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TEAM BUILDING & INDUCTION



“Develop clear strategies to increase communication, leadership and developing a high performance strategy for your organisation”

In this world of virtual, interlinked and continuously developing teams, it is important to develop a team culture that will thrive and survive even when membership of any particular team changes.

Our team development programmes for the public and private sector with content tailored to your needs and a focus on experiential learning; a truly effective way of creating exceptional team building skills.

In our team development courses we provide a variety of team building exercises - these help individuals to develop transferable team-working skills and gain an in-depth understanding of the underlying behaviours that create a culture of high performance. We also work to develop a clear team identity with

People – Purpose – Performance

We use our unique Authentic Team Model: This has three core requirements to create a high-performing team culture;

- The right People
- with a clear Purpose
- and a high Performance culture

The benefits are huge, developing a team that communicates well, is effective, consistent and reliable with a high work output of the right quality. A strong teamwork culture creates inspired team members who continuously strive for excellence and to improve performance.

Being a part of such a team is a great place to be, if it's done right it becomes engrained in everyday working practices and being good is no longer good enough!



Course methodology - Challenge, Action, Review

To make your team building programme practical, memorable and relevant we use a blend of theory, discussion and case studies. We then use practical exercises to provide an opportunity to experience the concepts first hand and a detailed review to consolidate the learning.

The practical team building sessions will be challenging and include a range of interesting activities, some indoors and some outdoors. Based on our belief that your staff will learn more if they enjoy the experience, they choose how they can most appropriately contribute towards the success of the event.

The focal exercise can be collaborative; the whole course population work together to achieve a common goal, or competitive where small teams compete to out-perform each other.

Challenge

We explore a range of team theory and undertake a number of practical tasks to explore the key concepts that underpin effective teams. We collaborate with management to analyse current team performance in the real world. A comparison of the findings of these two processes establishes the context of the programme.

Action

We will develop an engaging scenario which will involve the team members working in collaboration or in competition to solve an increasingly difficult logistical problem. The scenario comprises many smaller tasks and activities. Decisions need to be made and effective communication is vital if the overall goal is to be reached. Each scenario culminates in a memorable finale.

Team Building Activities that can be included:

- Hill Walking
- High ropes team challenge course
- Mountain bike skills course
- Orienteering
- Rock climbing
- Team problem solving exercises

The final team session will bring the learning together with documentation produced by the team and its members designed to meet your agreed outcomes. It is essential to identify practical and realistic actions and behaviours that will generate real and meaningful change in your organisation.

Review - Follow up and review

These plans for change need to be kept alive and followed up. We strongly recommend that a review process is set in place to revisit the team's plans, celebrate their successes and reconsider issues where progress has not yet been made. Some of our clients have the



capacity to undertake this in house. Where this is not the case our facilitators can undertake this role at your location.

This program provides trainees with relevant skills and competences in

- Providing individuals and groups across the organization with a shared vocabulary and common set of skills and tools to help them negotiate more effectively.
- Communication, problem solving, decision making
- Address organization-specific negotiation challenges by using customized role-plays and cases based on participants' "real-world" scenarios.
- Maximize resources by offering shared resources for groups of employees rather than individualism

Course Target

This course is targeted at top managers of companies, NGOs, Saccos, county governments and other organizations, who have a keen interest to improve and sustain better performance of their work through teams and groups.

Course Duration

The course will take three days. Each day will comprise of six contact hours which will include practicals and class teaching.

Course Module

The program will focus on Communication, decision making and general cohesion within a working environment.

To address the above, we shall apply a multiple pronged approach. The training shall include plenary coaching coupled with activities as well as outdoor activities that are aimed at enhancing the coaching.

We shall assist the participants to identify inner struggles and limitations through;

- i. Guidance into identifying and acknowledging whatever holds them back from success.
- ii. They will be guided on how to overcome mental blocks that otherwise constitute the "box" and in so doing, they are able to think while within the box.
- iii. Addressing the silo mentality and how to overcome the same.
- iv. The out-door team building sessions will be a time of introspection, bonding and camaraderie. Colleagues will unmask hitherto unknown strengths that will propel the organisation to enviable levels. These shall include thought provoking activities that ease both mental and physical stress resulting from work and lifestyle.

Out of self-motivation, decision processes change, they will tear away from mediocrity and into strategic thinking. It is from this point

on that the ability to see issues in a different light becomes evident and new ideas are continuously hatched. The inspired subjects will become part of the solution and not the problem and not only will their lives turn for the better but their organisations and businesses experience a turnaround.

Other issues team building will address are;

- i. Work-life ethics
- ii. Maintaining passion at the work place
- iii. How to move past the silo thinking and silo mentality towards unified, high performance teamwork which will include;
 - a) Develop better communication within co-workers
 - b) Facilitate cooperation in small groups
 - c) Boost morale and company spirit
 - d) Motivate staff to work cohesively toward a goal

Mode of Training

We endeavor to deliver training as per the needs of the trainees. For this course,

we will use various methodologies all of which are participant centered.

Particularly trainers may use:

The mind challenging games and brain teasers will be professionally blended and interspersed with participatory plenary sessions that are aimed at fostering confidence through positive stress. They will also aid teamwork

outside of regular job tasks to create a friendly atmosphere while allowing colleagues to relate and have fun every inch of the way whether in or outside the workplace.

The activities will include but not limited to;

- i. Group games/challenges
- ii. Team scenarios and tasks
- iii. Low obstacle courses
- iv. Trust games

Training aid Equipment

- Blind shapes activity
- Gutter ball tram building
- Ropes
- Tires
- Marbles
- Water

Reading Material

PLCL will provide relevant reading material which participants will use on and after training.

Certification

The course will be certified either by PLCL or by PLCL in partnership with other organizations that will have sponsored the respective courses