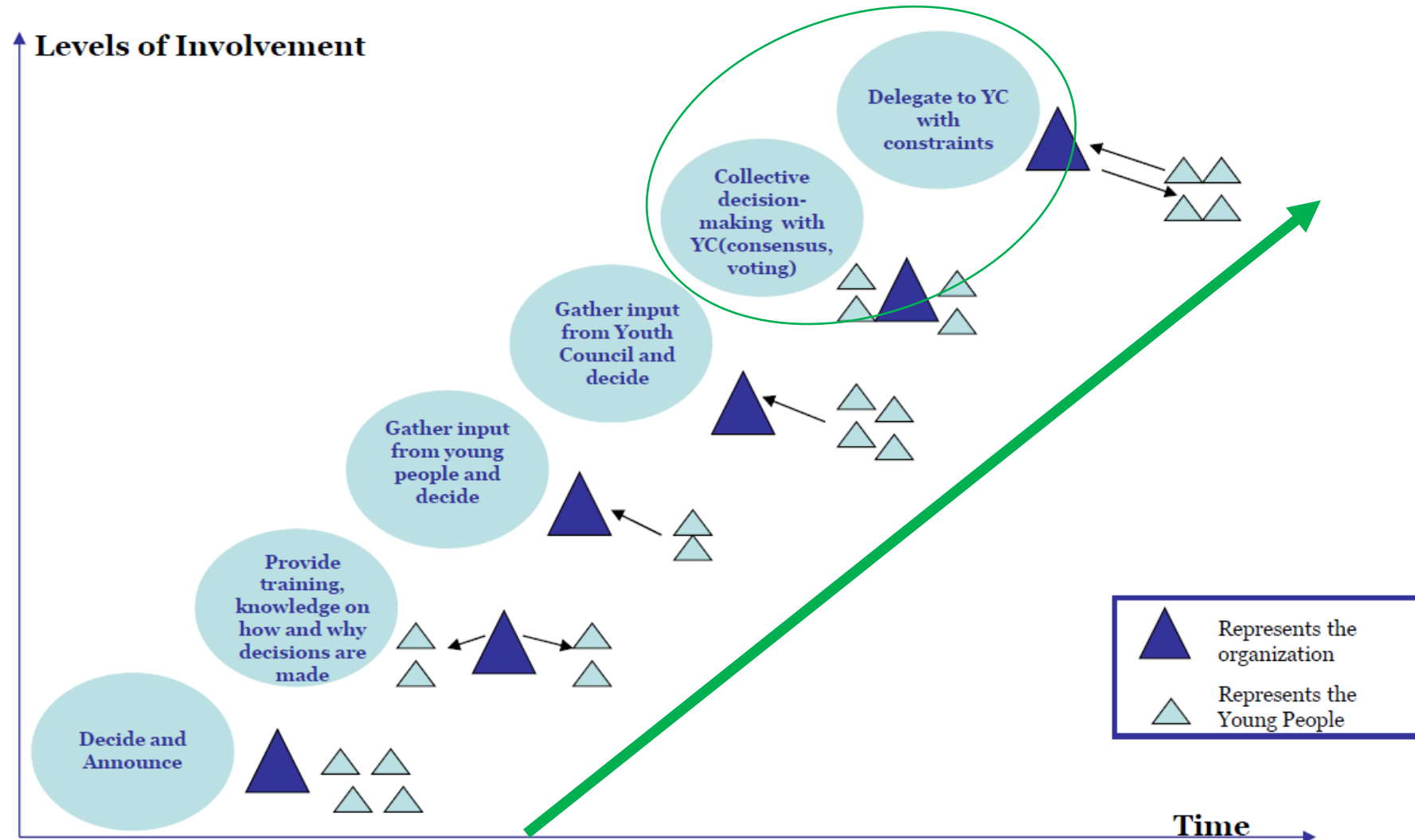
- Meeting and agenda design
- Group facilitation
- Group goal setting and tracking
- Building professional networks
- Reading and understanding budgets
- Levels of group decision making
- Conflict resolution
- Effective advocacy strategies

