

2025 Europe Leadership Institute Meeting

# Team Dynamics in Motion: Leadership and Governance through Sport and Dance

5 April 2025

# Disclaimer

The views and opinions expressed in the following PowerPoint slides are those of the individual presenters and/or panelists.

# Meet the Speakers



Lorenzo Vetrano | SSM | DASSM

Agile Committee Manager  
PMI Southern Italy Chapter

Scrum Master and Agile Coach



Dehais Joachim | PMP

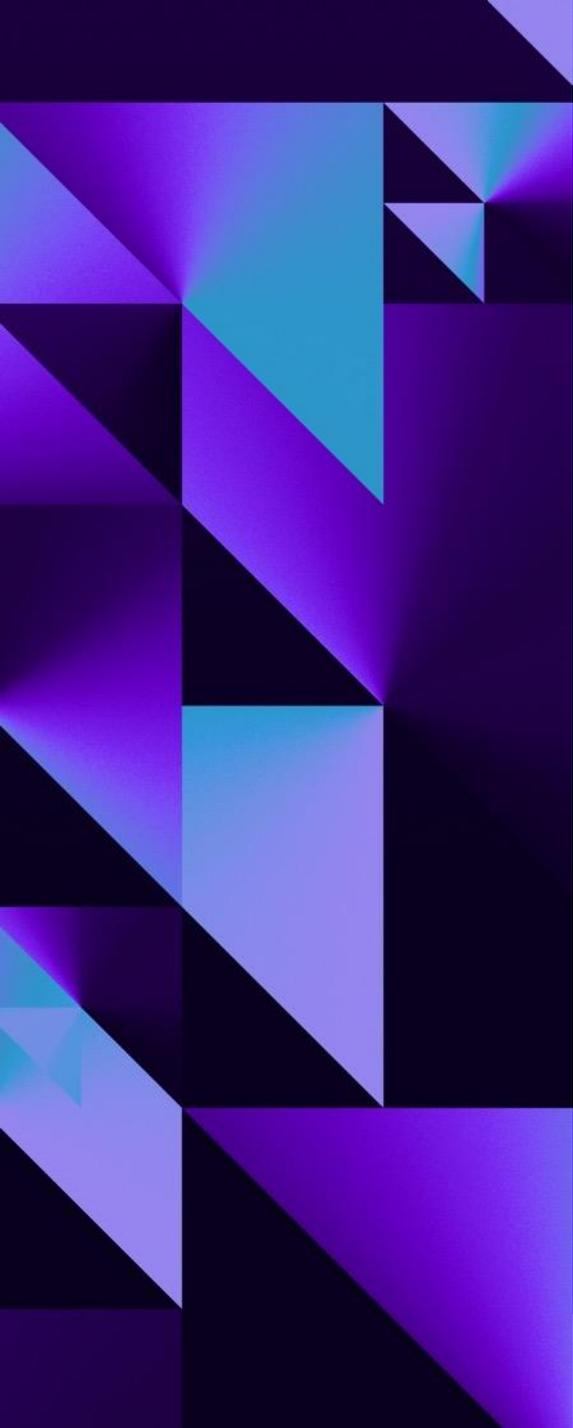
