

Team Development

For HAPPY, LOYAL and PRODUCTIVE Teams

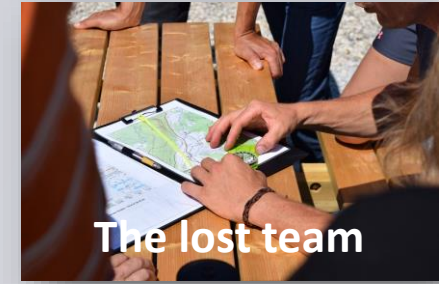
cross-functional communication
planning *integrate external skills*
external *team building*
collaboration internal communication **improve team spirit**
problem solving creative recruitment
integrating new **organization**
employees *Leadership* *time management*
enhance
performance Stress management

*Team Building
activities that
make sense!*





The different activities



The Architect Bridge

Project management, taking inventory and collaboration within your network



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The project:

The team will find itself divided over different working areas. Each area contains different type of materials or a floor plan. The facilitator will play the client, an *Architect*.

The client has a request: create an artistic bridge between 2 river-sides. From both sides, at about a meter away, the bridge must start with a rectangular block, not too high. Then two meters further a triangular structure within between these two structures in the centre of the 'river' a pillar, protected against debris.

The following rules apply:

- Team 1 – The Constructor (**T1**), will be in first contact with the client and in front of the floor-plan
- The 3 other teams are suppliers: **T2** (Big materials like beams) – **T3** (Different prefabricated) – **T4** (Delivery and small materials)
- First 20 minutes, all communication goes through handheld radios. Then, only T1 and T4 can move around the different working areas to check, discuss and plan, until there is a full plan is presented.
- The teams have white-boards and markers to draw up ideas and plans
- When the plan is presented and accepted by the Architect, the team will divide themselves with the gear on both 'riverbanks' near the floor plan.
- The team must construct the bridge according to the plan
- The bridge must be safe, strong and big enough to hold the whole team
- During construction, nobody is allowed to touch the floor between the two 'riverbanks'

How did the teams communicate and co-created the plan together?

What happened during communication and decision making?

What were the difficulties and advantages of this collaboration?

What were the points of improvement and how can the team integrate them?

2 - 3 HOURS



STARTING FROM 700 €



8 - 120 PARTICIPANTS



Island Challenge

Project management and collective problem solving



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The Project:

The team is divided over different islands surrounding a main – ‘Inhabited’ island in the centre. On their island, each group will find a handheld radio and different building materials.

With the materials, they can build bridges that helps them achieve their goal: finish safely all together on the main island. Since the material they have per group is not sufficient to reach the main island on their own, they must collaborate between the different islands.

The following rules apply:

- Communication between islands is solely through radios/phones or ‘mediators’. No screaming.
- Outside the islands, each person must stay a minimum of 50 cm from the floor (knee-high). *Imagine being in a swamp with crocodiles.*
- Safety is of high concern so each construction must be verified before climbed upon.
- Jumping is prohibited!
- No materials is allowed to be thrown or rolled between the islands.
- Materials can only be swapped or shared when islands are connected (by a bridge).
- Failure of following the rules will end up in losing materials.

How did the groups work together (as individuals or collaborating?)

How did the team communicate and what happened with the decision making? (Exchange ideas and inventory?)

Did the team achieve their objective? (Did everyone make it safely to the main island?)

1.5 TO 2.5 HOURS



STARTING FROM 700 €



8 - 80 PARTICIPANTS



The Yukon Escape

Solution
orientated,
problem solving,
planning and
external
collaboration



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The Project:

The Yukon escape is a sort of escape room, but outdoors. With this teambuilding activity, you will be using skills like coordination, orientation, precision, communication, balance, trust and teamwork. Your team must complete different tasks to advance throughout the challenges!

