

# Cohort Building

By Krishna Gadhvi and Dr Elena Dieckmann

# A StudentShaper collaboration



**Samantha Foong**  
MEng Design Engineering

[Email](#) [LinkedIn](#)



**Christina Lin**  
MSc/MA Innovation Design  
Engineering

[Email](#) [LinkedIn](#)



**Krish Gadhvi**  
MBBS/BSc Medicine

[Email](#) [LinkedIn](#)



**Louise Li**  
MSci Chemistry

[Email](#) [LinkedIn](#)



**Yining Che**  
BSc Mathematics

[Email](#) [LinkedIn](#)



**Drishti Sadhwani**  
BSc Medical Biosciences

[Email](#) [LinkedIn](#)



**Himari Tamamura**  
MSc/MA Innovation Design  
Engineering



**Arnau Donate**  
MSc/MA Global Innovation  
Design



**Dr Elena Dieckmann**  
Senior Teaching Fellow  
Dyson School of Design  
Engineering

[Email](#) [Website](#)



**Dr Weston Baxter**  
Senior Lecturer  
Dyson School of Design  
Engineering

[Email](#) [Website](#)

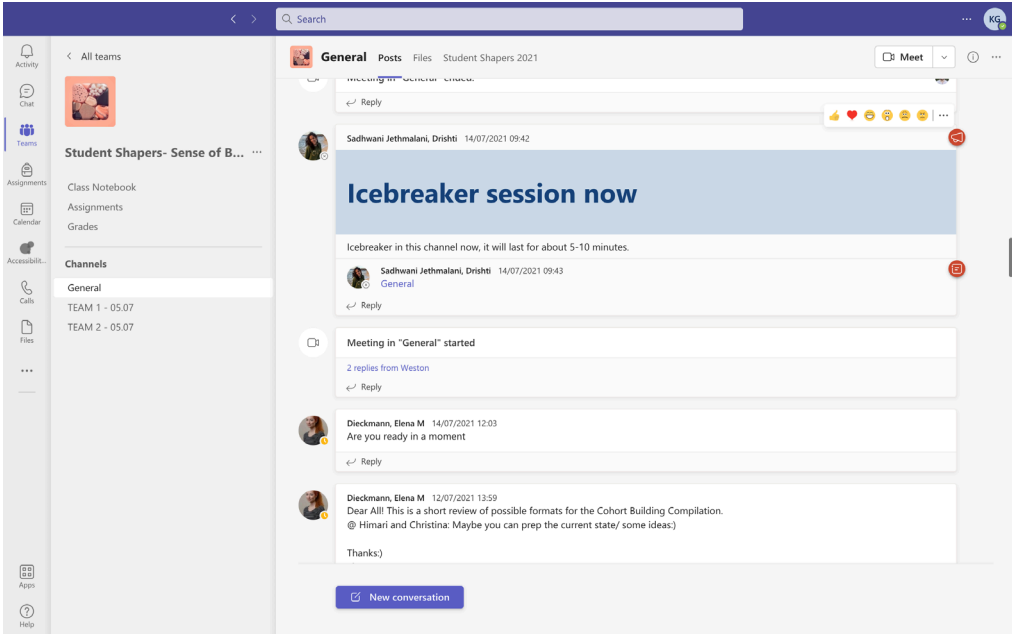
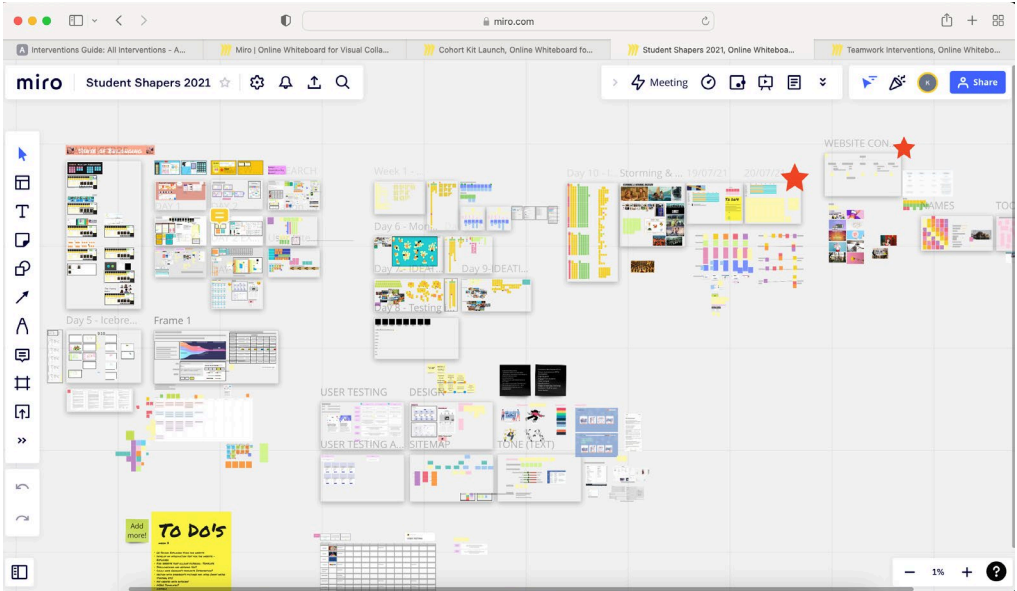
# What is an intervention?