Group Process Techniques



Consensus Decision Making

Levels of Decision-Making with Young People



Potential Pitfalls for Adults

Overly controlling or scared

- Setting up adversarial relationships with other people in power
- Feeling powerless and therefore not carrying youth involvement to its logical level of impact on the larger community

Condescending

- Not really listening to people or not taking them seriously
- Assigning insignificant or peripheral tasks

Critical and scolding

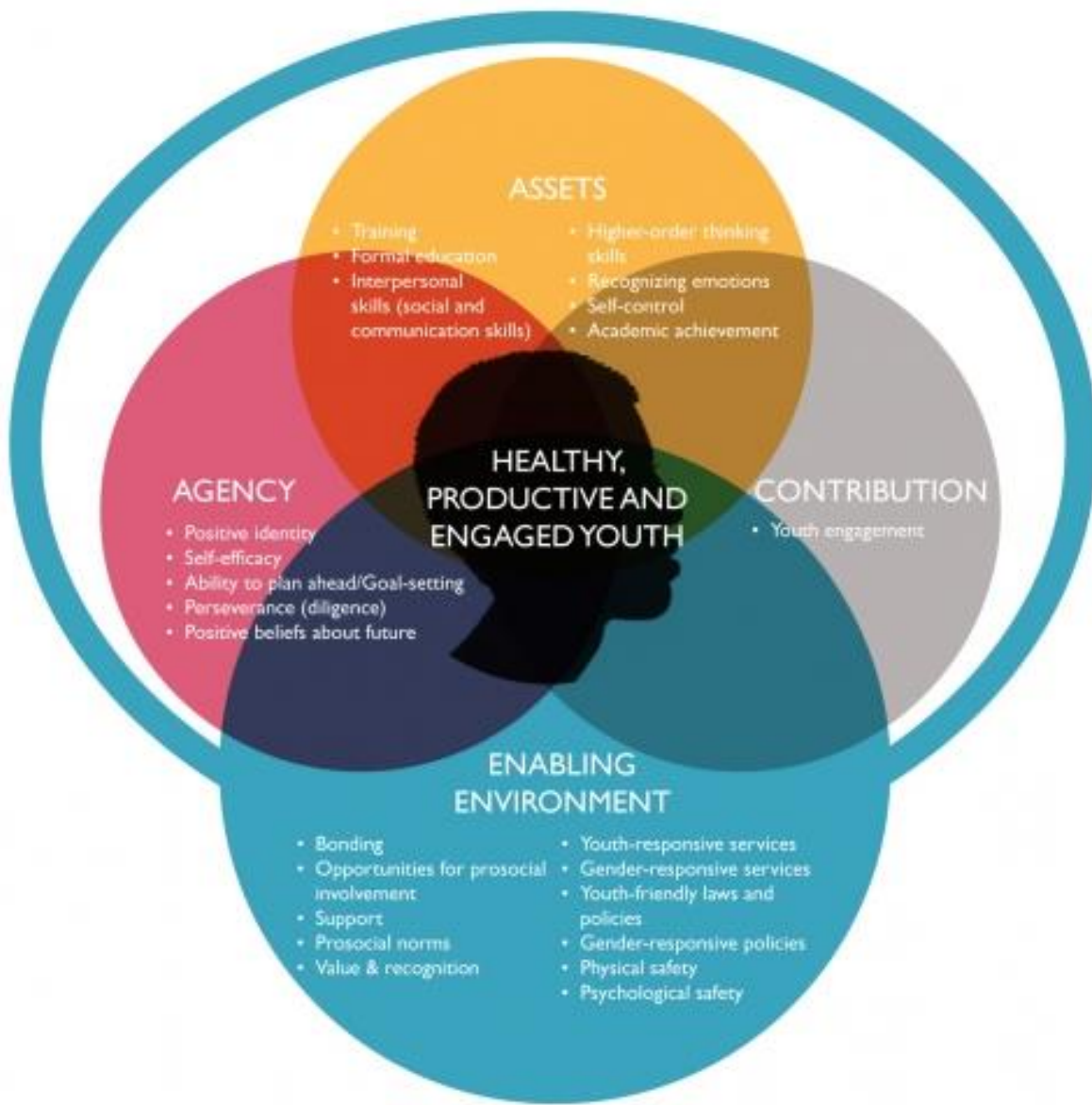
- Tasking young people with unreasonable tasks and scolding them when they can't follow through
- Scolding young people for not knowing how to do certain things

