

Aquarius Training & Development LLC

Helping Organizations Reach Their Potential

P.O. Box 235251

Encinitas, California 92023-5251 760-452-2049

info@aquariustraining.com

The Aquarius Training & Development Approach to Team Development

Teamwork is formed by the dynamic interaction of individuals. The quality of how a group works together depends upon how intentional and proactive the group is and their level of commitment to their work processes and goals. Without a clear approach and direction of *how to work together*, work groups depend upon luck, the use of positional authority to dominate activities and direction, or a reactive day to day ad hoc way of operating that does not take advantage of the full potential of the group.

Aquarius Training and Development helps teams develop new, more productive ways of operating together that foster synergy, individual commitment and higher levels of satisfaction from everyone. This will always result in an increase in the accomplishment of the organization's goals.

ATD team training programs attack the fundamental causes of the problems between workers and within teams, while simultaneously teaching practices for better teamwork. The central teaching methodology emphasizes experiential learning through structured team problem solving and organizational simulations to create awareness, identify productive and non-productive behaviors, and to practice new models and skills by 'trying them on for size' in the neutral and non-threatening atmosphere of the training seminar.

ATD programs are fast moving, highly experiential and participatory and emphasize learn-by-doing rather than didactic lecture. Through facilitated discussions and feedback after each exercise, work groups demonstrate their own ability to operate differently and to achieve more productive and satisfying results. This methodology has been refined by ATD over the past twenty years as an extremely effective way to get teams on the right track fast, and to significantly up level the way a team works together.

The typical ATD team development program will accomplish many exercises in a single day and touch on a broad range of subject matter important to team functioning including:

The importance of healthy group processes
The down side of pure task orientation
Team leadership approaches
Problem solving and decision-making models and skills
Impact of personal style as a team member
Communication on a team
Conflict resolution
Involvement and empowerment
Continuous improvement on the team
The ideal state for the team and it's interactions
And more..

An Aquarius Training & Development professional facilitator/management consultant guides each group's program experience. The ATD Teamwork facilitator will guide the group to accomplish as much development as possible during the program, focusing on issues and goals of particular importance to each team. A fun and fast moving program format with highly stimulating exercises and intellectual challenges will keep the team on it's toes throughout the program. Unfamiliar challenges with continually changing structure and approach create a level playing field for all participants, regardless of position and gives everyone a chance to play many different roles throughout the day. Programs are held outdoors whenever possible, with ATD training centers in beautiful locations on the water in Southern California and Northern Baja Mexico.

ATD team development programs are universally applicable to every kind of work team, from top executive teams to the line level worker, from sales teams to loosely affiliated committees. ATD offers a range of programs of various depth and duration depending upon the receptivity of the work team and their ongoing commitment to increasing their own performance.



HIGH PERFORMING TEAM PROGRAM

8 Hours. Held at your location or our training center.

This proposal outlines a full day Teambuilding program including:

- *Experiential Problem Solving Team Building Exercises*
- *Facilitated Discussions and Processing of Key Lessons*
- *Individual Self Assessment of Teamwork Behavior*
- *Workplace Transference and Application*



Objectives:

- To create a more synergistic climate to maximize the full potential of the team
- Develop Greater Interaction and Communication
- Develop Trust and Interdependency as Team Members
- Identify and Explore Specific Skills, Tools and Approaches for Greater Team Effectiveness
- Move Individuals and the Group Closer to Reaching Their Potential
- Develop and awareness and appreciation for the importance of group process and the management of group dynamics
- Create a Fun and Memorable Shared Experience

Experiential Exercises

You will participate in a series of mildly physical team initiatives and problem solving exercises designed to create a more synergistic climate and a new series of teamwork approaches to maximize the full potential of your team.

The actual exercises utilized will be selected from many which Aquarius Training and Development offers. The exercises will be tailored to fundamental skills necessary for enhancing productivity, team member satisfaction, and performance. This approach will allow for maximum benefit of work related learning transference from the program.