The following rules apply:

1. **Equilateral Triangle:** Blindfolded, the team must hold on to a rope and create an equilateral triangle.
2. **Mission impossible:** Using different materials, the team must collect compasses locked away on an island.
3. **Spiderweb:** A web, created with strings is attached between trees. Starting on one side, the team must finish on the other side using only 1 'hole' per person and without touching the web.
4. **Nazca Lines:** The team is divided with the collected compasses and a handheld radio. They must mutually guide each other using the compasses to draw a giant word or shape using string and pegs.
5. **Small orientation course:** The team has a map indicating the location of different materials hidden in the forest/field. Though handheld radio and their compass they must guide their colleagues at their quest finding the materials.
6. **The Maze :** Using beams and crates the team must collect different beams dispersed throughout the terrain. Careful, the crates can only be placed a limited number of times!
7. **Slackline course:** The whole team must traverse a slackline course without falling or stepping of. Touching the ground means starting over!
8. **Trust fall:** Let yourself fall backwards in the arms of your colleagues from a meter high. Each participant will buy you different projectiles. Motivate each other with mutual respect.
9. **Build a catapult:** Build a catapult with the gear collected before.
10. **Catapult shooting:** Shoot the projectiles as far as possible to earn point and break yourselves free!

2.5 -4.5 HOURS



STARTING
FROM 700 €



8 - 180
PARTICIPANTS



Leadership Challenge Course

Leadership, project management, time- and stress management, safety- and quality, management, creative recruitment



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The Project:

Applicable for specific cases/contexts (e.g.: hospitality, industrial, distribution, medical, ...). The team must conquer different obstacles dispersed throughout a course. Each tour of the course is considered as finishing a case/ dossier/ client/ other and will make you money. Each error (safety/quality) will have repercussions in terms of costs, including Time (wages), absenteeism (refusing to pass an obstacle), and more. There are several ways to make money or to lose it. The objective is to be lucrative!

The following rules apply:

- The team is on probation and the facilitator plays CEO. The CEO will ask the team to produce an estimated profit before they start the course.
- The team has 30 minutes to test, discuss and come up with a detailed profit report (number of tours, losses, etcetera.)
- The CEO must give his OK for the report before the team starts. Negotiation might be needed.
- Most of the team will be attached with a rope and roles/tasks can be given (time-safety manager, note-taker).
- The team must keep up with the numbers themselves. (The CEO will keep up with the score for himself)
- A minimum number of fictive clients must be taken over the course without hurting/ soil them. Each client will earn extra money.
- If a person in the team stops for whatever reason (fatigue, fear, or other) it's considered absent (a loss).
- Quality and safety are two very important criteria!
- One tour is considered complete when the team is back at the start. Partly finished will not make profit, but the costs will be calculated.

How were the roles distributed?

What happened during preparation? Which improvements can be made?

How were the decisions made, did the team find a consensus?

Was the preparation time efficient and did everybody understand the plan?

How was the team organised? Did they have a good time- and stress management?

3 - 4 HOURS



STARTING FROM 900 €



10 - 30 PARTICIPANTS



River Crossing

Teamwork, cross-functional communication, project management and leadership



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The Project:

Build your own amazing river crossing! Successfully crossing a natural obstacle allows each person to transpose his experience to obstacles encountered in the work-life.

The Challenges:

surpass your comfort-zone; respect yourself and your colleagues; develop an efficient and structured way of communication; achieve an objective together while staying confident and safe. Rope-bridges, zip-lines, wooden structures. Let imagination be a guideline for a fun and safe course over the river. Everything is possible!

The following rules apply

Phase 1.

Study the place together: safety, obstacles and possible solutions, strategy and a plan of attack!

Phase 2.

Create the plan, set the safety rules, the distribution of tasks, time management, the use of materials. The build the plan until it is validated by the facilitator.

Phase 3.

Start building, while maintaining safety, respect and trust. (Possibility of adding roles to the activity: leader / time manager/ security manager...)

Phase 4.

When the construction is finished and checked by the facilitator, we will of course, test the zip line, the bridge, or the course.

How well did the team implement its project plan (decision making, communication, listening, consensus)?