Afraid to teach values

- Neglecting good group process
- Ignoring issues of abuse of power—letting things slide and just get worse

Dismissive of YAG

- Providing too little guidance, leaving the young people too much on their own
- Treating the YAG as less than a top priority



Positive youth development (PYD) is an approach to working with youth that emphasizes building on youths' strengths and providing supports and opportunities that will help them achieve goals and transition to adulthood in a productive, healthy manner.

ASSETS: Youth have the necessary resources, skills and competencies to achieve desired outcomes.

AGENCY: Youth perceive and have the ability to employ their assets and aspirations to make or influence their own decisions about their lives and set their own goals, as well as to act upon those decisions in order to achieve desired outcomes.

CONTRIBUTION: Youth are engaged as a source of change for their own and for their communities' positive development.

ENABLING ENVIRONMENT: Youth are surrounded by an environment that develops and supports their assets, agency, access to services, and opportunities, and strengthens their ability to avoid risks and to stay safe, secure, and be protected and live without fear of violence or retribution. An enabling environment encourages and recognizes youth, while promoting their social and emotional competence to thrive. The term "environment" should be interpreted broadly and includes: social (e.g., relationships with peers and adults), normative (e.g., attitudes, norms and beliefs), structural (e.g., laws, policies, programs services, and systems) and physical (e.g., safe, supportive spaces).

"Source(s): Youth Development (PYD) Framework." *Youthpower.org*, www.youthpower.org/positive-youth-development-pyd-framework.



MISSION

To unleash the **intelligence and positive energy** of low-income young people **to rebuild their communities and their lives.**