These activities involve groups working together on unique and unfamiliar tasks, solving problems as a group under time and other simulated pressures, role playing and rotating leadership, controlled risk taking and simulated project management, and other activities which parallel actual workplace issues and performance. The environment created promotes group

participation, overcoming resistances to working together and experimentation with new teamwork behaviors.

Participants plan together before each event, support each other through each challenge and provide feedback afterwards with the guidance of a highly skilled Aquarius Training and Development facilitator. Discussions will often highlight workplace behaviors that arise through the use of metaphorical exercises. Participants will finish the day by reviewing the day's lessons and summarize valuable insights to be applied back at the workplace.



Participants can expect a healthy examination of their teamwork behavior, as individuals and as a group. The emphasis at all ATD programs is to introduce and experiment with more effective behaviors and to collectively commit to functioning differently because it makes logical and rational sense to the work group.

High Performing Team Program- 8 Hour Schedule

- 8:30am **REGISTRATION:** Meet at pre-designated location. -Introduction to the day's events. -Sign-In, Registration, Orientation.
- 8:45am **PROGRAM OPENING:** Team Identity Building – Icebreakers and Expectations. Why is Team Development important to this team? What key qualities do you bring to this team?
- 9:00am **TEAMWORK IDEAL STATE PROCESS**
What do we want to look like as a team one year from today?
How do we want to be perceived by our internal/external customers?
What is important to us in terms of how we work together?
What tangible/measurable results can we expect with better teamwork?
- 9:30am **EXPERIENTIAL TEAM BUILDING EXERCISES**
Blind Square Exercise- Awareness of Group Process, Participation, Communication, Leadership, Planning, Decision Making

Electric Maze- Communication, Inter-departmental Collaboration, Role clarity, Planning, Problem Solving, Team Leadership
- 11:00am Characteristics of High Performing Teams- Short Lecture/Handout and group discussion.

The Computer- Fast Paced Competition, Goal Setting, Innovation vs. Continuous Improvement, Utilization of Team Member Strengths
- 12:15pm **Working Lunch**
Teamwork Behavior Inventory- Understanding the impact of your team player style in the work group. Self-assessment questionnaire and discussion, triad improvement coaching
- 1:30pm The Goal Realization Simulation- Detailed project management, Goal Setting, Simultaneous Problem Solving, Role definition, Planning, Risk Taking and Decision Making, Quality Control, Planning and High Pressure Execution.
- 3:00pm Total Market Domination Exercise- Integration of all teamwork learning's. Emphasis on Facilitative Leadership and Team Empowerment.

4:15pm **Summary** of Key Team and Individual Learning's and Application to Workplace

4:30pm **END**

*Processing and discussion are facilitated by the group facilitator after each activity. Actual Team Problem Solving exercises may vary depending on feedback, group goals, objectives, time constraints, and issues that may emerge during the program.

Participants should wear loose, flexible clothing, prepare for the day in the sun, and wear sneakers or other comfortable footwear. Due to ocean breezes a windbreaker is recommended.

Cost Per Person: \$285 includes all training and program leadership and training materials. Onsite catering can be provided for an extra charge with many options available according to the client's budget.

Catering Options at the ATD learning center include: Continental breakfast and/or lunch catered on site at the training center, afternoon snacks, water and soda, and Evening Bar-B-Ques following the program. For small groups lunch should be pre-ordered early to expedite a fast lunch. Please provide one meal for 1 AT&D staff person per 15 participants.

Once a decision has been made regarding size of group and program date, ATD will forward a letter of agreement and invoice for the training program. A 50% deposit is due in advance to reserve your program date. Balance of program fees are due and payable on the program date.



Aquarius Training & Development

Helping Organizations Reach Their Potential

P.O. Box 235251

Encinitas, California 92023-5251

Email: info@aquariustraining.com

760-452-2049