- An activity you can take part in that involves bringing a group of people together. This can be in-person or remote and can take various formats such as a game, event, workshop or ice-breaker.

Let's try one!



# Ideating



# Collaboration

- Peter Mandeno
- Gerogie Nightingall
- Dr Weston Baxter
- Dr Elena Dieckmann

# Theory of teams

## Thinking about cohort building

### **Tuckman's Theory of Teams**

Research has shown that teams go through definitive stages during development. Bruce Tuckman identified a five-stage group development process. He called the stages: forming, storming, norming, performing, and adjourning.

[Read more](#)

### **Frequency-Intensity Matrix**

Group cohesion is often the result of group activities that can be understood in a frequency and intensity matrix. Frequency refers to how often activities occur and intensity is the amount of arousal any given activity produces.

[Read more](#)

### **The Connector's Journey**

Positive human connectivity objectives are achieved when a person successfully navigates the human connectivity process. This process is referred to as 'The Connector's Journey' and takes the perspective of the person seeking to connect (the Connector).

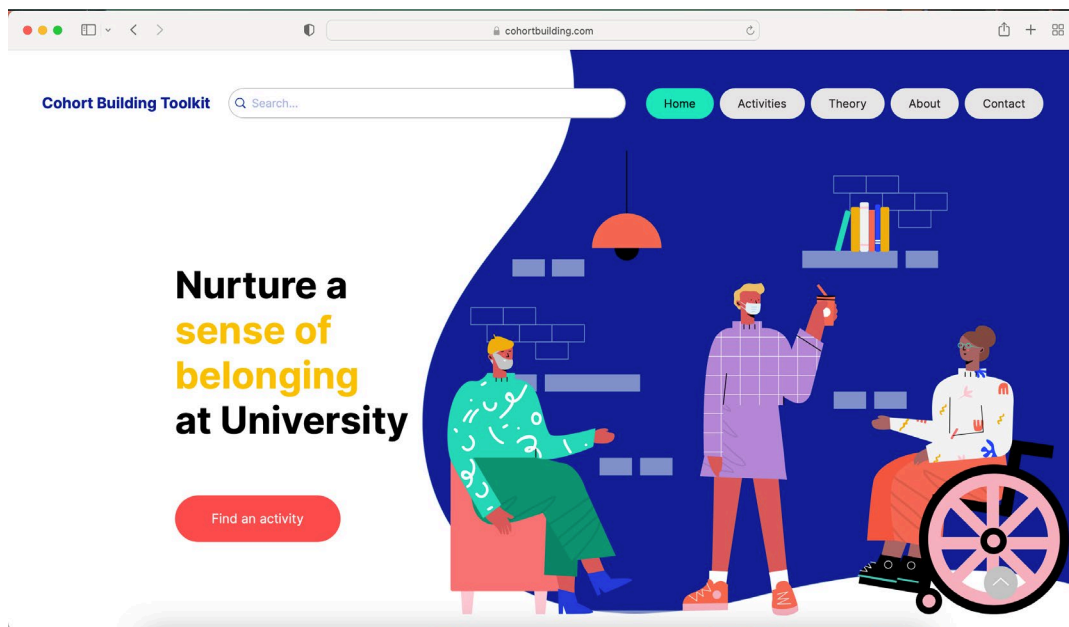
[Read more](#)