PMI Switzerland Chapter

Enterprise Architect

# Today's overview

1. What is leadership?
2. Exercises
  - a. Sport
  - b. Dance
3. Integrating learnings





# Learning Objectives

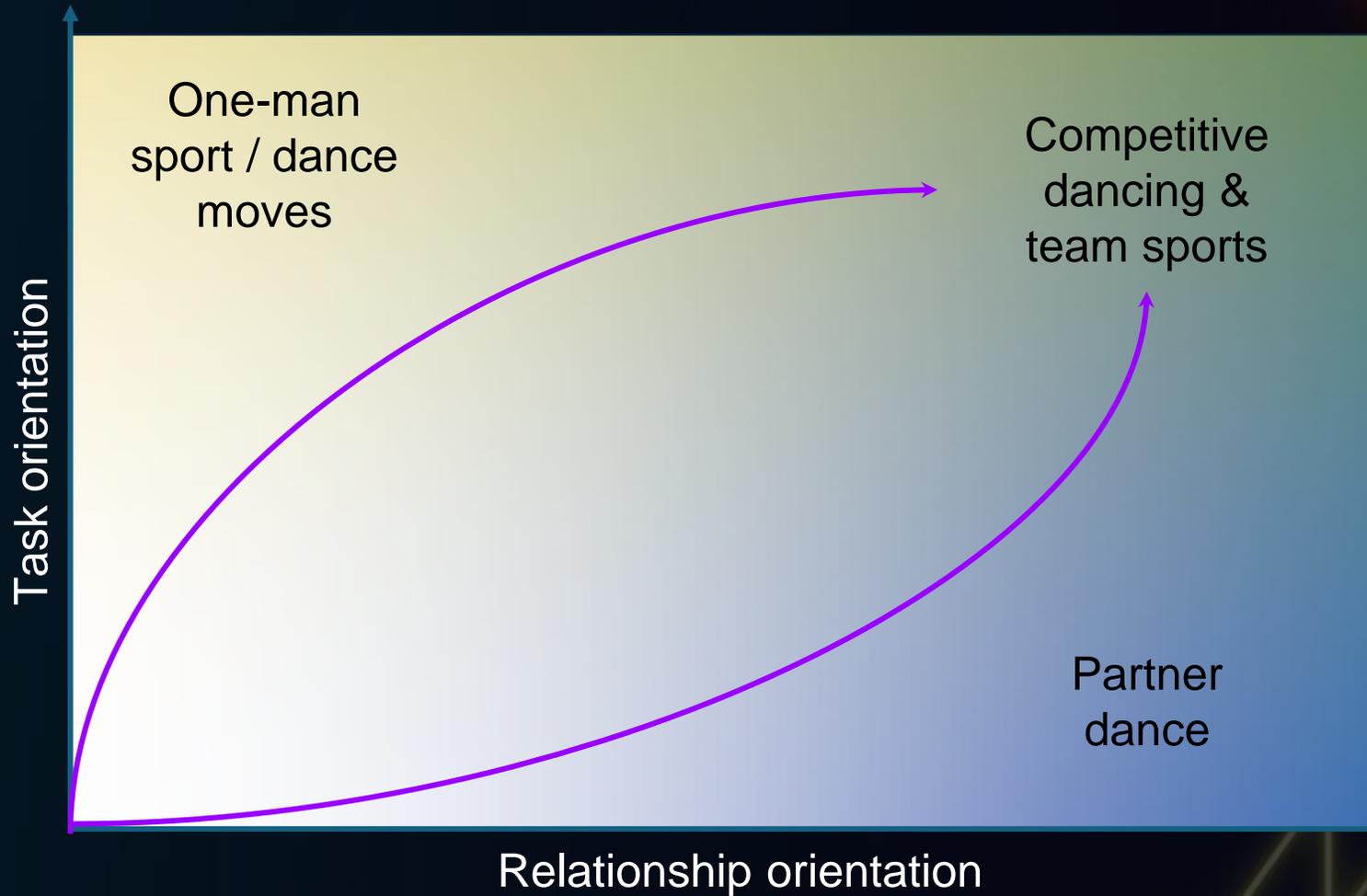
At the conclusion of this session, participants will be able to:

1. Strengthen leadership through multiple team perspectives, recognizing weak leadership and effective actions to take; and
2. Practice team-building exercises to reinforce cohesion and leadership.

