







# Sample Team Development Two Days

## Winter 2009-10

Time	Task/Activity	Comments
09.00	Arrive at Team Dynamics	Optional Bacon Sandwiches on arrival
09.15	<p><b>Introduction to the programme</b></p> <p><b>The top three objectives for the day</b></p> <p>To understand the potential of a high performance team</p> <p>To understand the power of team driven problem solving and continuous performance improvement</p> <p>To understand the impact of personal behaviour on the team's dynamic</p>	
09.45	<p style="text-align: center;"><b>The Team Performance Curve</b></p>	<p><b>Working within a high performance team environment.</b></p> <p>What is a high performance team? What do we have to do to become a real high performance team?</p> <p>Setting the context using models such as Adair's 3 circles, Katzenbach and Smith and Kolb's learning cycle to look at the current needs of business.</p>
10.30		<p><b>Zig Zag</b></p> <p>An outdoor task designed to highlight the importance of a team approach. Encourages alignment and the assessment and subsequent allocation of resources.</p>
11.00	Tea	
11.15		<p><b>The Five Step Plan</b></p> <p>A process for achieving continuous performance improvement through effective team-driven problem solving.</p> <p>This forms the basis of the reviews of performance on all subsequent tasks.</p>
12.15		<p><b>Synergy Exercise –Sea Survival)</b></p> <p>An indoor exercise to look at the importance of synergy and alignment within a team and how a team can achieve more than a group of individuals with the appropriate leadership style.</p>
13.15	Lunch	

14.00		<p><b>End to End</b></p> <p>This exercise looks at how communication and sharing best practice are essential to enable you to deliver the customers (internal or external) needs. The team will be split into two to demonstrate the communication difficulties that can be experienced when this occurs.</p>
15.00		<p><b>Switch Back</b></p> <p>How quickly can a team organize themselves to move a container from one point to another with only the equipment provided?</p>
15.45	Tea	
16.00		<p><b>PRISM</b> is about the way people see each other's behaviour. Behaviour is what we actually do in front of other people, and it's the way we act in front of other people that determines whether or not they are going to like us, trust us and buy into who we are or what we have to sell.</p> <p><i>PRISM</i> questionnaires will have been completed prior to the event.</p>
17.00		<p><b>Constructive Dismissal</b></p> <p>This indoor task will look at how as individuals we make assumptions about other peoples motives through their behaviours. This task will highlight that we often over look the true motive in order satisfy our own thoughts, often incorrectly! A useful task for examining trust issues and building team spirit.</p>
18.00	Depart Team Dynamics to hotel	

## Day 2

Time	Task/Activity	Comments
08.45	Arrive at Team Dynamics	
09.00		<p><b>Samurai</b></p> <p>An energizer designed to highlight the need for a positive attitude and good co-ordination if a team is to achieve its objectives.</p>
09.15		<p><b>Pass the Parcel</b></p> <p>This task is designed to maximise all contributions within a group. This task will not succeed unless every member of the team is absolutely clear about the outcome and knows what their role is within it. It looks at the importance of effective communication and the impact of constraints such as company policy or</p>

10.15	Tea		
10.30		<b>Shelve It</b> A chance to test how far the team has come, this task challenges the team to be competitive and then to be cooperative enabling multiple teams to maintain the big picture as far as the company is concerned. A challenging high energy indoor or outdoor task.	
12.00	<b>The Comfort Zone</b> - The importance in business of being able to challenge yourself and others to move out from your comfort zone and take risks, once extended the comfort zone will rarely retract.		
12.10	<b>Activity Session or Group Project Exercise</b>		
	Off-Road Driving	Tulip	
			Rollerball
			
13.00	Lunch		
13.45	Activities or Project continue		
15.30	Course Wrap-up	Review of the programme	
16.00	Depart Team Dynamics		

Note: All timings and exercises are samples only and will be tailored to your specific requirements.

Programme Costs if held at Team Dynamics in Tunbridge Wells:

<b>Training Fees</b> to inc venue costs (Normally £270 per day)	1-14 delegates	£405 per delegate
	15-28 delegates	£385 per delegate

<i>PRISM</i> Personal Profiles	£30 per delegate
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**Estimated Accommodation Fees:**

Bed and breakfast (single rooms) Ramada Jarvis or The Spa Hotel	£85 per night
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**All prices are subject to VAT**

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