



The Search for the Lost Dutchman's Gold Mine

Guiding Thought

A game provides an exciting and stimulating experience that allows us to view our behaviors in the real world.

Purpose of the Session

"The Search for the Lost Dutchman's Gold Mine" is a fast-paced simulation engaging teams in a journey to mine gold in the American Southwest. It's a great way for teams to experience issues of communication, resource management, and team dynamics common to the workplace. During debriefing, team behaviors are linked to opportunities to improve collaboration, leadership, and teamwork and communications crucial to optimizing results.

Some of the Information Covered in This Program

- Teams working together
- Collaboration versus competition
- Utilization of resources
- Shared leadership and responsibilities

Benefits of the Program

To the Individual

- Participants experience real-life issues regarding their productivity
- Fast-paced, dynamic exercise
- Participants learn while having fun

To the Company

- Increased employee morale
- Debriefing is related to current job-related issues
- Emphasis on profitability and productivity

"We judge ourselves by our intentions, we judge others by their behaviors"

Time Required
4 hours

Suggested Audience
Entire Company

Program Position
Rallies * Retreats
All Company Meetings



Square Wheels

Guiding Thought

Illustrations can create metaphors to generate brainstorming and discussions of people's perceptions.

Purpose of the Session

Square Wheels is an illustration that shows graphically how a wagon with "Square Wheels," can go thump, thump, thump, even while carrying a cargo of round wheels. It is a metaphor that generates "ah ha's" about issues of change management and helps reduce resistance to new ideas. This workshop uses a series of illustrations that leads supervisors and employees to look at how their departments and companies are being operated.

Some of the Information Covered in this Program

- Leadership, (everyone's responsibility)
- Change Dynamics
- Communication
- Teamwork

Benefits of the Program

To the individual

- Increases pride in self and the company
- Increased understanding of shifting paradigms
- Working better together
- Creative and unique approach to serious issues

To the Company

Buy-in by employees to bottom-line issues

- Creation of team dynamics
- Exploration of new ideas and solutions

"A desk is a dangerous place from which to view the world"

Time Requirements

1 to 4 hours

Suggested Audience

Entire Company

Program Position

Sales Rallies
Training Sessions



Gold of the Desert Kings

Guiding Thought

A game provides an exciting and memorable experience that simulates the pressure of our fast-paced environment.

Purpose of the Session

In “Gold of the Desert Kings,” teams race each other across the desert, battling the elements in their attempt to reach the mountains and mine for gold. Equipped with a fixed budget and limited resources each team must balance the challenge of the desert with the mission to return and cash in their gold. The power of this simulation emerges when the participants see that when faced with the pressure of competition and limited time, teams make hasty decisions they later regret.

Some of the Information Covered in This Program

- Participants are challenged to think in terms of a shared vision.
- Importance of planning and goal setting
- Utilization of scarce resources and productivity issues
- Analyzing effective leadership and team-building abilities

Benefits of the Program

To the Individual

- Participants experience real-life issues affecting their productivity
- Fast-paced dynamic exercise
- The participants have fun
- Participants analyze their behavior in real-life situations

To the Company

- Increased employee morale
- Debriefing related to current job-related issues
- Emphasis on profitability and productivity

“To think is easy. To act is hard. But the hardest thing in the world is to act in accordance with your thinking.”

Johann Goethe

Time Requirement

4 hours

Suggested Audience

Entire Company

Program Position

Sales Rally
All Company Meeting



The Electronic Maze

Guiding Thought

Organizations must work to improve each person's ability to learn from experience, to learn collaboratively, and to develop these skills while working *real* business issues in *real* time.

Purpose of the Maze

The Maze is a highly motivating learning device that consists of a grid and a control module. The grid is a flexible carpeted mat that is divided into 48 squares. Each square has a pressure sensitive switch. If the square is activated, and if someone steps on it, the maze-alarm sounds. The maze module can be programmed into a variety of paths to accomplish a variety of learning objectives.

What the Maze is used for

The Maze can be used for both individual and group development in relationship to training, teambuilding and testing.

Training

Learning through the maze permits participants to actually experience abstract concepts like leadership, trust, synergy, empowerment and dependency. It also encourages participants to experiment with such procedures as collaborative planning, giving and receiving feedback and resolving conflicts

Teambuilding

Teambuilding activities with the Maze improve the performance, productivity and cohesiveness of the team. Team members attempt to achieve a goal (for example, getting everyone across the maze) within specific restraints (for example, without talking to each other, without setting off the alarm, and within 10 minutes). Using the Maze experience as a metaphor, team members identify and implement new strategies to improve their performance.

Testing

Testing with the Maze involve the assessment of the strengths, weaknesses, preferences, and the patterns of individuals and teams. Maze activities so intensely involve the participants that they are caught in the act of being themselves. By observing the behaviors of individuals, management can assess such variables as leadership potential, problem-solving abilities, communication models and thinking styles

"Imagination is more important than knowledge"

Time Required

4 – 8 hours

Suggested Audience

Entire Sales & Management Team

Program Position

Retreats, & Rallies



Mobile Team Challenge Exercises

Guiding Thought

Innovative learning and self-discovery develops knowledge; reflection on the experience develops awareness; and application of the learning develops understanding.

