

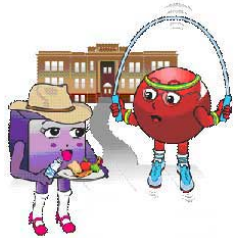
DIaLOGue

Hot Destination ImagiNation News from Dee Urban, Affiliate Director
Another DI Season underway.... NY-DI's 10th Anniversary!
9 October 2008

Hi DI-NYers!

As we begin this new DI Season we have a few updates for you:

projectOUTREACH Challenge – Take Charge! is now available to 5th graders!



Fifth grade teams can now participate at the MIDDLE LEVEL for the projectOUTREACH Challenge – Take Charge! These teams are also eligible for a free projectOUTREACH membership.

The National Dairy Council is not only stepping up to sponsor the DI projectOUTREACH Team Challenge in 2008-09 – **THEY ARE ALSO PAYING FOR THE MEMBERSHIPS FOR THE TEAMS TO PARTICIPATE!** That's right, America's Dairy Famers are paying for the **first 500 1-Team Pak memberships** for those teams that plan to participate in DI projectOUTREACH in 2008-09. Here are the rules for this offer:

1. Teams must be from the United States
2. Teams must have every intention of completely participating in the DI program by solving the Take Charge! Challenge and fully participating in a local Tournament.
3. Enrollment for the sponsored 1-Team Pak membership must be done using the online paper application form specifically entitled: **2008-09 TAKE CHARGE! MEMBERSHIP APPLICATION**. The form and instructions on how to take advantage of this **FREE** membership are posted www.IDODI.org.
4. There is a way for teams to get reimbursed if they have already purchased a membership (1-Pak, 5-Pak or 30-Pak). This information is also be posted on www.idodi.org
5. Members can upgrade the 1-Team Pak provided by this offer to a 5-Team Pak.
6. This offer expires once the first 500 teams have enrolled OR April 1, 2009



Taking a Look at Teamwork and Teambuilding

Before your team can begin to solve its Challenge, it needs to recognize that it IS a TEAM, first and foremost!

Allow some time at the beginning of the year (and periodically throughout the season) for the members of your team to develop a sense of team identity. Team members need time to:

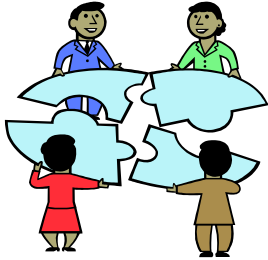
- Get to know each other
- Trust each other
- Feel they belong
- Respect each other's strengths and weaknesses
- Learn to make decisions together
- Accept that all their ideas will not be the final ones used
- Start to take pride in the team's solution

Some ways to accomplish this are:

1. Do some things together away from your usual meeting place:
2. Go out for a meal
3. play a game
4. watch a movie
5. do something very simple like ride through a car wash
6. Just make some time to have fun together. The camaraderie that results is a valuable dividend for your investment of time.
7. Take a field trip. This doesn't have to be complicated or expensive. Go to the local hardware store, library, or museum.

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8. Have team members create a team logo, nickname, and/or design. Forging an 'identity' is one way to create a sense of TEAM.
9. Have team members create a 'Team Bill of Rights' that spells out their expectations of one another.
10. Use the Side Trip Specialties Inventory (Can be found in this newsletter) as a way to start a discussion of the diversity of the team members.

Go over the **characteristics of great teams**, and help your team to recognize positive team attitudes, behaviors, and teamwork:

- Members trust each other.
- Goals are clear and determined by the members.
- Members feel as if they belong.
- There is willingness to hear new ideas and suggestions.
- Members identify with each other's experiences.
- Conflict is recognized and discussed with the intent to resolve it.
- Members accept responsibility for group functions.
- Communication between members is clear and direct.
- Members use each other as a resource and as support.
- Members define and understand ground rules.

