



## Aquarius Training & Development

*Helping Organizations Reach Their Potential*

PO Box 235251, Encinitas California 92023-5251

760-452-2049 [info@quariustraining.com](mailto:info@quariustraining.com)



**Thank you** for your interest in one of the finest team development programs available.



Our training programs have been refined over the past 23 years to deliver maximum content and learning with an experiential approach that makes it easy and fun for teams to learn.



Aquarius Training & Development has provided consulting and training programs for the World's finest companies including Sony, Microsoft, Samsung, Mattel, Coca Cola, American Express, Merrill Lynch, and Exxon Mobile. Our programs are also popular with government, department of defense and many international companies as well. Our experience and expertise with many program formats, and populations of all kinds gives us the experience to design programs with the maximum return on investment for the training dollar invested.



ATD provides more than just team development programs. Ask about our strategic planning, customer satisfaction, leadership development and organizational assessment services. You'll be pleased to know that our wide consulting experience makes us a great resource for your organization in many ways.



Please feel free to contact us anytime regarding support for your training program, last minute changes, or additional needs you might have.



We look forward to working with your team.

Bart Allen Berry  
Executive Director  
Aquarius Training & Development

*Over 200,000 Participants Since 1983*  
[info@aquariustraining.com](mailto:info@aquariustraining.com)



## Two-Day Team Development Program

**Few teams make the commitment it takes to really build a powerful team.**

The Two-Day Team Development Program is designed to create true transformation in a team's whole way of operating, from focus and clarity of purpose to productivity, synergy and commitment.

**Most work groups wait too long** to address interdepartmental conflicts and stresses, hurting productivity, organizational climate and individual contribution. Work groups typically will not see teamwork as an operational imperative and don't understand the costs and penalties they are paying everyday without it. This program is designed to get teams back on track fast, and directly addresses the complex problems and interrelationships that hold work groups back from becoming their best.

ATD's Two Day Team Development Program provides *individualized team diagnosis with a targeted and proven teamwork intervention process* that generates results now.

Healthy teams who are proactive about developing even better levels of teamwork will also receive the benefits that come from this impactful team building program including:

- Increased team member commitment
- Development of more effective group and team processes
- Understanding and appreciation for the contributions of members
- Self-Assessment of the impact of one's personal teamwork behaviors
- Skills, tools and approaches for clarity, efficiency, and participation
- Team leadership and follower-ship behaviors for all work environments
- Breakdown of defensive behaviors that inhibit commitment, collaboration, initiative and participation
- Creation of an energized working climate that serves as an example for others

Got a tough team? A Stuck Team? Even if you've already got a great team, this process is guaranteed to launch your team forward to breakthrough

levels of commitment and performance. This is possibly the most beneficial teamwork program available anywhere for intact work groups.

**The Two-Day Team Development Program (TDTD)** is designed for functional work groups and departments, and upper management teams who have shared responsibility and the need for cooperation and collaboration to achieve their goals and objectives. This program is also ideal for two departments who need to form a more effective and synergistic relationship. For top management teams, it is often appropriate to also include the next level of direct reports who can help to operationalize and implement new approaches company-wide after a successful two day program.

The TDTD includes a best-practice series of modules, lessons, activities and processes geared for the adult corporate learner, developed from ATD's most effective teamwork consulting and training over the past 23 years. These program elements are presented in a well designed sequence and expertly presented and facilitated.

These Program Elements Include:

Rationalization for Teamwork; Organizational Impacts  
Functional Workgroup Teamwork Survey  
Teamwork Ideal State Affinity Process  
Teamwork Best Practice Facilitated Discussion and Lecture  
Experiential Learning Exercises and Simulations  
Teamwork Behavior Peer-Feedback Process  
High Energy Shared Experience  
Team Action Planning and Improvement Processes  
30 day Follow-up  
6-Month Teamwork Re-measurement



### Rationalization for Teamwork

Why it makes business sense for our work group and what are the *hard outcome-benefits* to the organization that can be measured when teamwork is improved. Increased teamwork means increased organizational competitiveness and effectiveness.

### Functional Workgroup Teamwork Survey

Baseline of the Strengths and Weaknesses of the Team Now- Current inventory of the team's self perceptions of how they are doing on more than 50 teamwork indicators-all statistically represented for targeted improvement.

## Identification of the Ideal State for the Team

Identifying the collective ideal for what the team would like to move towards in terms of self-perception, customer perception, operational norms, and efficiency.

## Teamwork Best Practice Facilitated Discussion and Lecture

Ongoing structured and ad hoc discussions emphasizing the characteristics of high performing teams and examination of alternatives for greater effectiveness and team member satisfaction.

## Experiential Learning Exercises and Simulations



Most of the available program time is invested in practicing teamwork through intricately designed experiential problem solving, planning, communication and improvement challenges, designed to target team skill development. The team practices new behaviors and skills to prove for

themselves the approaches that produce better results for all concerned. These mildly physical fun action-oriented exercises form much of the 'academic meat' of the program, with a specific emphasis on parallels between each exercise and workplace behaviors in need of improvement. The fun and experiential learning approach creates a level playing field without penalties where everyone's contribution and participation is respected.



## Teamwork Behavior Peer-Feedback Process

Individuals receive short, brief, to-the-point improvement suggestions they need to promote positive teamwork behavior changes. This tactful and efficient process helps individuals become more aware of personal behaviors they might be exhibiting which they might need to change or improve for the benefit of the team.