# Leadership (5mn)

Focus on  
output &  
process

Applicable:  
easy &  
hardest  
case



Focus on  
communications &  
relationships

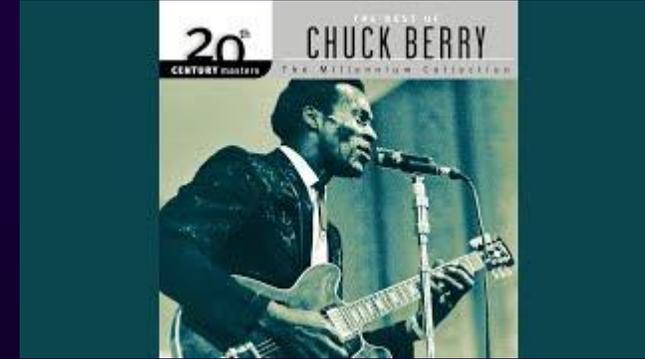
Applicable:  
Medium-hard  
cases

Overall better  
performance



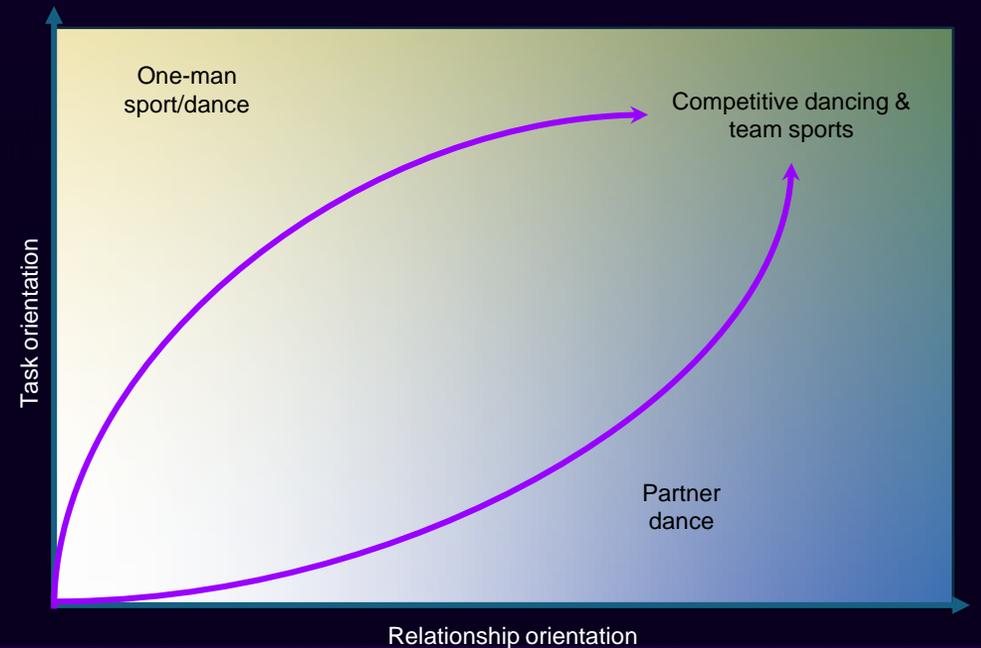
# Dancing Exercises

- Picture your group
- Split it into 2 groups (random): red and blue
- Match 1 red with 1 blue (random)
- 30 seconds w/partner
- No structure, no talking



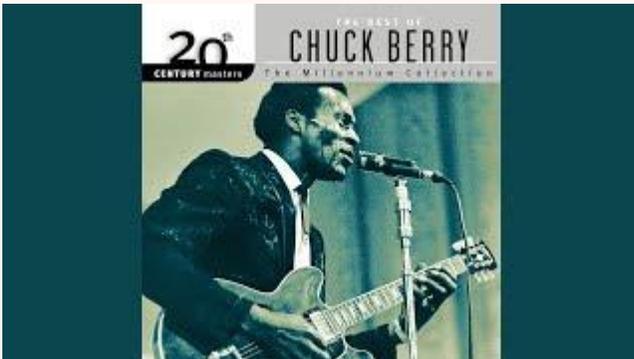
# Retrospective 1

- Ask your team
  - What happened? How did it go? What kind of leader were you?
  - 30s with their partner
  - 30s to the group



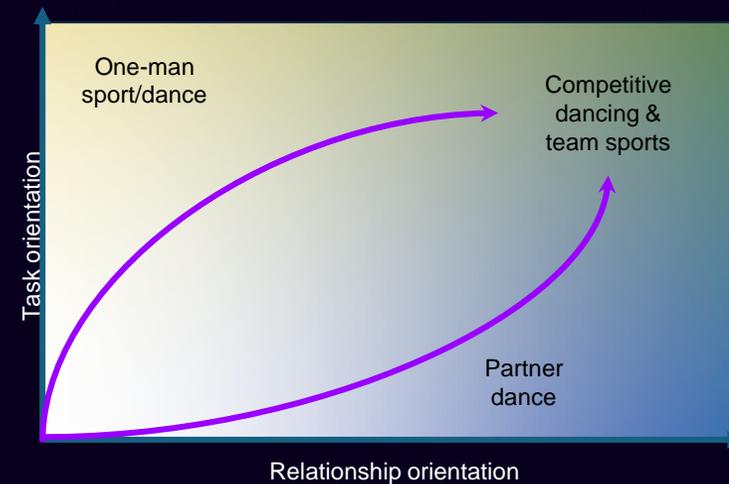
## Dancing Exercises 2

- Add structure: define the lead
- Your team should dance
  - 30s with blue as lead
  - 30s with red as lead



# Retrospective 90s

- What happened? How did it go?
- Difficulties from the perspective of
  - Leader 30s, follower 30s
- Where do you feel better? Why?