Purpose of the Activities

These dynamic activities are based on the Experiential Learning Model, which is made up of four distinctive phases: **Challenge, Experience, Reflection** and **Application**. In the **Challenge** phase, the individual or group is responsible for discovering the solution and going through the process. During the **Experience** phase, the participants go through the process of self-discovery, working together by trial and error and finding solutions. In the **Reflection** phase, the group reflects on the process; comes to understand what happened and its relevance; focus on the solutions, the metaphors which create self-awareness. In the final **Application** phase, the participants identify real life examples taking place. Relevant models for the transfer of the learning are developed and shared, lessons are applied and plans developed.

Reflections made by past attendees who participated in “Speed Ball.”

- Reframing the project by eliminating all assumptions and past references can result in unprecedented success.
- Communication means listening to everyone’s ideas, no matter how strange they sound.
- Team members must be willing to change positions and try different ideas, even if they doubt their contribution.

Benefits of the program

To the Individual

- Participants experience personal and business challenges from real life
- Participants learn and exchange ideas through dynamic exercises
- Participants increase confidence and self-esteem

To the Company

- Increased employee morale
- Emphasis on behavior changes in communication, trust and working together
- Enhanced accountability of individuals and members of a team

“This problem, too, will look simple after it is solved.”
Charles Franklin Kettering

Time Required

½ day to 2 days

Suggested Audience

Entire Sales and Management Team

Program Position

Management Retreats
Sales Rallies



The Seven Habits of Highly Effective People

Guiding Thought

The Seven Habits is a principle-centered, character-based, inside-out approach to personal and interpersonal effectiveness.

Purpose of the Session

This highly interactive program is based upon Dr. Stephen Covey's "The Seven Habits of Highly Effective People." The objective of this session is for the participants to learn the Seven Habits through cognitive learning and application exercises. The Seven Habits are based upon a single premise: effective change starts from the inside-out.

Some of the Information Covered in this Program

- Understanding the Maturity Continuum
- Shifting of Paradigms
- Creation of an Emotional Bank Account
- Understanding and applying the 7 Habits

Benefits of the Program

To the Individual

- The creation of a Personal Mission Statement
- Committing to what matters most in their lives
- Creating Win/Win scenarios

To the Company

- Synergy among company employees and departments
- Employees who understand and accept change
- Employees who have pride in themselves and their company

"What lies behind us and what lies before us are tiny matters compared to what lies within us"
Oliver Wendell Holmes

Time Requirements

1 hour overview,
1 day workshop or
3 day workshop

Suggested Audience

Entire Company

Program Position

Sales Rally
Training Sessions



Leadership Dynamics: A New Paradigm

Leading with Both the Heart and Mind

Guiding Thought

Leaders are like eagles, they don't flock; you find them one at a time.

Purpose of the Session

This dynamic program is based upon the notion that true leaders have the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. They become leaders by the quality of their actions and the integrity of their intent. This fast-paced session will open up the hearts and minds of the participants to truly being effective leaders in today's world.

Some of the Information Covered in This Program

- Use Situational Leadership II as a model
- Identification of participant's leadership styles
- Analysis of the development levels of their followers
- How their leadership can enhance the development of a team
- Leadership activities that are business world related

Benefits of the program

To the Individual

- Participants experience real life issues that affect leadership
- Participants learn and exchange ideas through dynamic exercises
- Participants enhance their confidence and self-esteem

To the Company

- Increased employee morale
- Emphasis on profitability and productivity
- Enhanced accountability of individuals and members of a team

“He who cannot establish dominion over himself will have no dominion over others”

Leonardo da Vinci

Time Required

4 – 8 hours

Suggested Audience

Entire Management Team

Program Position

Management Retreats
Training Sessions



Building a Championship Team Working Better Together

Guiding Thought

The cooperative efforts of two or more people working together will produce ideas, solutions, and processes that surpass any that could be produced by an individual working alone.

Purpose of the Session

This workshop uses a survival exercise along with team-building activities to focus the participants on the power that teams can have on achieving company, departmental, and individual goals. Participants sequence a series of items or steps, individually and then as a group. By comparing their individual and team scores with “*expert*” sequencing, individuals deepen their understanding of key strategies for addressing business challenges.

Some of the Information Covered in This Program

- Participation in a survival exercise
- The challenges faced by trying to Work Better Together
- Characteristics of a High Performing Team
- Highly interactive activities that enhance trust and trustworthiness

Benefits of the Program

To the individual

- To increase the self awareness of teamwork
- To enhance their confidence and empathy towards others
- To make themselves accountable to the team

To the Company

- Development of a team-focused environment
- Enhanced productivity
- Cooperation versus competition

“When spider webs unite, they can tie up a lion”
Ethiopian Proverb

Time Requirements
4 to 8 hours

Suggested Audience
Entire Company

Program Position
Training



Coaching for Success

Guiding Thought

A successful coach is someone who gets things done by others.