## High Energy Shared Experience

ATD is a strong believer in the use of several types of high energy shared experience to help break down barriers between individuals and to create a



positive emotional shared experience that helps pull team members together. The High Adventure Ropes Course, held

at one of the Aquarius Learning Centers is our first choice, however other types of high energy experience can be provided depending upon time and

resource constraints of the group; (rock climbing, river running, sport fishing, team sailing, caving—contact ATD for more details).

### Team Action Planning and Improvement Processes

Once teamwork behavioral change has been identified and experienced, the team prioritizes the areas where new behaviors will create the biggest return on the teamwork investment. Shared improvement objectives are developed in a 'process-improvement team' format with small groups committing to implementation of each high priority objective. Individual processes are also introduced to address improvements in personal relationships between team members. The workgroup returns to the workplace with a teamwork improvement agenda and focused, accountable improvement teams who are tasked with high leverage/high benefit objectives for not only the team, but all of the important relationships in the customer-supplier chain.



### 30 Day Teamwork Follow Up

A 30-day progress measurement meeting is scheduled with presentations prepared from each process improvement team. During this short meeting, teams report on progress and results in the implementation of their team development efforts.

### 6 month Teamwork Re-measurement

In six months, the Functional Workgroup Teamwork Survey is re-administered and a comparative report prepared for the client group. Specific benefits and improvements are captured and other potential improvement targets are identified for ongoing improvement.

Teams will discover their natural strengths together and a new alignment with one another that they can get excited about. The team climate is experienced as a fresh start with an optimistic future that embraces collaboration, satisfaction and respect for everyone on the team. The TDTD Program will return many benefits for years to come.



Functional Workgroup Teamwork Assessment is administered prior to the program.

### **Day One**

- 7:30am Continental Breakfast in Classroom  
Welcome/ Orientation-Program Overview/ Introductions  
What makes me a great Team Player?
- 8:00am Why is Team Development important to this team?  
Functional Relationships and Operational Success
- 8:30am Ideal Team Affinity Process  
*What do we want to look like one year from today?*  
*How do we want to be perceived by our internal and external customers?*  
*What is important to us in terms of how we work together?*  
Development of '*Team Ideal State*'.
- 9:30am **Functional Workgroup Teamwork Survey Results**  
Overall analysis, Top 5 strengths and weaknesses  
Targets for improvement
- 10:30am **THE BLIND SQUARE EXERCISE:** Group Dynamics, Communication, participation, Leadership, Task. Vs. Process, Planning, Decision Making
- 11:30am **THE ELECTRIC MAZE EXERCISE:** Inter-departmental Teamwork, Collaboration, Information Sharing, Roles and Responsibilities on a Team
- 12:15pm Summary of Team Learning's
- 12:30pm Lunch on site
- 1:15pm **Characteristics of High Performing Teams**  
Short lecture
- 1:30pm **THE KEYPAD EXERCISE:** Fast Paced Problem Solving, Strategy, Innovation and Process Improvement
- 2:15pm **TOTAL MARKET DOMINATION EXERCISE:** Leadership, delegation, trust, communication, shared success
- 3:15pm **HIGH ADVENTURE ROPES COURSE**  
Team Climbing Wall

Walenda Wire  
The Catwalk  
The Trapeze Jump  
And more..

- 5:45pm Summary of day's learning's
- 7:15pm Dinner Catered on site or local restaurant
- 8:30pm **PEER FEEDBACK EXERCISE AND ASSIGNMENT:**  
(Handed in by end of night)

**Day Two**

- 8:00am **Meet in Classroom/Welcome back**
- 8:10am **2nd Phase of Peer Feedback Process-** Summarizing what you heard from others- 2 minute presentations
- 9:00am **GOAL REALIZATION ORGANIZATIONAL SIMULATION:**  
Integrating all team development learning  
Functional and Non-Functional roles  
Large Scale Project Coordination
- 11:00am **Teamwork Action Planning**  
Introduction to Individual Planning- Sphere of Influence Process  
Team Outstanding Issues Clarification/Multi-voting  
*Biggest Impact, Easiest to Implement*  
Process Improvement Team Selection  
Action Planning- Structured Storyboard Assignments for actions to be taken back at work

12:15pm Lunch On Site

1:30pm **Team Action Planning continued**

3:00pm **Summary of Team Learning**  
Commitments for Future  
Celebration



4:00pm **End Day Two**  
*\*Program segments may run long by as much as 60 minutes*

**Date tbd** 30 day follow up. 1.5 hour meeting. Small teams report back on their results, cultural and operational impacts are measured

**Date tbd** 6 month Functional Work Group Teamwork Survey re-measurement. Online survey with report shared with group.

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**Cost:** \$499. Per Person

Lodging and meals costs are responsibility of client

Please contact us ATD for further information on hotel and meals etc. at or nearby an ATD learning center.

**Logistics:**

If program is held at client's location: Client should prepare for a classroom style indoor room with LCD projector and screen, dry erase board and paper flip chart. An open, flat grassy area should be selected for exercises outdoors nearby the classroom. Participants should wear resort casual, comfortable clothing and sneakers/casual shoes for active exercises.

Participants will fill out a release for professionally supervised high adventure activities.

Follow up meeting should be scheduled at client work site 30 days after the program in classroom style room.

Online survey will be set up and sent to client contact email. This person should forward it to each individual participant's email. Each participant is encouraged to fill out the survey as soon as possible. ATD will keep you informed as to how many have filled out the survey before the training.

**Contact Information:**

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