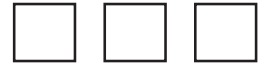


REORGANIZATION



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Description: Reorganization is a regrouping exercise where participants have to quickly regroup based on different categories provided by the trainer. Some categories will be visually obvious, e.g. “group yourselves by hair color.” Other categories will require additional discussion and negotiation, e.g. group yourselves by experience level.

Objective: To get people moving early and to reinforce the concept that some content is obvious and other content requires a deeper consideration.

Time: 10 minutes

Audience: Any training audience

Group Size: Any size

Materials: None

- Process:**
1. Explain to the participants that they have to form groups based on categories the trainer provides. Begin with a visual category such as eye color, hair color, or clothing type and have them form their first groups.
 2. Next, regroup them by giving a new category. Below are some examples:
 - home location or geographic origin
 - birthday
 - work role
 - recreational pursuits
 3. Continue the regrouping process until the participants have been sufficiently mixed up around the room.

Debrief: Discuss how they formulated groups and whether some categories were easier than others. Relate this to the content at hand by explaining that some learning/content/workplace tasks appear obvious while others require a deeper review and collaboration with others to get a full understanding.

Explore any variations in the categories by individual groups. For example, when grouping by birthday, some groups may connect based on birth month, others by birth year and some by season. Discuss the implications for the organization when people look at the same things in different ways.

Variations: As an extension, this activity could be used to determine learning preferences that can assist the trainer in customizing the training to the participants. For example, the trainer could ask the participants to regroup into those who would prefer reading a book, writing a letter or playing sudoku as a leisure activity. Based on their responses, you could gain some insight into their language, literacy and numeracy preferences.