How well is the plan being executed and how has the team adapted to the unexpected?

3 - 5 HOURS



STARTING FROM 850 €



8 - 30 PARTICIPANTS



Obstacle course 2.0

Teamwork, creative problem solving, adaptability, project management et leadership



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The Project:

Going through an obstacle course is awesome. Imagine being able to build your own dream course as a team and then test it!

Creativity, safety, organization, task division, leadership, respect and trust are just a few of the themes worked on in this activity to improve the cohesion and performance of your team.

The following rules apply:

Phase 1.

Collective study of the area: safety, obstacles and possible solutions, inventory of the team's personal limits, study of the possibilities and the plan of attack!

Phase 2.

Creation of the plan: safety rules, task division, time management, use of equipment. When ready, they must validate the plan by the facilitator.

Phase 3.

Construction of the course, with care for safety, respect and confidence. Possibility of doing the activity with the roles of leader / timekeeper / safety manager...

Phase 4.

Test the course together. For those who are looking for more complicated obstacles and challenges, we can blindfold them.

How well did the team implement its project plan (decision making, communication, listening, consensus)?

How well was the plan executed and how has the team adapted to the unexpected?

3 - 5 HOURS



STARTING FROM 850 €



8 - 60 PARTICIPANTS



Pirates of the Savoie

Time- and stress management, project management, internal communication, decision making



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The Project:

The team is divided into sub-groups of 6 to 8 people. Each team will have 2 tasks to accomplish: recover the other team's treasure while defending their own treasure against their opponents! Each team will have materials to build a bridge and a catapult (beams, ropes), as well as projectiles.

The following rules apply:

Phase 1.

At first, the teams will be separated, and they will have 20-30 minutes to finalize a plan. They will then have 1 hour to build, test and starting the game having the knowledge of the material and making a perfect plan.

Phase 2.

Before the battle begins, the beams and ropes are again detached and positioned on the ground in front of the battle ground.

Phase 3.

The battle begins: to pirate the treasures, the teams must cross a bridge (minimum 50 cm from the ground). To protect their own treasure, teams must hit the person crossing the bridge with one of the projectiles launched by the catapult. When hit, this person returns to his/her side to start again.

Was the preparation time and testing phase used to improve performance?

Has a structure and organization with clear leadership and communication been found?

How did the teams feel during the battle? Was time and stress management effective?

2 - 2.5 HOURS



STARTING FROM 700€



8 - 80 PARTICIPANTS



Relay Run

(artistic – theatre – Q&A)

Team spirit, cross-functional/internal communication, creativity, organization



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The Project:

The artistic relay race is an obstacle course with 5 relays: start, S1, S2, S3 and finish. Between the relay points, obstacles are to be overcome by the teams. On the relay points, the teams will create a "work of art". The goal is to obtain 3 identical works of art.

The following rules apply:

- Before the activity begins, the team has about 20-30 minutes to create a plan and get organized. They are then assigned to the first of four relays.
- The subgroup (on the Start) must cross the obstacle to get to the S1 relay. When they arrive, the 1st subgroup of S1 leaves to cross the new obstacles towards S2, where the new team leaves, and so on.
- The teams on the relay points will work on their art creation while their colleagues cross the obstacles! Beware, when the 4th sub-group reaches the finish line, time stops!
- (Optional) There are 3 prizes: the most beautiful identical art creations, the most beautiful art creation in general and the fastest team.

The obstacles:

Team Skiing (all together on giant skis) / **Blindfolded Crossing** (with 3 hoops to create islands, 2 out of 5 people will be blindfolded) / **The Stretcher** (with equipment available, the team must create a stretcher and carry 1 person) / **Team Tied-up** (teams must complete the course, feet tied together).

Was the preparation time effective and the project plan well understood by everyone?

Did the teams communicate well on the relays?

Did they have good organization and effective time and stress management?

