Imagine tapping into the abilities and talents of every team member while practicing and applying team process skills. Teams strategize how to maximize points from completing a series of activities located at a local park or conference center. This combination of sophisticated physical, intellectual and creative challenges engages everyone.

Illuminating problem–solving, innovation, shared leadership, communication skills, team planning and time management, Pursuit is a multi–tasking timed event, but it's not a race—we keep the competition "friendly." Action–oriented by design, Pursuit can be built to fit your team's targeted growth areas.

## Benefits
• Encourages camaraderie as a result of successfully solving problems together.
• Requires both big picture decisions and attention to details.
• Engages all learning styles, and respects individual perspectives, abilities and preferences.
• Appeals to those who enjoy a healthy dose of fun and fast–paced competition.

## Blend with Corporate Training
When combined with a corporate training module like The Leader's Role in Stages of Team Development or Problem–solving for Teams, participants may apply their newly acquired knowledge using Pursuit as a "laboratory".

## Nuts & Bolts
• Indoor or Outdoor
• 3–4 hours or a full day
• Team size of 12; group size of up to 500
• Low to medium fitness suggested
• Portable: ample meeting space, lawns or patios

## Introduction and Overview

Review the rules, instructions, and timeline verbally. Hand out the team backpacks, which include written instructions, a challenge locator, camera and other supplies needed for the program. The focus of your training initiative is carefully integrated into this stage. (10 minutes)



## Roles and Goals

Consider how each person on the team can contribute to the team's success. With teams that know each other this often takes on the form of appreciations. With those that are building new relationships, the team has now identified who might be a consensus builder, a time manager or an enthusiastic coach. Aligning themselves around the goals helps build team unity. (10 minutes)

## Review Supplies and Strategize

Participants review assignments, paperwork and supplies. Their plan starts to take shape as they strategize how and when they will attempt various challenges. (10 minutes)

## Pursuit Challenges

All teams attempt to complete identical challenges within a set time period. The challenges are a combination of proven, high–energy, problem–solving initiatives, physical challenges, intellectual puzzles and photo assignments that encourage new leaders to help their teams become high–performing. (2.5–3 hours)

## Debrief

All teams reconvene to share their experiences during Pursuit. They discuss how they organized themselves around a challenge, what types of leadership surfaced and how to apply this information to their own organization. (approximately 15 minutes)



## Scores and Recognitions

Teams are recognized for great team characteristics and we announce the top winning teams. (10 minutes)

## Program Complete

(3.5—4 hours)

## Optional Special Features

**Point Person:** At each challenge, the team elects a facilitative leader and coordinator who ensures all ideas are shared.

**Knowledge Transfer:** Aiming for a high cumulative score, participants capture a best practice at each challenge for the other teams to use when tackling that activity. Sharing information is a key component to effective collaboration.

**Team Presentation:** Each team develops a 1–2 minute lively presentation to wrap up the adventure. This poem, limerick, song or cheer encapsulates their Pursuit experiences.

## Sample Facilitated Challenges

You and a facilitator will choose from among these and other options based on the skill sets upon which you wish to focus.
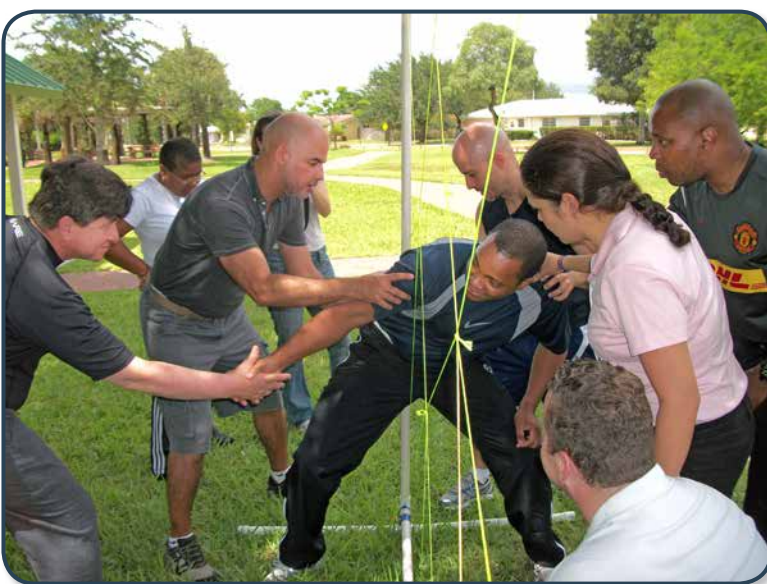
**Blindfold Croquet/Putting**—Coaching and clear communication are tested as a sightless partner is guided through the course by their teammate. *Trust and Communication*

**Glass Tower/Balloon Tower**—Teams battle the clock to construct a freestanding tower of plastic glasses or balloons. *Creative Problem Solving*

**Leaky Pipe**—Team members attempt to raise a floating object to the top of a large plastic pipe. Strategic planning, good communication and team persistence help the team keep water from leaking out of the holes. *Collaboration and Leadership*

**Matrix**—Only one safe course exists in an enormous grid laid out on the grass. Memory and strategy are required for each team to find their way through the matrix. *Trust and Communication*

**Pipeline**—Teams try to move a small ball from the starting line to the finish bucket without stopping or dropping the ball. A coordinated team effort is required to manage the assortment of pipeline components. *Leadership and Creative Problem Solving*

**Precious Cargo**—The group uses a devise to transport three precariously balanced objects through a marked off obstacle course. This activity requires precise coordination, cooperation and innovation to keep the cargo from dropping. *Creative Problem Solving, Decision Making and Organizing around Roles and Goals*

**Roadblock**—Your team guides blindfolded team members through an obstacle course using only verbal directions. Tactical focus involve one on one coaching and attention to the big picture strategy ensures success. Clear communications are tested in this insightful challenge. *Trust and Communication*

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**Sure Shot**—Teams shoot balls into baskets as they weigh risk versus reward. Each round allows an opportunity to restrategize for maximum efficiency. Goal setting and achievement, planning, creativity and utilization of group resources all contribute to the carry over value of this event. *Problem Solving, Leadership, Goal Setting and Communication*

**The Web**—Pass through various size holes in a giant web structure without touching the string or using any of the openings more than once. This challenge requires a great deal of cooperation, trust and "start to finish" planning to enable the team to be successful. *Trust, Collaboration and Strategy*

## Sample Self–Directed Challenges

**All Tied Up**—Teams attempt to complete a number of knot tying challenges from a diagram. *Communication*

**Compass Course**—Learn basic compass skills then find your way from marker to marker around the grounds of the resort, conference facility or park.

**MindStretchers**—Mentally challenging pencil and paper brain teasers to be deciphered. *Creative Problem Solving and Collaboration*

**Photo Challenge**—An on–going challenge of Pursuit involves photo–documenting accomplishments using the cameras given to each team. Teams may have to get creative to accomplish these assignments. *Creative Problem Solving, Collaboration and Trust*

**Team Survival**—Each team reads an adventure–gone–wrong scenario. Then the group must review a list of objects and agree on the most important survival items. *Collaboration, Creative Problem Solving, Conflict Resolution*

**Trivia**—A variety of general trivia questions need to be completed by the end of Pursuit. Questions can be customized to focus on company, personnel or industry related information. *Decision Making and Resourcefulness*