

Organization Design

Skills swap exercise

Objective

The objective of this is to find someone who has a skill or expertise that you would like to learn, and to find someone who would like the skill or expertise that you have to offer. NOTE it does not have to be a direct swap. You can learn from one person and teach a different person.

Method

Give each participant on 3" x 5" card and a pen/pencil

Ask them to write on the card one skill or expertise they have that they could offer to someone else e.g. you can teach them how to cook a curry. You can fix the gears on their bike.

Ask everyone to stand up and walk around the room. Introduce yourself to each person you meet. Tell each other the skill you have to swap. Ask one open question about each other's skill. E.g. how did you learn that? What do you enjoy about that skill?

Say why/why not you are interested in swapping with this person. Move on.

Your aim is to get at least one or more people to agree to learn your skills from you. And you need to find one or more people who have a skill you would like to learn.

When the time is up and the exercise is completed we can work out ways of how to actually swap the skills e.g. by having lunch and learn sessions, organizing a webinar, etc.

What you can find out from this exercise: some examples

Who in the room is a potential 'client' for your skills

How 'marketable' your skill is

Who your potential 'competitors' are

What it feels like to be 'selling' your skill

What many and diverse collective skills are present in the room that could be used to community advantage