2 - 3 HOURS



STARTING FROM 700 €



8 - 250 PARTICIPANTS



Pont de la Caille

Leadership, cross-functional communication, time management, creative recruitment



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The Project:

The group is divided into two teams of about 6 people, each with building materials (beams/ ropes). Together, they must build a bridge to cross the space between the two teams, strong enough to support the weight of the whole group.

The following rules apply:

- When the teams are in place, each on one side of the river, they can think, imagine and discuss together about the solutions to create a bridge.
- Be careful! Each team will have 1 'leader', a role that will change several times during the activity. Every 15 minutes, there are periods of absolute silence (no talking) to spice up the game.
- During the time of absolute silence, teams must find other ways to communicate.
- Leaders (as a group) are allowed to ask 3 'technical' questions (knots, moves, etc.) to the facilitator during the activity.
- Depending on the question, the facilitator can simply answer or decide to answer with another questions.
- Leaders must ask the facilitator to check and validate the constructions before stepping on them.

Was the preparation time effective and the project plan well understood by everyone?

Were the leaders effective during the communication time?

Was there good organization and effective time and stress management?

What emotions came up during the periods of absolute silence?

2 - 2.5 HOURS



STARTING FROM 700 €



8 - 120 PARTICIPANTS



The lost Team

Remote communication, planning, external collaboration



Fun and Victory

Team Development • Outdoor Sports

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The Project:

The lost Team is an orienteering course where you walk in 3 distinct teams, each with a handheld radio, a map, a compass, a pen and paper. Each team has the map with the route of the other team. With the help of instructions adapted to the direction (all azimuths / landmarks taken by colleagues), transmitted by handheld radio, the teams guide each other along the route.

The following rules apply:

Standard version with 3 teams:

- Team A receives the map with instructions from Team B and Team B has the map with instructions from Team A.
- Team A and Team B are not connected live by handheld radio.
- Team C relates to teams A and B and therefore every information is relayed through Team C.

Simplified version with 2 teams:

- Team A receives the map with instructions from Team B and Team B has the map with instructions from Team A.
- They are in direct contact.

How were the instructions transmitted within the different teams?

What were the difficulties and how did the team adapt to continue?

2.5 - 3.5 HOURS



STARTING FROM 750 €



8 - 24 PARTICIPANTS





Multi-activities *(with constructive debriefs)* 2-3 hours / 6-250 persons

The Nazca Lines

The objective: Learn to communicate effectively at a distance

The project: Split into 2 groups, each with a compass and a handheld radio, the team's mission is to draw giant shapes using pegs and strings (or markers indoors)

The following rules apply:

- Team A guides Team B from a distance in the realization of the shapes by indicating dimensions and degrees in all directions and Team B will guide Team A in the same way.
- Each team thinks about what shape/word they want the other team to draw.
- With good communication, listening and instructions, each team begins to communicate and draw the shapes/words designed by the other team.

The Maze *(2-3 groups)*

The objective: Project management and internal and external collaboration

The project : Collect cones in a field and reach the edge via a limited number of walkways

The following rules apply:

- 3 banks, 1 finish and 2 starts for the teams
- Each team moves on mobile walkways, created with caissons and beams.
- The teams are limited in the number of movements of the crates.
- Before arriving at the finish line, the teams must pick up the cones.
- The cones are numbered and are retrieved in numerical order.
- No one touches the ground outside the banks.

Spiderweb *(2 rounds)*

The objective: To increase team performance

The project: Start on one side of the spiderweb and finish on the other side by passing through the holes.

The following rules apply:

- No one touches the web - A passage can only be used once
- When touching the canvas, honesty counts → The person must go back and retry.
- If the person cheats and is spotted by the facilitator → the whole group goes back to start over.
- The group is allowed one (or two) "joker": a person dedicated to a specific task

Round 1: One minute of preparation before the execution (success after '10 in general). After round 1, we do a constructive debrief together.