PROGRAM MODEL

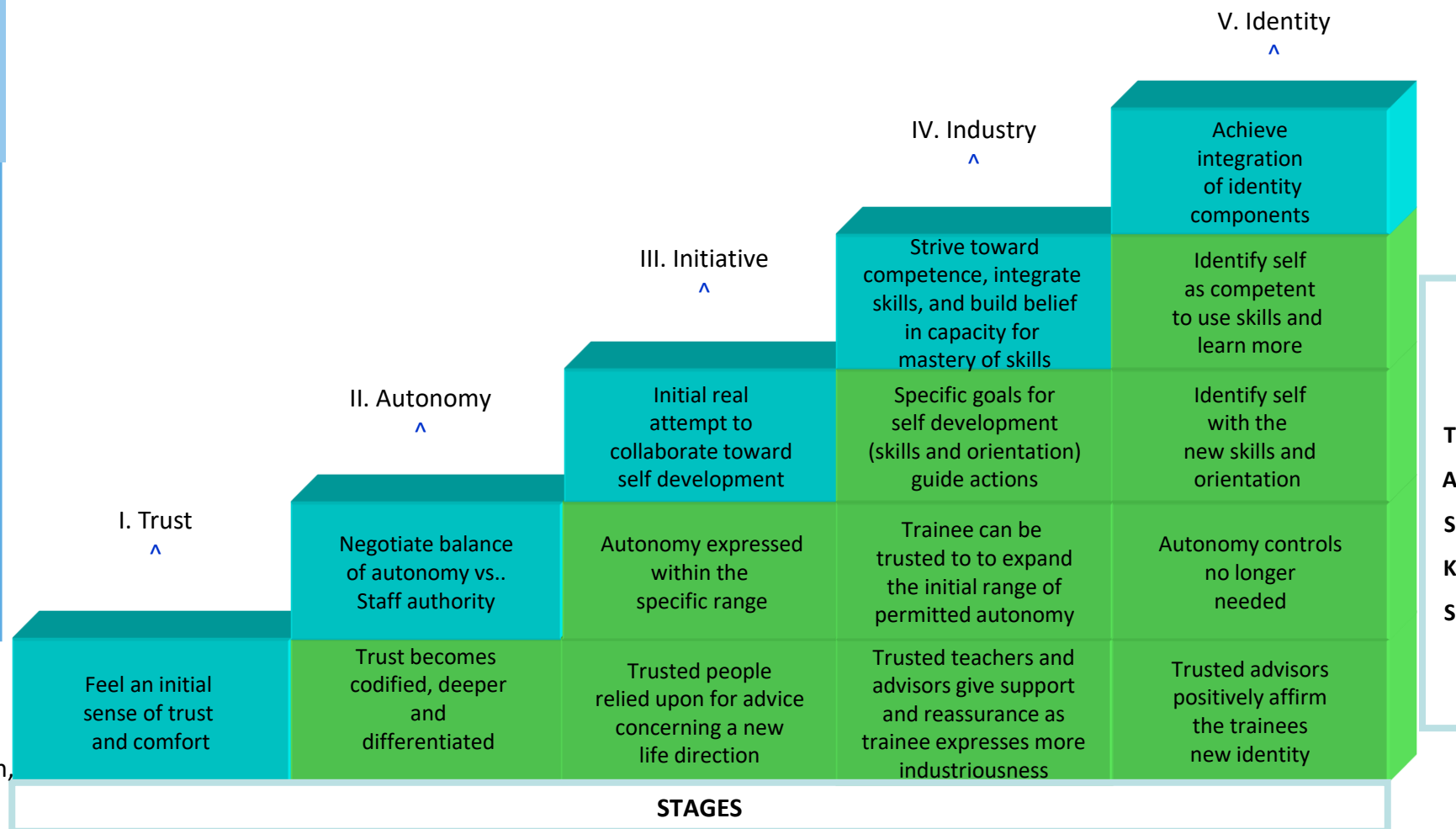


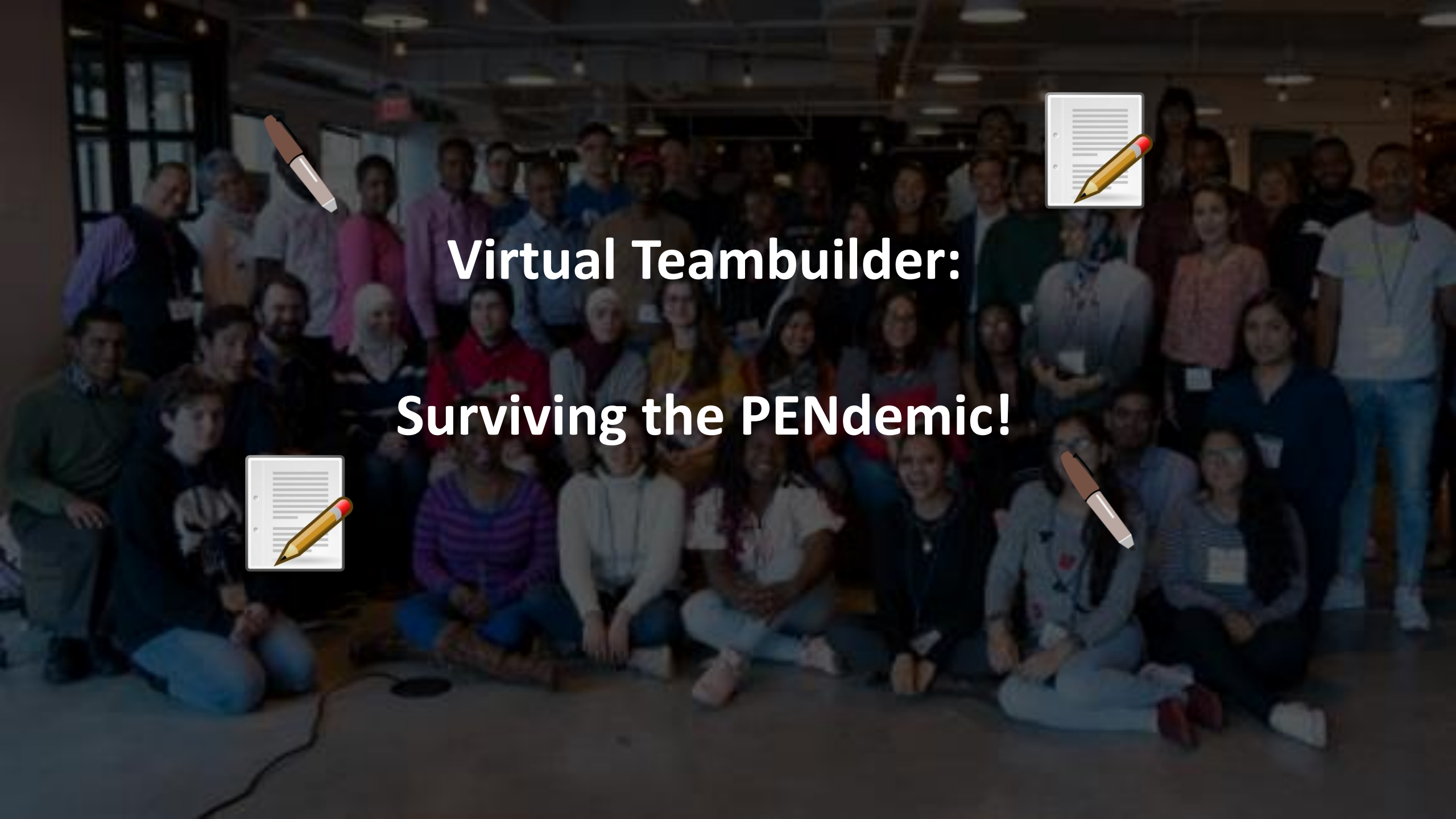
SOURCE(S):