# Dancing Exercises

## Why these exercises:

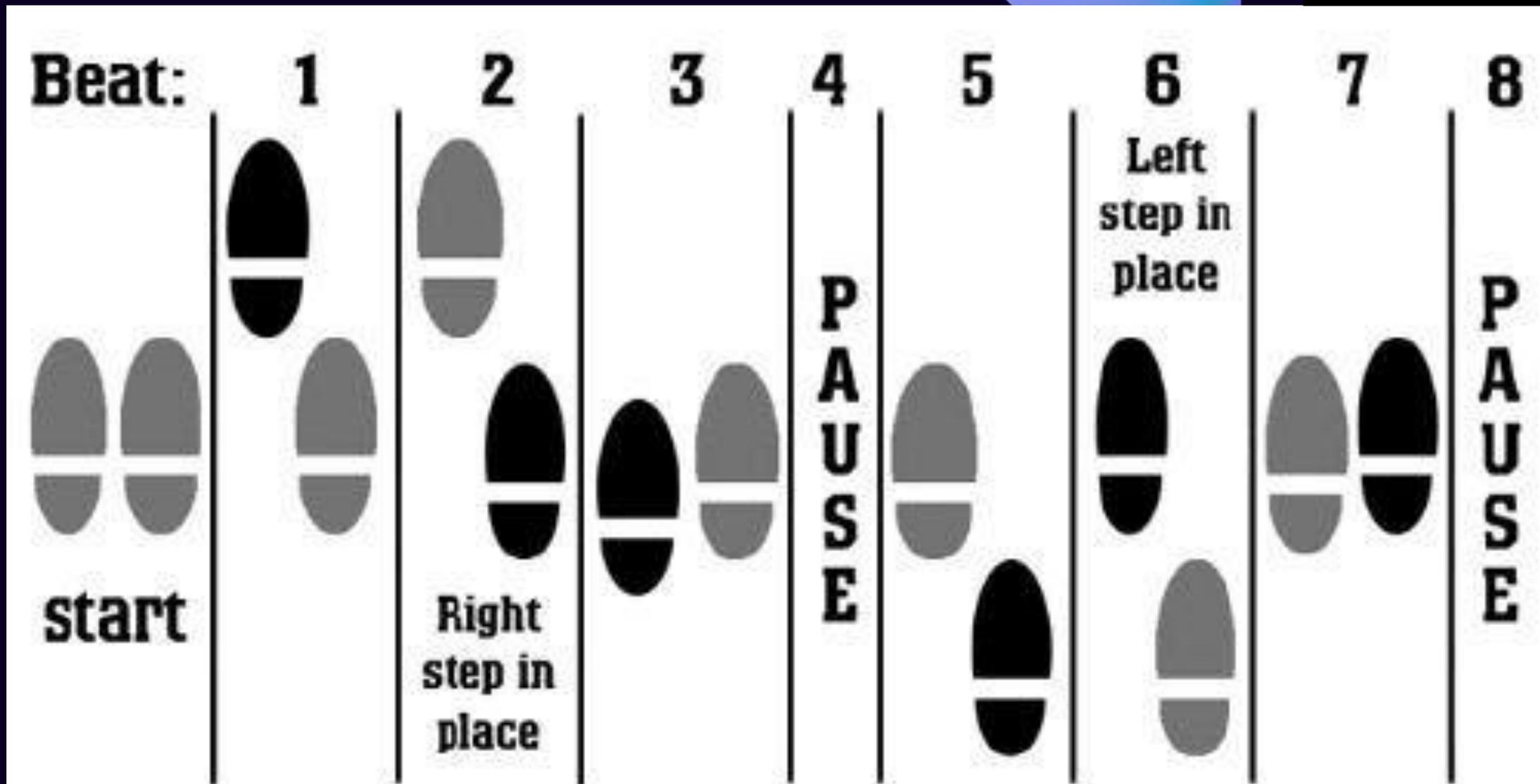
- Freestyle:
  - Difficulty managing a synchronised enterprise without structure
  - Awkwardness of role definition
  - Meta communication is often missing
- With lead
  - Difficulty delivering moves
  - Difficulty deciding and communicating what to do
  - Difficulty trusting partner



