



## Aquarius Training & Development

*Helping Organizations Reach Their Potential*

One of our most popular programs, the **Five Hour Program** is a unique and powerful experience. The program consists of a long half-day of experiential team problem solving, Teamwork Behavior Inventory Self-assessment, experiential team exercises and simulations and a series of activities on the high ropes course. This integrated combination of academic models and skills and high energy adventure experience is a well tested formula for bringing groups together. This is one of the most valuable trainings your team will ever experience.

**Experiential Exercises** are mildly physical outdoor challenges using large-scale props and equipment. Typically the group must negotiate a specific problem together to get from point a to point b, achieve a goal under simulated time pressure or work out the dynamics of a complex multi-phased project with varying roles and responsibilities. Work related issues quickly emerge as each group demonstrates their natural way of working together. Professional program trainers help the group explore new skills and techniques for working together and practice in the experiential environment created. The group proves to themselves that they can become more efficient and effective by applying the skills and characteristics of high performing teams- emphasized throughout the program.



**The Teamwork Behavior Inventory** is a teamwork self-assessment instrument designed to measure team member behaviors in 25 different areas that correlate with team high performance. The instrument identifies strengths, weaknesses, and overall contribution and impact of each participant as a member of any team. Team members coach one another with suggestions for improvement as part of the program.



**The High Adventure Ropes Challenges** focus more on dynamic issues of trust, support, coaching and encouragement as each person dons a harness and helmet, and is attached to safety ropes for a set of experiences 35 to 50 feet off the ground. Partnering, team trust, and doing more than you think you can with the support of the team are the themes emphasized. Each challenge requires different levels of physical performance so individuals may choose which are most appropriate for them. There is plenty of variety for everyone from the climbing wall and catwalk, to

the trapeze jump. This is big fun!

**Facilitation** of the program by experienced ATD professionals provides the process and structure by which the team participates in a healthy examination of themselves, explores new skills and makes commitments to more effective ways of operating. The environment created fosters the development of a strong team identity and positive experience, breaking down and letting go of old issues and barriers, and the acceptance and appreciation of all team members.



**Program Summary and Celebration** takes the time at the end of the program to capture what has been learned and what the team is willing to commit to applying to increase teamwork effectiveness.

## 5 Hour PROGRAM SCHEDULE

**1:00pm** Arrival, Registration, Waivers, Stretching, Introductions

**1:25pm** Experiential Team Problem Solving Exercises:

**THE BLIND SQUARE EXERCISE:** Team Dynamics, Communication, Leadership, Planning, Task vs. Process



**2:00pm TEAMWORK BEHAVIOR INVENTORY**

Self Assessment: Teamwork Strengths and Weaknesses, Improvement Targets



**2:20pm THE ELECTRIC MAZE EXERCISE:** Team Planning and Problem Solving, Coordination, Communication, Empowerment

**3:15pm HIGH ADVENTURE ROPES COURSE CHALLENGES:**

Partnering, Team Support, Coaching and Encouragement

**THE CLIMBING WALL**

**THE WALENDA WIRE**

**THE ELIMINATOR**

**THE CATWALK**

**THE TRAPEZE JUMP**



**5:50pm** Summary of Team Learning's and Celebration

**6:00pm** End

Cost: 200. per person, discounts after 50 participants

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*\*Other activities will be added according to facilitator discretion to enhance program learning as time allows.*