

FACILITATOR'S GUIDE

| *joy in work* |

LESSONS  
FROM THE  
WILD



the **BABOON**  
in your  
**business**

produced & distributed by

**S·P·A**  
PUBLICATIONS



LONDOLZI  
Productions

*Lifts you up where you belong!*

*facilitator's guide*

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## LEARNING OUTCOMES

Learning Outcomes from this programme are:



***“Modern Management  
has removed  
Joy in Work and Learning.  
We must give it back”***

- Be aware of the link between survival lessons in the wild and today's business world
- Be awareness of the imbalance humans have in their lives between working, sleeping and living
- Understand the importance of having fun with others
- Understand the importance of being positive about the day ahead
- Understand the importance of taking time to be serious and doing the things that are important to you
- Understand the importance of helping others
- Understand the importance of innovation
- Understand why it is important to give recognition
- Understand the importance of giving compliments rather than criticism
- Understand the importance of laughter
- Understand the connection between laughter and team spirit



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## NOTES TO THE FACILITATOR

This lesson in the “**Lessons from the Wild**” series is intended to teach the importance of “**Joy in Work**” in a business.

Use this Facilitator’s Guide together with the video and Delegate’s Workbook to assist the delegate in gaining the maximum from the lesson.

The Facilitator’s Guide and Delegate’s Workbook have been designed to complement the video. They provide both the facilitator and the delegate with a sound learning experience, which incorporates the learning principles of Theory, Application, Practice and Evaluation.

*Enjoy the experience and have fun!*



# THE BABOON

## *Circumstances, Behaviours and Characteristics*



Baboons are intensely social animals and their social behaviour is extremely varied. Even casual observation reveals a puzzling yet overwhelming array of interaction. While some individuals are groomed, others are playing; while some are solitary, others are huddled in groups; while some are peaceful, others apparently go out of their way to cause trouble and be naughty. Their profound sociability, coupled with their ecological plasticity, gives them a special place in the unravelling of our own evolutionary history, given that our ancestors were also creatures of the African savannas and woodlands.

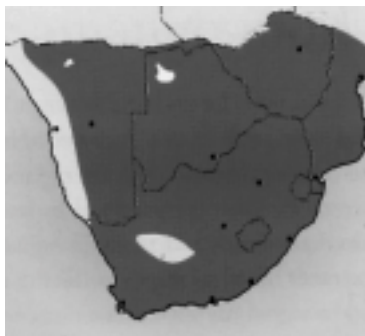
Baboons live in many different habitat types which makes them excellent subjects for investigation of the relationship between the environment and the social structure; it explains why they have been the most studied of all primates.

The data gleaned from baboons, it has recently been argued, may explain the origins of human language. As there was strong pressure on the open savannas for human troops to be large, it became impossible to use grooming as a means of keeping track of allies. On the other hand, the ability to speak and hold conversations would enable interaction with more than one individual at the same time, and would thereby increase the number of allies without a corresponding increase in social time. Baboons invest in their relationships by grooming potential allies who will prove useful in the future.

\* Adapted from Page 108: The Complete Book of Southern African Mammals

# THE BABOON

## *Distribution and Status*



The species is widely distributed throughout Southern Africa in a large variety of habitats, from semi-desert through woodlands to sub-alpine meadows along the Drakensberg.

### **HABITAT**

Given water and trees or cliffs to sleep in, the baboon can flourish anywhere except in high forests.

### **FIELD CHARACTERISTICS**

Other than man, it is the largest primate in the sub-region. The length of the male is 1.5m including the tail and the female's length is 1.1m. A male can weigh up to 33kg and the female weighs about 15kg.

### **SOUNDS**

Vocalisation ranges from grunts and squeals to screams and barks. Males give a characteristic two-phase bark during times of tension.

### **FOOD AND FEEDING METHODS**

The omnivorous nature of the baboon is helped by manual dexterity. The bulk of its diet comprises fruit, seeds, insects and bulbs, but it will opportunistically catch and eat small mammals and birds.

### **BREEDING BIOLOGY**

There is no definite breeding season and a single young is born after a gestation period of 140 days.

### **SOCIAL SYSTEM**

The baboon lives in multi-male, multi-female groups. Average troop size varies across populations but is generally around 38 animals. Females do not leave the natal troop, but males emigrate after puberty (at around 6-7 years), so that while females in the troop are related to one another, adult males are not.

Strict dominance hierarchies are used for each sex; all males are dominant over all females. Unlike other sub-species, males do not form coalitions against rivals. Females form alliances but they also rely on special male friends cultivated by grooming.

## WORKSHOP CHECKLIST

Use this Checklist to ensure you have all items that are required to conduct the Workshop.

Item	Yes
Video: <i>Joy in Work</i>	
Flipchart	
Kokipens - Chisel Point	
Prestik	
Delegate Pads & Pens	
Water	
Peppermints	
Coffee/Tea	
Biscuits	



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## THE LEARNING EXPERIENCE

Video  
Part 1

*Workshop:*  
What is Joy in Work?

*Workshop:*  
Joy in Work attributes

Video  
Part 2

*Workshop:*  
Readiness for Joy

*Workshop:*  
Joy and Individuals

*Workshop:*  
Self-assessment

*Workshop:*  
Team assessment

*Workshop:*  
World Class assessment

*Workshop:*  
Action Plans: self, joy, world class



## INTRODUCTION, OVERVIEW, PURPOSE & EXPECTATIONS

### Activity 1: Introduction

*Introduce yourself.*

*Introduce the series "Lessons from the Wild".*

*Welcome delegates to this lesson on Joy in Work:  
"The Baboon in your business".*

*Remind delegates to sit back, relax and enjoy the  
show!*

**Duration**

15 minutes

**Medium and/or Resource:**

- Workbook Pg 5:  
*Introduction*

### Activity 2: Start

*Start the lesson immediately by playing the video:  
"The Baboon in your Business"- Part 1*

**Duration**

10 minutes

**Medium and/or Resource:**

- Video Part 1

### Activity 3: Ice Breaker

*Team Quiz on "Facts" about the Baboon*

*Individual Exercise on "Join in Work: Most Fun!"*

**Duration**

20 minutes

**Medium and/or Resource:**

- Workbook Pg 9:  
*Joy: Most Fun!*