



Team Dynamics Program

Presented By Aquarius Training & Development

ATD presents a half day team building course designed to:

- Build Team Identity
- Increase interaction and communication between team members
- Increase appreciation for team diversity
- Increasingly utilize the strengths of all team members
- Practice Team Skills and Models for High Performance
- Build Strong Interdepartmental Collaboration
- Have a High Energy Fun Experience!

ATD will utilize the following approach to deliver the Team Dynamics Training program:

Experiential Team Building Exercises and Simulations

A series of interactive exercises and simulations will be presented which are designed to put team members into situations where they must experiment with new team behaviors and skills. The dynamics of the team and how they function together in each exercise will be explored by an Aquarius Training & Development facilitator, who will lead discussions and processing after each activity.

Exercises are mildly physical, held outdoors or indoors, and involve problem solving, getting the team from point a to point b, project management simulations, or creativity improvement and innovation



challenges. These exercises have been developed with over 18 years of experience working with hundreds of companies and workgroups from all industries. A progressive series of exercises is presented where teams compete with one another, pit themselves against challenging goals, and pull together to create and innovate and develop their own best practice team based approaches.



Characteristics of High Performing Teams

An ATD facilitator will deliver a short presentation of the ten characteristics of high performing teams, which are integrated into the program. Participants learn the ten most important fundamentals of teamwork in any team.

Teamwork Behavior Inventory

Team members evaluate their own teamwork behaviors using the 'Teamwork Behavior Inventory' and discuss their strengths and weaknesses in the areas of Team communication, contribution, sensitivity to others, leadership and efficiency. Attendees coach one another in weak areas and develop an individual improvement plan for greater future effectiveness.



Team Action Planning for the Future

Teams discuss and decide upon ongoing improvement initiatives they would like to implement to increase their effectiveness together as a team. Written commitments are captured for the future with responsibility shared between team members.

Aquarius Training & development has provided team programs for over 100,000 professionals nationally and internationally.

Fun and learning are guaranteed!



Exercises and activities may be substituted or program altered to fit the development needs of the group

TEAM DYNAMICS PROGRAM SCHEDULE-

- 1:00pm **Introductions/Overview/Stretching**
- 1:15pm **THE BLIND SQUARE :** Teams work together with ropes while blindfolded to produce and arrange a designated design. *Team Planning, Coordination and Communication, and group Dynamics.*
- 1:45pm **TEAM MAZE CHALLENGE :** Teams work together from opposite sides of a pressure sensitive programmable maze and must share information and best practices to be successful. *Team Collaboration, Information Sharing, Role Definition and Facilitative Leadership.*
- 2:45pm **TEAMWORK BEHAVIOR INVENTORY SELF-ASSESSMENT:** Team members answer a baseline team survey anonymously which measures individual team member strengths and weaknesses. Triad Coaching process and development of personal teamwork improvement goals.
- 3:15pm **KEYPAD COMPETITION :** Teams endeavor to find faster and more optimized approaches to a computer simulation to beat the other teams out of a multi million dollar contract. *Planning, Benchmarking, Creativity, Thinking outside the Box, Continuous Improvement and Innovation*
- 4:00pm **TOTAL MARKET DOMINATION:** Teams evaluate market opportunities in a vertically arranged net like representation of the continental USA. Sales representatives must penetrate each market with no drops in quality or customer satisfaction. Bonuses are awarded for each region successfully obtained and when the entire market is penetrated. *Large scale project planning and implementation, role clarity, facilitative leadership and team empowerment.*
- 5:00pm **Summary and Closure :** Teams share their best learning's together as a company, and individually as Team Players.
- 5:20pm **End**

This is a time tested program that will leave your team feeling great while getting to know one another better and learning how to work better together as a team.



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