# Dancing Exercises - Basic

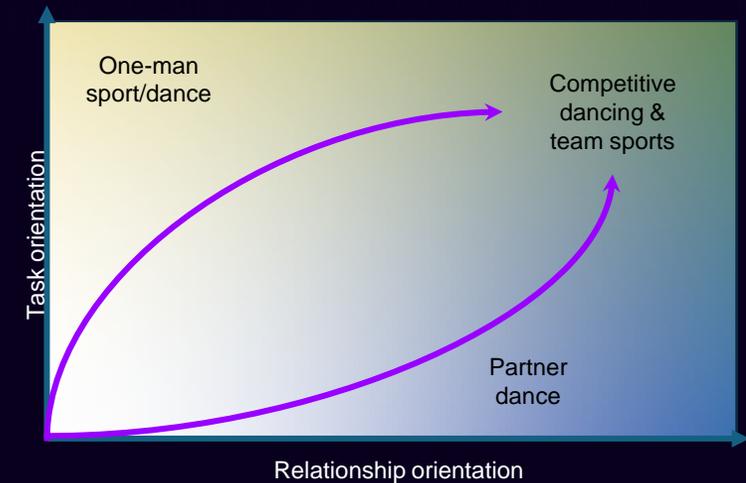


# Dancing exercises - basic



# Retrospective 90s

- What happened? How did it go?
- Did the structure help?
  - 30s follower
  - 30s leader