The way to accomplish this is through emphasizing the positive contribution of every team member. **Continually reinforce these principles:**

- Help each other be right – not wrong.
- Look for ways to make new ideas work – not reasons why they won't work.
- Help each other achieve and take pride in each other's progress and growth.
- Try to maintain a positive mental attitude – no matter what the circumstances.
- Do everything with enthusiasm – it is contagious.
- Have FUN!

Phrases and "thoughts" to encourage cooperation:

- Encourage from the start that they are a "Team."
- There is no "I" in the word "team."
- It takes many types of skills and talents to get a well rounded solution.
- The team is developing the solution, not one or two people.
- The solution they will present is to come from THE TEAM's ideas and THE TEAM's work and that you are VERY proud of THEM – THE TEAM !!

If all team members are made to feel VERY important and VERY special from the start, there will be less conflict and more cooperation.

Share this story about Teamwork, and get the team to talk about what it means. Lessons from Geese (by Milton Olson) :

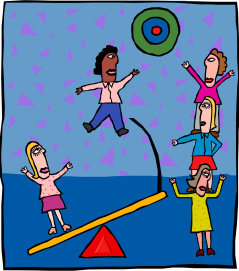
As each bird flaps its wings, it creates an uplift for the bird following. By flying in a "V" formation, the whole flock adds 71% greater flying range than if the bird flew alone. LESSON: People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.

Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone and quickly gets back into the formation to take advantage of the lifting power of the bird in front. LESSON: If we have as much sense as the goose, we will stay in formation with those who are headed where we want to go (and be willing to accept their help as well as give ours to others).



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When the lead goose gets tired, it rotates back into the formation and another goose flies point position. LESSON: It pays to take turns doing the hard tasks and share leadership. We are interdependent on each other.

The geese in formation honk from behind to encourage those up front to keep up their speed. LESSON: We need to make sure our honking from behind is encouraging – and not something else.

When a goose gets sick or wounded or shot down, two geese drop out of formation to help and protect it. They stay with it until it is able to fly again or dies. Then they launch out on their own, with another formation, or catch up with the flock. LESSON: If we have as much sense as the geese, we too will stand by each other in difficult times as well as when we are strong

Do lots of Teambuilding Activities.

Newspaper Boat Role Play

You need five participants and four sheets of newspaper. Part of the room is a swamp filled with crocodiles. Your team must figure out a way to get all team members across the swamp without touching the water.

Keep me Safe!

One person leads another person through an imaginary situation, with or without obstacles, for example, a snowstorm (over drifts, teams, boulders). The leader should be encouraged to be thoughtful, gentle and kind.

Silence Rules!

Have them get everyone in line from the tallest to the shortest or in order of their birthdays, or the largest to smallest feet WITHOUT talking.

Tug of Togetherness

Lay a rope in a circle and then have the team members sit around it and grab onto it. Then have them all try to stand up (as a group) by pulling on the rope. If anyone falls, the GROUP must start over again.

Conduct a discussion around the following questions:

“Have you ever worked very hard at something you felt was not understood or appreciated? What was it? What was said or done that made you feel your effort(s) were not appreciated?”

“Have you ever wanted to share things – ideas, feelings, something you have written or made – but were afraid to? Were you afraid that people might put you or it down? What kinds of things might they say or do that would put you, your ideas, or your achievements down?”

Introduce the concept of **“KILLER Statements and Gestures”** to the team. All of us have many feelings, thoughts, and creative behaviors that are killed off by other people’s negative comments, physical gestures, etc. Some “KILLER Statements” that are often used (even by teachers and Team Managers) are:

We don’t have time for that now.

That’s a stupid idea. You know that’s impossible.

That will never work!

Are you crazy? Are you kidding me? Are you serious?

Only girls/boys do that!

Wow, he’s strange, really strange!

Suggest that the team conduct a secret survey for the day. Ask them to keep a record of all the “KILLER Statements” they hear in school, at lunch, at home, and at play. Discuss the findings with them during your next meeting. You can also discuss why people use “KILLER Statements”, for example, it makes some people feel superior or better about themselves. You can also discuss statements to use instead. Utilize the lessons learned from this exercise when “KILLER Statements” surface in subsequent meetings.

