

# ***Rhythm and Paint***

## Team-Building & Conflict Resolution through Freedom of Expression

***Rhythm and Paint*** is an event designed and delivered by World2World team member Mpumelelo 'Pumi' Nyoni, a Cambridge-educated native of Zimbabwe and Music Master at Hamburg's International School, in conjunction with Pamela Wills, his North American partner.

***Rhythm and Paint*** is a team-building event, for groups of 15 up to 40 colleagues who may or may not already know each other!

After the plenum introductory 'rhythm-finding' session, the group splits in two: half the participants form a drumming team and the other half a painting team.

One team drums while the other paints and after some 45 minutes they swap roles. In this way, both teams have combined to fill the three canvas walls with paintings after roughly 90 minutes.

The short video-clip (downloadable, 3.2 MB) shows how the painting develops its own momentum, driven on by the building rhythms from the drummers.

***Rhythm and Paint*** is a conflict resolution exercise. Where there is a lack of harmony between team members, they are obliged to express this in a *non-verbal* way (the background drum rhythms make 'normal' conversation impossible!).

**During the drumming session** each team member is allowed to express their emotions through choosing the speed and volume of their own drum rhythm: they are also obliged to listen and react to differences in the rhythm produced by their team as a whole, as it is a natural impulse to 'harmonise' one's own rhythm with that produced by the rest of the team.

In this way, conflicting rhythms are gradually harmonised and previously existing hierarchies within the group are broken down.

**During the painting session**, each team member has their own silhouette painted by a colleague – and later takes the role of painter. Over the course of the painting session, each team member will work for some minutes with every other member of their team, so any company-hierarchical structure is broken down in this exercise.

The *model* is able to adopt a body pose that expresses their personal attitude in a non-verbal, spontaneous and informal way towards the *painter* and the *group dynamic*. Each model's statement is given equal importance with those of their

team-members, as all of these body poses are recorded on the 15 to 25-metre canvas (depending on the group size), forming a unique and lasting record of the team event.

If you would like more details on ***Rhythm and Paint*** please get in touch with us directly!

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