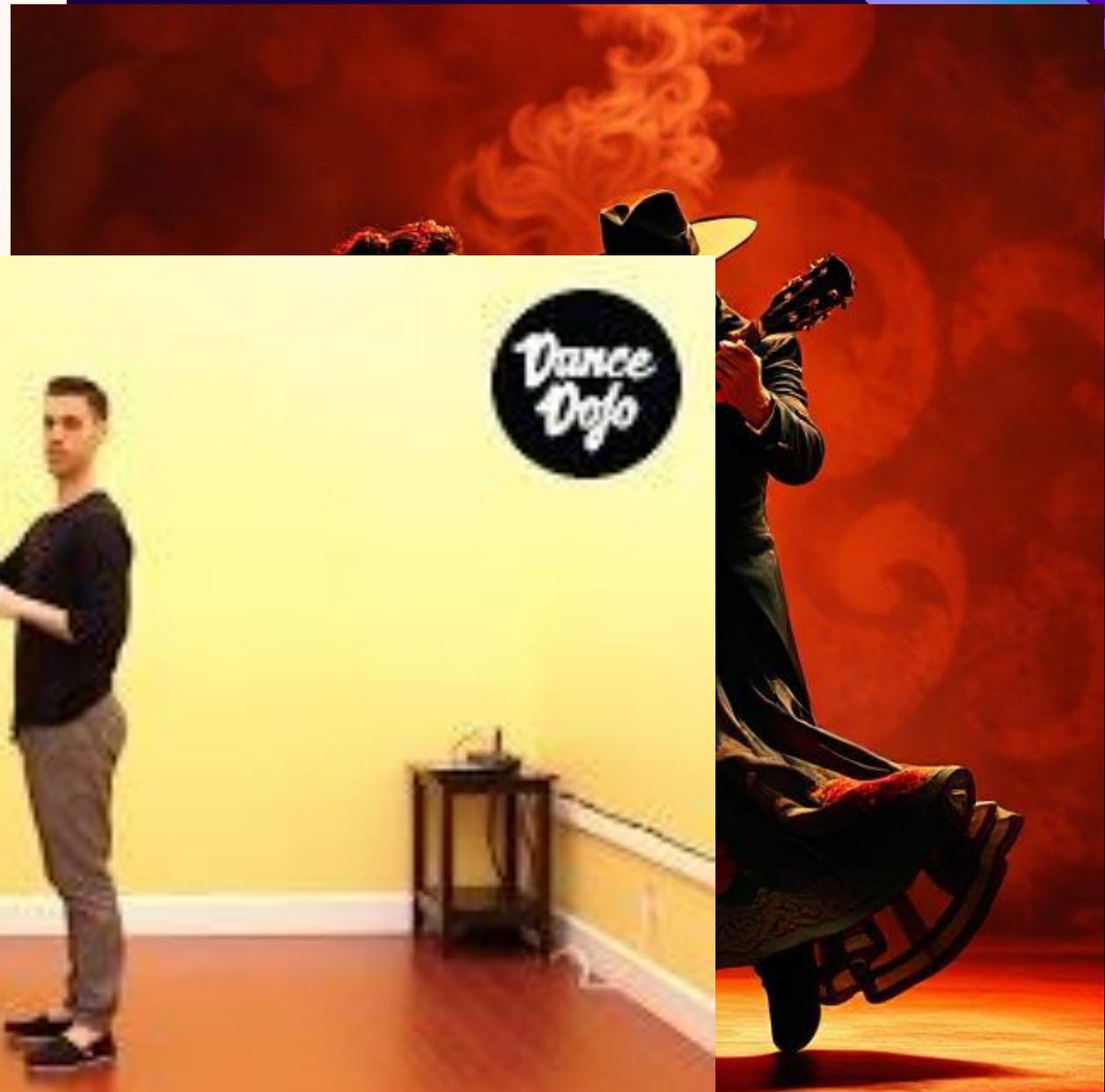


## (Optional) Dancing Figures

- Add 3 figures
  - Dedo: Right turn
  - Coca cola: Left turn going left
  - Enchufla: Left turn going right
- Switch leads



# (Optional) Dancing Figures



## (Optional) Dancing Figures



## (Optional) Dancing Figures



## (Optional) Dancing Figures

- Add 3 figures
  - Dedo: Right turn
  - Coca cola: Left turn going left
  - Enchufla: Left turn going right
- Switch leads



# Dancing Exercises

## Why these exercises:

- Steps:
  - Provides working structure/WoW
  - Basic step = operations/BAU,
    - we focus on it when we learn
    - we teach it to others when we can
  - Reinforce trust in each other
- Figures:
  - Clear deliverables
  - Complex roles and responsibilities



## (Optional) Dancing Exercises

- 1min improvised (Agile)
  - Start dancing
  - I tell you late what to do



## (Optional) Dancing Exercises

- 1min Choreographed (Waterfall)
  - Basic 2x
  - Dedo 1x
  - Coca cola 1x
  - Enchufla 1x
  - Dedo 1x



## Retrospective 90s

- What happened? How did it go?
- Difficulties from the perspective of
  - the leader 30s
  - the follower 30s
- Where do you feel more comfortable?



# Dancing Exercises

Why these exercises:

- Waterfall
  - Ease of following a clear plan
  - Technical difficulty even under plan
- Directed: Agile, instructions last minute
  - Technical difficulty under pressure
  - Show collaboration difficulty under pressure
  - Weak trust to do the right thing right
- Improvised: extra Agile, must decide
  - Show leadership difficult of decision
  - Show communication under pressure



# Sport Exercises

# Rules:

1. Split into teams of 4-5 people
2. You have to pass a ball
3. Each pass must have air-time
4. Everyone must touch the ball at least once
5. You cannot pass to your direct neighbor (left or right)
6. The ball must return to the first person
7. We will run 3 iterations



GO! 2 minutes



# Retro! 1 minutes

How can we improve the result?



GO! 2 minutes



# Retro! 1 minutes

How can we improve the result?