(Adapted from a book by Canfield and Wells)

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The ABC's of DI for Team Managers

A is for Acceptance & Appraisers

Kids of all ages, all backgrounds, all interests join DI for all kinds of reasons. Team members learn to accept one another and make the most of their diversity. Appraisers enjoy watching teams' Presentations. PRAISE is an AppRAISER's middle name.

B is for Bananas

Sometimes teams 'go bananas.' Plan your meetings so that, if your team goes bananas, it's on your terms. (Bananas also make great snacks for meetings!)

C is for Celebrating Creativity through Competition

In DI, the purpose of competing is not to find the single 'best' team, but to motivate and inspire ALL teams to be the best they can be.

D is for Different

The team's ideas about the solution are usually quite different from what the Team Manager had imagined... That's GOOD!

E is for Empowerment

Team members who meet their Challenges head on and solve them in their own way are empowered for a lifetime.

F is for Fun

FUN is the reason kids of all ages join DI. Every meeting should have some sort of 'just for fun' activity, and it doesn't have to be related to the Challenge the team is solving.

G is for Group Effort

Solving the Challenge is a Group Effort, with every team members input important.

H is for How

Learning HOW to do things like mixing paint, making scenery, and building a structure is the most fun part of DI, and once these skills are learned, team members 'own' them for the rest of their lives. What a gift you are giving them!

I is for Instant Challenge

Instant Challenge will help your team use materials more creatively, use time for efficiently, and use their multiple talents more fully. Besides that, Instant Challenge is FUN! Make sure every team meeting includes some Instant Challenges!

J is for Jokes

DI 'kids' of all ages love jokes and humor of all kinds. Make sure your meetings allow for joking and laughing. Everyone knows that the best workplaces are places where the workers are smiling!

K is for KIDS

The Kids Rule in this program! It is the kids' ideas and the kids' goals that give the team direction – you just do the chauffeuring!

L is for Losing

In DI, some Team Managers get hung up on winning (and losing). This is not OK. As the Team Manager, you may lose sleep, and even lose "IT". But your team cannot 'LOSE' because with every argument that finds a compromise and every Challenge that finds a solution, your team WINS. Your team WINS by taking a solution to a tournament.

M is for Making a Difference

When you become a Team Manager, you can feel good about the fact that the time you spend with your team will make a difference in their lives.

N is for Negative

Never allow Negative comments at meetings. Kids often say whatever comes into their heads, opinion-wise, so you need to establish that negative comments are not allowed... Ever!



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O is for One of a Kind, Original

If you get out of the way and let your team come up with all the ideas themselves they will create excitingly original things. Creating something never before seen in the history of the world is quite an accomplishment. It happens every day in DI!

P os for "Process no Product"

Three to six months of work on a Team Challenge culminates in an eight-minute Presentation. Don't forget: It is in the PROCESS of getting to that Presentation that is the real value of DI lies.



Q is for Questions

Your primary role as a DI Team Manager is to ask lots and lots of questions that spur creativity, questions like "Do you think anyone else will think of that?" or "Can you think of other ways to do that?" or "I wonder how you can get this to move." Your best rule of thumb is always try to answer a question with a question.

R is for Reality Check

It is one week before the Tournament. Your team is nowhere near ready, and the self imposed deadlines set by the team are long past. You are beginning to feel the cold fingers of panic grip you. RELAX, Team Manager. This is supposed to be FUN. Even if their solution isn't ready, your team will have a good time at the Tournament and so will you. Remember : It's never ever your job to solve the Challenge!

S is for Surprise!

Your team has solved the Challenge on their own. Surprise! They are more creative and more capable then you could have imagined.

T is for Tools

One of the things kids love most about DI is that they get to learn how to use tools like saws and sewing machines and pliers. What they don't realize is that they're also learning to use 'thinking tools' like brainstorming and 'teamwork tools' like compromise, collaboration and commitment.

U is for Unbelievable

What you will see at the Tournament is UNBELIEVABLE: Imagine a world entirely created by kids who didn't know 'it can't be done' or 'it won't work'.

