Team Performance Challenges
Program Description

ADVENTURE ASSOCIATES™
(800)-987-5582

One of our favorite team building adventures, Team Performance Challenges brings to life theories and models about team dynamics and role identification. It's a rich program, because it's 100% facilitator-led with guided debriefs after each challenge. Our facilitators create an environment in which personal and team insights are shared and subsequent connections back to workplace issues are made by the team. We help your team discover their strengths, then leverage them to better address areas of development.

Small teams work through a series of activity stations; each takes 30–45 minutes, including a focused discussion about how to maximize individual involvement, plan effectively, and define which leadership and participation roles work best. With dozens of activities in our repertoire, we can build a custom program that engages your team mentally and physically, helping them to evolve beyond their current level of performance.

Benefits

- Creates a learning environment for team practice so that execution happens more effectively in the real world.
- Increases team morale through shared successes and performance breakthroughs.
- Engages a wide variety of learning styles through interactive challenges that serve as reference points for future training initiatives.
- Provides opportunities to strategize, collaborate and take on leadership roles (some for the first time).

Blend with Corporate Training

Team Performance Challenges offers the perfect addition to your corporate training workshop. Full-day or multi-day workshops often incorporate individual team challenges to learn about communication, problem-solving or decision-making experientially.

Nuts & Bolts

- Indoor or outdoor
- 3.5–4 hours
- Team size of 12; group size of up to 200
- Low to medium fitness suggested
- Portable: ample meeting space, lawns or patios

Team Performance Challenges
Sample Agenda

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Introduction
Our lead facilitator conects group expectations and goals to the interactive agenda. Depending on the focus of your workshop (for example, communication and collaboration) we may briefly share some pertinent models or theories. (approximately 10 minutes)

Large Group Warm-up Activities
The group participates in a few fun warm-up icebreakers to encourage mixing and laughter as well as to set the tone for the day. (approximately 20 minutes)

Team Challenges Rotation
Teams rotate through the interactive problem-solving challenges. We facilitate a discussion after each challenge in which participants assess their level of success with the team skills practiced. These discussions connect back to workplace applications of the "lessons learned." (approximately 2.5 hours)

Closing Debrief
Teams gather together to share observations about best practices, leadership at all levels, and interpersonal dynamics. These questions can also be tailored to complement the focus of your training initiative or leadership development. Our facilitators let your team draw their own conclusions (with some subtle direction) rather than "telling" your team what they are supposed to take away from the adventure. We believe the insights shared by our clients are richer in meaning and more applicable when they are internally derived. (approximately 30 minutes)

Program Complete
(approximately 3.5 hours)

Sample Facilitated Challenges

Blindfold Tent—Coaching and clear communication are tested as your team assembles small tents with the builders blindfolded. *Trust and Communication*

Medley—This three-problems-in-one challenge requires participants to plan, delegate and refine problem-solving processes. Tackling Rope House, Tarp-Turnover and Pipeline challenges involve a mandatory strategy session followed by execution. *Trust, Delegation and Communication*

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. *Leadership, Creative Problem Solving, Decision Making and Organizing around Roles and Goals*

The Web—Your team develops a strategy to transport all team members from one side of a giant web structure to the other 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*

Roadblock—Pick up the required tokens while avoiding the penalty-producing obstacles. The team guides blindfolded team members through an obstacle course using only verbal directions. Effective coaching and developing shared vocabulary resonate as best practices. *Trust and Communication*