- www.youthbuild.org
- [Developing Positive Young Adults: A Framework for Understanding Identity Development](#), By Ronald Ferguson, Jason Snipes, Farhana Hossein, and Michelle Manno, MDRC, 2015.

Developing Positive Young Adults

Ferguson-Snipes Model



A large group of people, mostly young adults, are posing for a group photo in a modern office or studio setting. They are arranged in several rows, with some sitting on the floor in the front and others standing behind them. The background shows a bright, open-plan office with large windows and modern decor. The image is slightly dimmed to make the text stand out.

Virtual Teambuilder: Surviving the PENdemic!



Team Building for Strong Internal Teams


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Team Building for Strong Internal Teams

Sunil Qusba
May 2020

Agenda for today

1. The Importance of Team-building
2. Setting the tone: Sample Activities
3. Lessons and takeaways



Importance of Team-building

- Establishing a positive tone at the onset which establishes—and even accelerates —trust, confidence and camaraderie amongst your team.
- Asking teammates who have just met each other to accomplish a goal together can be challenging if they don't trust each other or - perhaps even themselves.
- In every team, there will be natural leaders and followers. Both are essential for reaching success in any mission—though it is critical that all learn what it takes to be a good leader in their own way.



Importance of Team-building

Building Rapport and Comfort: In order to accelerate trust and confidence among your team, it is critical that the members come out of their comfort zone.

How do we do this?

As you begin to interact with your team on the first day, you may quickly observe who might be:

- Introverted
- Extroverted
- Distrusting or skeptical
- Potentially disruptive

The goal for today: Develop an understanding of how to use team-building to build trust and a sense of camaraderie among diverse various personalities.



Sample Activities

Choosing the Right Activities: Today, we will focus on three specific team-building activities which will all yield different results:

1. **Now Presenting!:** 1-on-1 Partner Exercise
2. **Silent Challenge:** Small Group Exercise
3. **Floor to Ceiling:** Whole Team Exercise



Activity 1: Now Presenting!

Materials: Paper and writing utensils

Outcome

Each participant gets out of their comfort zone and is able to get to know at least one other participant in the room.

In addition, this will help quieter members to find their voice as well as take note of those members that possess that quality already.

Method

- To begin, each member should pair up with a member that they don't already know.
- Each pair will take turns asking one another questions about their background.



Activity 1: Now Presenting!