# Output

- 81 activities
  - 67 in-person
  - 66 online
- Group size from 2-200+
- Free and paid options



# Cohort building toolkit



The screenshot shows the "Interventions Guide" interface on the [airtable.com](http://airtable.com) platform. The interface is in "Spreadsheet View" and shows a list of 17 interventions. The columns are: Intervention Name, Category, Description, Image, Preparation Guide, and Facilitator. The categories include "Mini Game/Icebreaker", "Long-term/Passive Int...", and "Event".

	Intervention Name	Category	Description	Image	Preparation Guide	Facilitator
1	2 Truths, 1 Lie	Mini Game/Icebreaker	Prepare 3 statements about yo...		Remote:	Both rem
2	5 most common emojis	Mini Game/Icebreaker	Let your teammates get to kno...		In-person:	In-perso
3	10 Things in Common	Mini Game/Icebreaker	Get to know your teammates a...		Remote:	Consider
4	21 Questions	Mini Game/Icebreaker	Question-based game where o...		No preparation required.	1. Dep
5	All hands on deck	Mini Game/Icebreaker	This is a teamwork game wher...		1. Form teams of 4-6 r...	The facili
6	Alumni Slack Workspace	Long-term/Passive Int...	A slack channel where older st...		1. Create a Slack work...	1. This
7	Among Us	Mini Game/Icebreaker	Join your crew mates in a multi...		1. Select a time and da...	1. Whe
8	Availability Time Zone Spreadsheet	Long-term/Passive Int...	Create a spreadsheet for your ...		1. Create a Google shee...	1. Serv
9	Axe Room	Event	Relieve stress and compete for...		1. Contact <a href="https://whi...">https://whi...</a>	1. Enst
10	Board Games List	Event	A range of fun multiplayer card...		1. Obama Llama - a rh...	Consider
11	Book Club	Long-term/Passive Int...	Pick a book to read as a group ...		1. Form your group, co...	1. Hav
12	Broken Picturephone	Mini Game/Icebreaker	Participants will write an initial ...		Remote: No preparation	Remote:
13	Buddy Program	Long-term/Passive Int...	Buddy programmes pairing stu...		Cohort buddy programme	1. Org
14	Candy Bar Tables	Mini Game/Icebreaker	Icebreaker to empower discuss...		1. Place a different kin...	1. Give
15	Celebration Party / Gala Night	Event	Celebrate the end of an acade...		1. Consider a special v...	
16	Cheese & Wine Night	Event	A cheese and wine tasting ses...		1. Select a time, date a...	Step by s
17	Codenames	Mini Game/Icebreaker	Two teams compete by each h...		1. Select a time and da...	• Enc

# Elena slide

- Process

# Elena slide

- The main output of the project is the Cohort Building Toolkit which can be found at [www.cohortbuilding.com](http://www.cohortbuilding.com). The toolkit consists of 81 searchable activities that can support in-person or remote cohort building activities. Activities offer a simple explanation that has been tested for clarity and usefulness. These activities are intended to be used by both staff and students in various settings.

Any questions?