

# The ABC's of DI™ for Team Managers

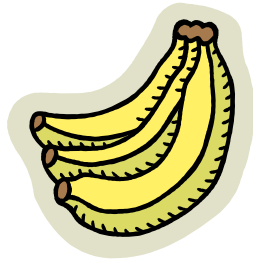
## A is for Acceptance and Appraisers.

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 they go bananas, it's on your terms. (Bananas also make great snacks at 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 to be solved.

## G is for Group Effort.

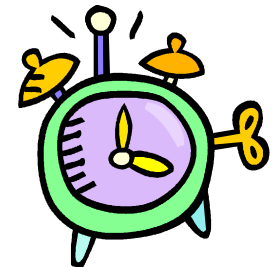
Solving the Challenge is a Group Effort, with *every team member's input important.*

## 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 more 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, lose weight, lose your temper, lose your sanity, 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.

## 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.

## 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. And it happens every day in DI.



## P is for "Process, not

## 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 the real value of DI lies.

## Q is for Questions.

Your primary role as an 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?" "Can you think of a more creative way to do that?" "I wonder how you can get this to move?" The rule of thumb is, "Try to answer a question with a question."

## R is for "Reality Check."

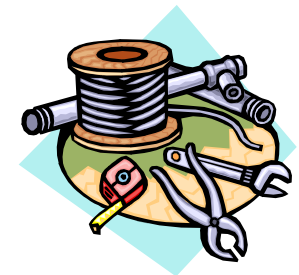
It is one week before the Tournament. Your team is nowhere near ready, and the self-imposed deadlines set by the team are long past. You are beginning to feel the cold fingers of panic grip you. RELAX, Team Manager. This is supposed to be FUN. Even if their solution isn't ready, your team will have a good time at the Tournament. So will you!

## S is for Surprise!

Your team has solved the Challenge on their own. Surprise! They were more creative and more capable than 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 couldn't be done" or "it would never 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 he/she belongs.

## 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 to yours.

## Y is for Yoga.

Yoga is an ancient form of relaxation. We highly recommend it. If you hear of a class beginning in late February, you might want to sign up for it. (!)

## Z is for Zoo.

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

Now that we have spelled it out for you, put it together to create a great DI experience!