Round 2: 5 minutes of preparation AND execution in less than 10 minutes

The bridge of silence *(2 groups)*

The objective: Improve remote communication and project management

The project: Create a bridge from two sides with limited communication

The following rules apply:

- Only communication between banks by walkie talkie or signs/designs is accepted
- 10 radio off / 10 lyrics, then '10 radio off / '5 lyrics
- The construction is secure, robust and large enough to support the entire team
- An empty space of 1m² is necessary
- No one can walk in the space between the banks
- Teams can ask the facilitator 3 technical questions





Multi-activities *(with constructive debriefs)* 2-3 hours / 6-250 persons

Equilateral triangle

The objective: Learn how to effectively transmit information (at a distance)

The project: Create a shape while being blindfolded using instructions from another group

The following rules apply:

- Group 1 takes a rope with their hands. They are blindfolded and not allowed to speak.
- Group 2 (at a small distance and not blindfolded) gives instructions for creating an equilateral triangle and/or other shapes.
- Group 3 (bird-view), observes everything and will facilitate the debrief.
- Finally, we exchange roles with other types of shapes (3 rounds in total).

Slackline course

The objective: Problem solving, respect, trust and teamwork

The project: A slackline course is to be crossed with the whole team. The distances get longer, and longer and real teamwork is required for everybody to achieve.

The following rules apply:

- Safety is paramount; no running or jumping on the webbing.
- The approach must be adapted to the level of each person: everyone must pass.
- If you lose your balance and touch the ground, the person(s) will start again from the beginning.
- Stay calm and concentrated.

Blindfold balance beam

The objective: Improve teamwork, respect and self-confidence

The project: In a line, standing on a beam, the team must, change places and vary the orders of place (age/alphabet...) without touching the ground

The following rules apply:

- 1 person out of 2 (or 3) is blindfolded.
- The team must find collectively the solutions to overcome obstacles and change places.
- No one is allowed to touch the ground.
- 1st objective: put yourself in order of age. Then, we change roles and we put ourselves in alphabetical order...

The unbreakable egg

The objective: Problem solving, decision making, creativity

The project: Using office utensils (tape, pen, paper clips, paper, matches, etc.), teams must make a protection for their egg. The goal is to make the egg fall about 4 m high to the ground without breaking it.

The following rules apply:

- We drop the egg; we don't throw it away.
- Any given material can be used. Nothing more.
- Each participant has 2 eggs. If they break them, their game ends.
- The team cleans up the mess if they fail.





Multi-activities *(with constructive debriefs)* 2-3 hours / 6-250 persons

Mission Impossible

The objective: Problem solving, organization, teamwork

The project: On an inaccessible island, there are the following objects (hoop, plate, jar and a bottle with water)

The aim of the game is to put the objects in another island in the following order: first the hoop, in the middle of it the plate, on top of it the jar and in it the water)

The following rules apply:

- No one is allowed to enter the field and touch the ground
- The objects are not allowed to touch the ground outside the islands
- No one is allowed to touch the objects
- The team will have ropes, straps, tubes and hooks to move the objects

Catapult challenge

The objective : Teamwork, creativity, problem solving

The project: Build a catapult to shoot as far as possible the given projectiles

The following rules apply:

- The teams will work in groups of 3-5
- They can only use the given materials (beams, ropes, projectiles)
- They may build away from the « challenge line » to keep their idear secret
- When everybody is ready, they battle for the most effective catapult

Mini orientation course

The objective: Distance communication, transmission of accurate information

The project: Different teams, each with maps or directions for another team, can guide their colleagues with the help of their compass and a handheld radio.

The following rules apply:

- Find a good way to communicate together via radios.
- Be clear in your directions
- Be respectful of each person

Trustfall

The objective: Trust and respect

The project: everyone drops into the arms of their colleagues, at a height of about 110 cm.

The following rules apply:

- A team of at least 6 people must be ready to receive the person who falls.
- Before dropping, make sure that the whole team is ready.
- The team is well distributed and ready to recover the person who falls.
- The team must remain dynamic to absorb the shock.
- The person should fall with arms crossed in front of the body, chin on the breastbone.



LIVE YOUR DREAM!



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