GO! 2 minutes



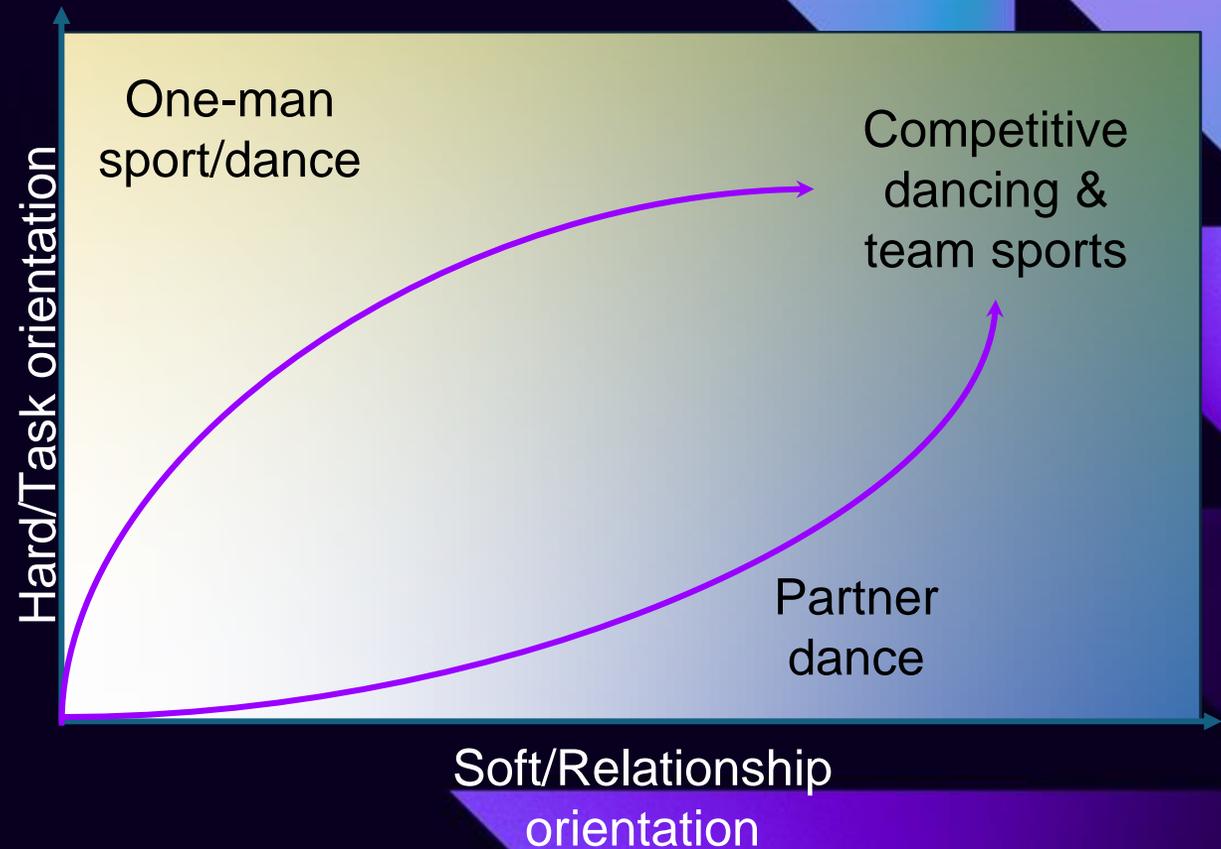
# Retro! 1 minutes

How can we improve the result?



# Super Retro! 3 minutes

What was my leadership style?