V is for Values

As a Team Manager you are in a position to impress upon kids some important values: Workmanship, loyalty, sportsmanship, just to name a few. How lucky they are to have you!

W is for Winner

When you encourage each of your team members to contribute their unique qualities to the team's solution you have created a WINNER in the very best sense of the word. You have made that child an important asset to the team and created a place where s/he belongs. Remember: In DI the Challenge is the 'enemy' so when your team completes a solution to these difficult Challenges they have already WON!



X is for (Take your pick):

X-periment. DI not only respects experimenting with new ideas, it REWARDS it! The DaVinci and Renaissance Awards were developed for that reason.

X -perience. Children who do DI have gained invaluable experience that will be useful to them all their lives.

X -pectations. The kids will rise above yours..... they will rise to their own!

Y is for Yoga

Yoga is an acient form of relaxation. We highly recommend it. If you hear of a class in late February you might want to sign up for it. Remember that there is a wonderful form of Yoga called "Laughter Yoga" that is perfect for DI Team Managers.

Z is for Zoo

This is what your team meetings might look like in the weeks just before the Tournament. I suggest feeling the 'animals' a steady supply of encouragement and pizza!

Now that I have spelled it out for you, put it together to create a great DI experience for you and your team!

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NY-DI TRAINING AND TOURNAMENT DATES		
EASTERN REGION	CENTRAL REGION	WESTERN REGION
EVENT		DATE
Central Regional New Team Manager Training <i>GFJ Elementary School, Endicott, NY</i>		Wed. October 22, 2008 NEW 6:00pm - 9:00pm
Eastern Regional Team Manager Training <i>PNW BOCES Yorktown Heights, NY</i>		Sat. October 25, 2008 NEW 8:30am - 2:30pm
Central Regional Experienced Team Manager Round Table with new trainees & Team assignments <i>GFJ Elementary School, Endicott, NY</i>		Wed. October 22, 2008 NEW 8:00pm - 9:00pm
Western Regional New Team Manager Training <i>Clarence High School, Lecture Hall, Clarence, New York</i>		Sat. November 8, 2008 NEW 8:30am - 1:00pm
Western Regional Team Manager Training <i>Instant Challenge & CPS Tools Workshop Orchard Park Middle School Cafeteria, Orchard Park, New York</i>		Sat. November 15, 2008 UPDATED 8:30am - 1:00pm
Western Regional Team Manager Training <i>Tech & Structure Workshop Clarence High School (TENTATIVE), Lecture Hall, Clarence, New York</i>		Sat. November 22, 2008 NEW 8:30am - 1:00pm (TENTATIVE)
Central Regional New Team Manager Training #2 Instant Challenge <i>GFJ Elementary School, Endicott, NY</i>		Wed. November 19, 2008 NEW 6:00pm - 8:00pm
Central Regional Instant Challenge Night <i>GFJ Elementary School, Endicott, NY</i>		Wed. January 28, 2009 NEW 6:00pm - 8:30pm
Western Regional Appraiser Training <i>Orchard Park HS Commons, Orchard Park, New York</i>		Sat. February 28, 2009 UPDATED 8:30am - 1:00pm
2009 Eastern Regional Tournament <i>Yorktown HS & Mildred Strang MS, Yorktown, New York</i>		March 7th, 2009 NEW
2009 Western Regional Tournament <i>Erie Community College - South Campus, Orchard Park, New York</i>		March 14th, 2009 NEW
2009 Central Regional Showcase <i>GFJ Elementary School, Endicott, New York</i>		March 19th, 2009 NEW 4:00pm
2009 State Finals Tournament <i>Union-Endicott High School, Endicott, New York</i>		April 25th, 2009 NEW
2009 Global Finals Tournament <i>University of Tennessee, Knoxville, TN</i>		May 20th through 23rd, 2009

On behalf of the NY-DI Board of Trustees.....



Creatively Yours,
Dee Urban, Affiliate Director
Destination ImagiNation of New York, Inc.

