



## EVOLUTION - CATALYST FOR SUCCESS

### Corporate Team Building



#### Introduction

Every company has its own set of philosophies that are profusely dictated by top management. How these values are being channeled to each and every member of the staff so that the overall objectives are understood? Do they know their roles and how their contributions can have a profound impact in driving these beliefs?

There has always been a need for a more longer-lasting group experience that can transform people into a highly functioning team to achieving great results.

#### Programme Objective

*EVOLUTION - A CATALYST* defining purpose, winning commitment, building trust and driving an individual to its peak potential by addressing personal challenges. It provides comprehensive details on *People Skills* so that employees can reflect the important elements of applying effective interaction skill while working with people.

Understanding the *Stages of Team Development* can help to overcome many obstacles to forming a solid personal character within a winning team. Its specially designed exercises are delivered in a form of debriefings at the end of each activity complimented by the *Success Factors*. At the end of the programme, employees will be able relate and apply the core beliefs to their everyday life's and work objectives.

It is suited for teams who are responsible to drive the establishment's strategies and solve challenges through *Experiential Learning*.

#### Programme Description

*EVOLUTION* exposes participants to the natural surroundings away from the day-to-day comfort and predictable routine to an unfamiliar environment where they are subject to a culture of openness, communication, caring and supporting others, trust bonding, decisions making, motivation, leadership and risks management.

It is facilitated via a series of outdoor simulation exercises, employing resources available in the natural surroundings and at times, utilising 4x4 Off-road driving, scuba diving, water rafting and obstacle courses to enhance unique experience. The exercises are designed to relate the value objectives, setting clear direction where one's heading by applying *Action Learning* principles.



## 1. WHERE IT BEGINS ...

It stresses the importance that employees must be in-tuned and understand the company's vision, mission and its direction. Small groups are assigned to discuss the Strengths, Weaknesses, Opportunities and Threats that they commonly faced in the work environment. Declarations and resolutions are then shared with the rest of the team. This enables the individual to prepare and plan to take the company farther.

### *Methodology:*

This is done while the participants are traveling or upon reaching to the designated venue/campsite.

It has 2 parts. Part 1 – “THE HOW” - is designed for employees to understand the company's vision & mission on a medium to long-term basis. Part 2 – “THE WHAT”, using SWOT ANALYSIS - is to derive with a tactical plan to address immediate challenges.



## 2. THE NEXT CHAPTER

This exercise is suitable for employees when support is required in meeting objectives or connects to the company's strategy. It is also an activity that drives personal and team development in pursuit of personal and team growth objectives.

This exercise illustrates the need for openness and readiness to accept new changes and work challenges. It's motivational, aspiring and encourages participants to think and act out-of-the-box!

### *Methodology:*

It's a simulation exercise to achieve **Personal Goals**.

### 3. DISCOVER YOURSELF

This exercise exposes an individual in an isolated situation and later joined by other team members. This differentiates the feeling of working alone initially and gaining full support from others eventually. It reinforces Team Spirits.

*Methodology:*

Adventurous exercises where activities are planned using natural environment as obstacle to achieving **Inter-personal Goals**.



### 4. OVER THE EDGE

A physical activity to prepare individual's in view of the impending challenges.

This exercise states the importance of supporting others while the team pursues the set objectives. It demonstrates the need to help a “weaker” member of a team so that the member doesn’t drag the whole team behind to ensure everybody is moving in unison towards the set objectives.

*Methodology:*

Adventure type exercises using natural environment as obstacle to achieving **Team Goals**.

### 5. ENDLESS POSSIBILITIES

These are short exercises to create bonding amongst members where employees compete as a team. They create opportunity for openness, togetherness, enhance communication and most important of all, encourage healthy internal competitions.

*Methodology:*

A simulation exercise using the natural environment as obstacles to achieving **Winning Teams**.





### Learning Outcomes

- KNOWLEDGE** Know why effective communication in teams is important.  
Be aware of communication barriers and how to overcome them.  
Know why working in teams is often more effective.  
Appreciate the advantages of teamwork and cooperation.
- COMPETENCE** Communicate more effectively in teams.  
Face the challenges of developing and growing a team.  
Work with others to solve problems or looking into ways of continuously improving service and product.
- MINDSET** Share skills and knowledge to create better teamwork and results.  
Build teamwork and develop expectations for a new or existing team.  
Induce high standard of work professionalism.

### Lesson Descriptions

#### The art of communication

- What can go wrong
- Barrier to communication
- Nonverbal communication
- What people need

#### Stages of Team Development

- Starting a team
- Feeling the purpose
- Moving in the right direction
- Stabilised and committed

#### Key success factors

- Listening skills
- Encourage support
- Providing and receiving feedbacks

#### Team Success Factors

- Purpose
- Process
- Communication
- Involvement
- Commitment
- Trust

