Soft skills

Camaraderie and Humour as Levers for Team Cohesion

A half day to use camaraderie and humour as tools for cohesion, without sliding into mockery or exclusion. Managers and team leaders learn to tell humour that brings people together from humour that hurts, to set up simple team rituals and to respond to an inappropriate joke. The role plays start from real life in a workshop, a warehouse or a service floor.

Duration : 0.5 day

Objectives

1. Distinguish humour that brings people closer from humour that excludes, belittles or creates cliques
2. Identify the moments when camaraderie strengthens cohesion: welcoming a newcomer, the end of a project, coming out of a difficult period
3. Build two or three team rituals suited to working hours, shift work and the diversity of the team
4. Respond with tact to an inappropriate joke, in public and in private

Programme

Half day

• What camaraderie brings to a team, and what it does not replace: clear roles, fairness, recognition

• Inclusive humour, exclusionary humour: markers to tell the difference according to context, hierarchy and team culture

• Simple rituals for shift-based or dispersed teams: a coffee at shift start, a target reached and celebrated, welcoming a newcomer

• Role play: calling out a joke aimed at a colleague during a packing line briefing

• Personal plan: one ritual to launch and one behaviour to watch over the next four weeks

Teaching methods

• Discussions based on situations participants have lived in their own team

• Analysis of short work scenes: team meeting, shift-start briefing, a colleague’s departure

• Role plays on responding to an inappropriate joke, replayed with several different responses

• Design of a team ritual to test as soon as you are back at your post

Assessment and documents

Knowledge test at the end of the session, post-training evaluation at D+1. Each participant receives a numbered training certificate, verifiable online; the company receives the training report.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

This short module can be combined with “Building Trust in Your Team” or “Looking After Your Team Day to Day” to devote a full sequence to team climate.

Practical information

Duration	0.5 day
Audience	Managers, team leaders, supervisors, HR staff
Prerequisites	No prerequisites
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Can humour be learned?

The course does not try to make managers funny. It teaches you to recognise what relaxes and brings a team together, to leave room for other people’s humour and to set a limit when a joke hurts.

How does the course take the team’s culture into account?

The reference points are built from situations brought by participants: mixed teams, several generations, French and Darija on the same site. The session can be run in French, Darija or English.

How is this different from “Managing Conflict and Disagreement”?

This module acts upstream, on the everyday climate and weak signals. When tension has already set in between two people, the conflict course provides the de-escalation and mediation methods.