Pair Shares: The questions that each participant will take turns asking one another (in order):

- How tall are you?
- Where are you from?
- What are your favorite pastimes or hobbies?
- And what is a funny lie or one unique thing about you that is interesting and hard to guess?
- What is your name?

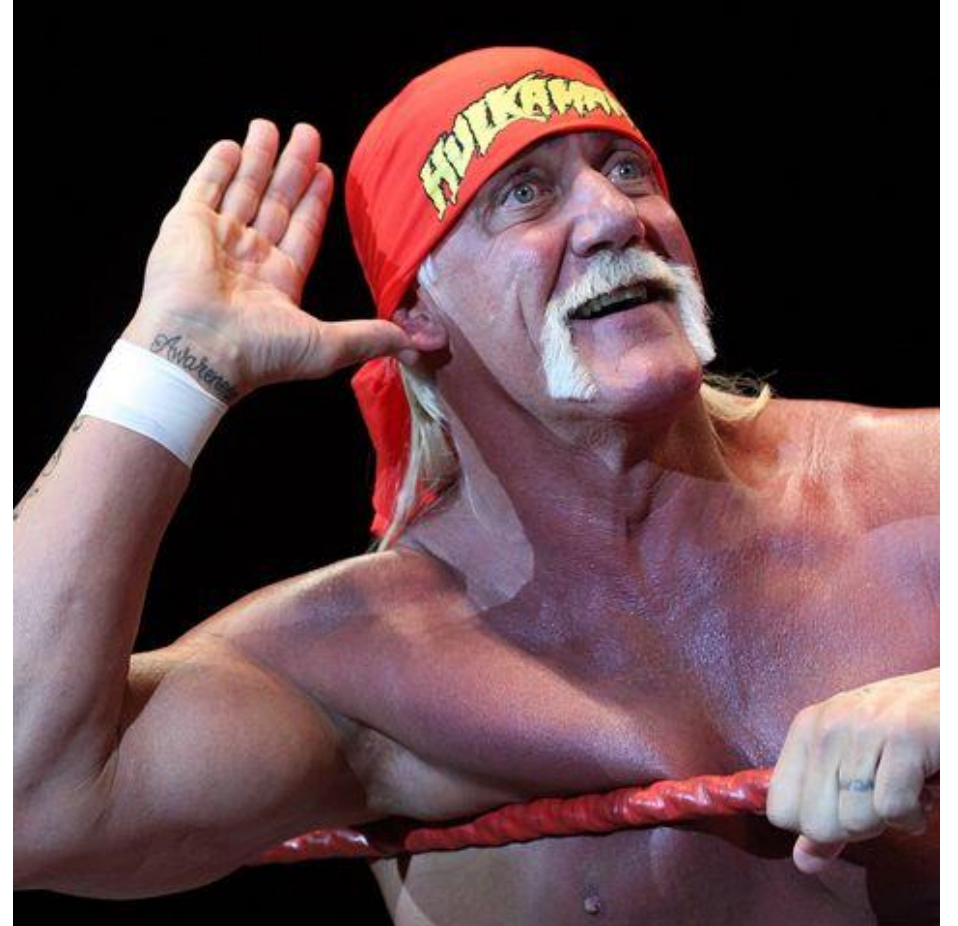
Once they have exchanged the information, they will then arrange the information using a specific format.



Activity 1: Now Presenting!

Now Presenting: Each person will stand in front of the room and announce their partner to the rest of the group, pretending to be an announcer at an arena (like the World Wrestling Federation or Boxing) saying the following:

- “Standing at (HEIGHT) m tall!”
- “Hailing from (HOMETOWN) !”
- “ He/She Enjoys (HOBBIES) !”
- “One unique thing (or a lie) about her/him is INSERT LIE OR UNIQUE QUALITY!”
- “The one. The only... (NAME)! “



Activity 1: Deliverables and Observations

Make sure to do a debrief after all team-building activities as large group:

- How was that activity?
- What did you learn?
- What was challenging?

The “Now Presenting” activity is important for many reasons:

- It ensures that everyone knows at least one person in the room.
- It gives the presenter an opportunity to be heard and to amplify their voice.
- The team gets to learn a bit about the member being presented.
- It builds camaraderie in the group as this activity naturally yields laughter which sets a fun and energetic tone.