# TAKEAWAY

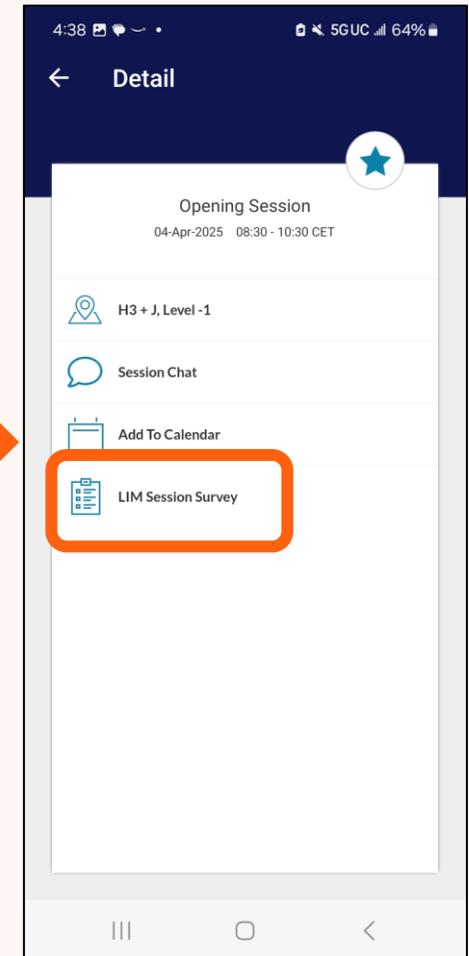
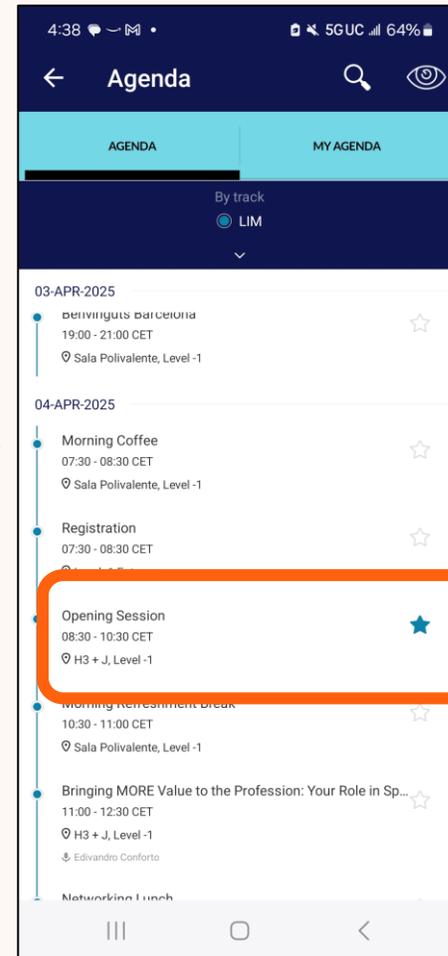
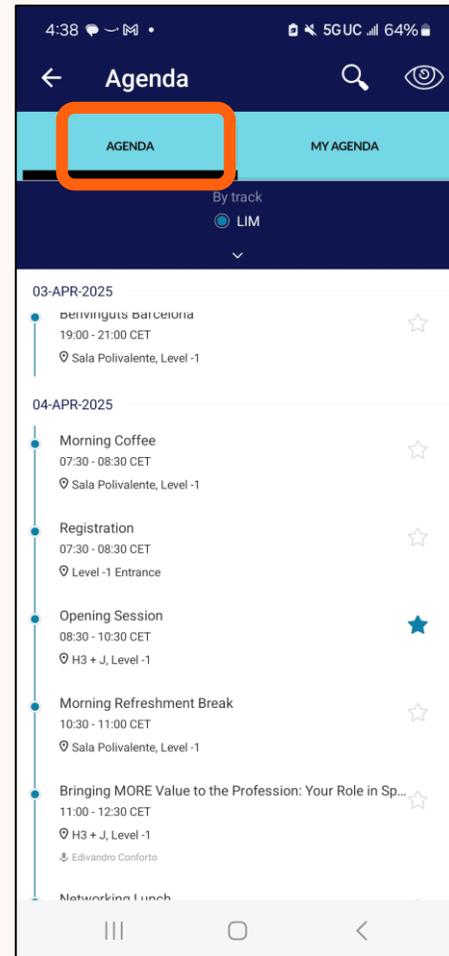
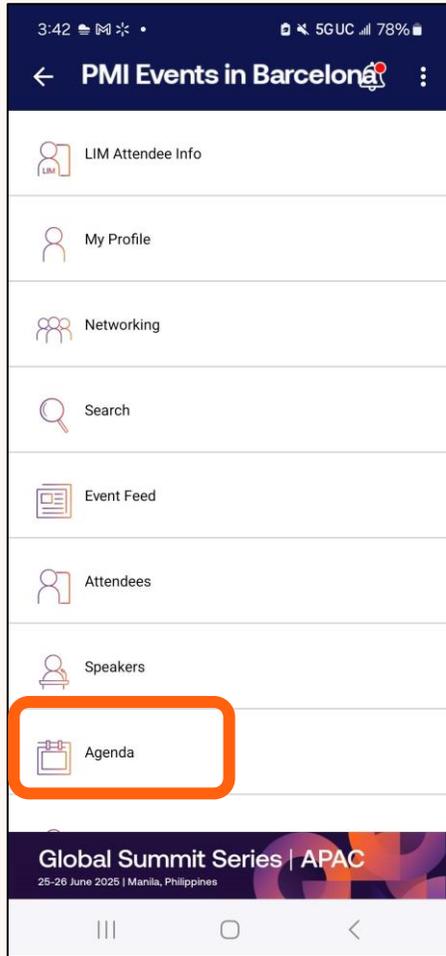
Attendees will leave with a clear idea about the context they want to be a leader and what skill improve.

## Commitment

1. Define the setting in which you want to be a leader.
2. Check where there is room to improve for that setting (hard and/or soft skills).
3. Next steps / Tools and techniques
4. Apply the exercises we have show you to build your leadership and teams.



# In-App Session Survey



# Thank you!

Let's continue the conversation!