Tip: Make sure to demonstrate with another staff member before beginning to set the bar.



Activity 2: Silent Challenge

Materials: None

Outcome: Participants demonstrate and practice non-verbal communication skills to work in small teams, and accomplish shared goals.

Method

- Instruct participants that there will be no speaking for the this exercise.
- Create a long line on the floor with the roll of tape marking each end. Make sure the line will be long enough for all participants to line up along it, comfortably.
- Ask each participant to silently think of their birthday, including the day, month and year.



Activity 2: Silent Challenge

Method Cont'd

- Instruct participants that they must silently line up in the order of their birthdays, including the year, from youngest to oldest.
- They may not speak to one another, but they may use non-verbal communication to complete the task.
- After everyone has lined up in the order of their birthdays, start at one end of the line and ask each participant to say their birthday aloud to see if anyone is out of order.
- After everyone has said their birthday, make a large circle and debrief the exercise asking participants how it went and what their experience was.



Activity 2: Deliverables and Observations

Large group debrief:

- How was that activity?
- What did you learn?
- What was challenging and how did you solve it?

This exercise will:

- Help participants practice non-verbal communication skills.
- Encourages creativity and innovation among the group to solve a common problem.
- Empowers participants to demonstrate their unique leadership styles in other ways (i.e. allows more introverted participants to demonstrate their unique leadership potential and creativity).
- Builds a foundation for collaboration across the team when faced with challenges.



Activity 3: Floor to Ceiling

Materials: One heavy duty tape measure

Outcome: Participants leave the activity understanding the value of the hands-on training and skill building. Uniquely, this exercise has one right answer and method, given the conditions.

Method:

- Using solely a measuring tape, the challenge is to get an accurate measurement, from the floor to ceiling, while standing in the middle of the room.
- The cohort will be broken up into groups of 5-6 participants.
- Each group will be given approximately 15 minutes to figure out how to achieve this task with the most accuracy..
- After the time is up, the group will elect a representative from the group to demonstrate the group's method for success to the larger group.



Activity 3: Deliverables and Observations

Large group debrief:

- How was that activity?
- What did you learn?
- What was challenging and how did you solve it?

This exercise will:

- Demonstrate how capacity is built in a community.
- Give members the opportunity to develop their teaching skills in front of an audience—no easy task!
- Require members to think creatively and to use their problem-solving skills.
- Help members understand the importance of a tape measure as a construction tool, and how to use it effectively.



THANK YOU

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MARK YOUR CALENDARS

**Youth Advisory
Groups: team-building,
leading, and decision-
making with OY**

Thursday, June 11, 2020
8:00 a.m. – 10:00 a.m. EST

**Monthly joint
Youth Advisory Group
virtual meeting**

Tuesday, June 16, 2020
10:00 a.m. – 11:30 a.m. EST

**OY peer-led research and
data collection to inform
GOYN Convenings
program design**

Wednesday, June 24, 2020
8:00 a.m. – 10:00 a.m. EST

**Youth led virtual
engagement and
mobilization**

Last week in July
Date to be confirmed

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Fa'afetai gràcies agaibh Sag Aalghistapcham jai Dakujem Dyakooyu Thai Yuspagara Takk
Multumesc Tak Marahaba Dyuspagrasunki Shukuriyyaa chawe Syaabaas magah Gyalailaa Thai Yuspagara
Néa'eshe Càm dziekuje Xie Evgaristo on Faleminderit Dyuspagrasunki Shukuriyyaa chawe Syaabaas magah
Gunasakulila Tapaiddh Khrap Doh Blagodarya Shterakravetsun Tashakkur Bulgaro Go Obrigado suksama
Webale Imela maith Fafetai Eskerrik mamexes Dêkuji Ha'evete Uzbezco Rahmet Danke Dios raibh
asko Kiitos blu Puno todá Ah hvala Ashi Gratias Netjer

Nginyabonga

Gracias

Merci

Hvala

Alla

Matu