Purpose of the Session

This highly interactive workshop is designed to give the participants the understanding and power that coaching can have on employees and sales peoples motivation and productivity. Participants will learn that coaching is guiding, teaching, leading and helping each person to win. Tied to coaching is the concept of accountability and how it impacts growth and commitment for both the leader and the employee.

Some of the Information Covered in this Program

- Activities management
- The Pygmalion and Galetea Effect
- 5 Steps to Leadership
- 3 Key Principles
- 6 Step Coaching Model
- The Importance of Feedback

Benefits of the Program

To the Individual

- Fosters an increased commitment to making their people accountable
- Leading from both the heart and the mind
- Ability to provide timely feedback for continued growth and productivity
- Tracking activities and results

To the Company

- Managers who walk the talk
- Managers who get results from individuals and from the team
- A happier and more confident team of leaders

“When the time to perform arrives, the time to prepare is past”

Time Required
½ day, 1 day, 2 days

Suggested Audience
Entire management team

Program Position
Management Retreat
Training Session



The ABC's of Achievement

Guiding Thought

Successful people do the things that matter and as a result are successful in life.

Purpose of the Session

Most people are so busy trying to be successful that they are not able to achieve the degree of satisfaction and recognition that they deserve. At critical times they falter and have a tendency to have to start all over again. In this dynamic and fast-paced program, participants will have an opportunity to start a process to achieve results that far exceed their expectations. It is as easy as **ABC**.

Some of the Information Covered in This Program

- How **Attitudes** affect our self-esteem
- How our **Beliefs** can affect productivity
- The **Commitment** we are willing to make
- Our **Dreams** and the power they possess

Benefits of the Program

To the individual

- To increase their self-esteem
- To review their assumptions about themselves
- To make them accountable
- To have a vision and reach for the stars

To the Company

- A happier, more productive employee
- A Person who has a balance in life
- Someone other employees look up to

“IF IT IS TO BE, IT IS UP TO ME”

Time Requirements

1.5 to 3 hours

Suggested Audience

Entire Company

Program Position

Sales Rally
Kick-Off Meeting



The Power of Positive Closing Techniques

The Art of Getting to Yes!

Guiding Thought

Helping people make the decisions they want but are not capable of making on their own.

Purpose of the Session

Each of us is involved in helping people to make decisions! Whether as a sales person, a parent, or a leader, our effectiveness lies in our ability to help people to get to yes! This dynamic and fast-paced program challenges the participants in the creation of new paradigms on creating an environment of trust and helping to see their clients as partners. It is more than just a sale, it's creating win/win situations.

Some of the Information Covered in This Session

- Negotiation as a process
- Attitudes and how they affect negotiations
- The use of words and their impact
- 20 Power Closes

Benefits of the Program

To the individual

- Understanding the selling process
- Increased self confidence
- Increased production
- Improved communication skills

To the Company

- Increased overall productivity
- Improved sales morale
- Return customers

"The best way to predict your future is to create it"
Stephen R. Covey

Time Requirement
1.5 to 4 hours

Suggested Audience
Entire Company

Program Position
Sales Rally
Training Sessions



Just One A Day

My Personal Marketing & Business Plan

Guiding Thought

Attempting to accomplish too much is just as ineffective as not attempting to accomplish enough.

Purpose of the Program

The objective of this program is for the attendees to walk out of the program with the development of a business plan that they can implement immediately. Too often, sales associates get overwhelmed with the enormity of the activities and prospects they need to develop to earn a decent income. In this session, the focus is on creating aggressive and proactive activities to implement on a day-to-day or week-to-week basis to obtain their income goals.

Some of the Information Covered in this Program

- Signing and committing to a Pledge of Dedication
- Applying the 3 steps of a Business Plan
- Creation of realistic monetary goals
- Planning the work and working the plan to accomplishing the Action Steps
- Reviewing a suggested self-improvement plan

Benefits of this Program

To The Individual

- Creation of realistic goals
- Developing new paradigms for effective prospecting activities
- Obtaining self-confidence to work the plan
- Creating an on-going communication process with the manager

To the Company

- Increased sales associate prospecting activities
- Development of an activities-based management program
- Increase in productivity and profitability to the office

“Success is a journey, not a destination”

Time Requirements

4 hours

Suggested Audience

Sales Associates

Program Position

Training Session



50 Best Ways to Motivate, Attract, & Retain Your Salespeople

Guiding Thought

Productive and responsible employees affect the entire organization.

Purpose of the session

Hiring, retaining and helping your people grow is the major function of managers. This program discusses a variety of powerful techniques that some of today's most successful managers have used to attract experienced and new sales people, retain those people they want, and motivating all their people to higher levels of productivity. This program is designed to be interactive so come prepared to learn and share!

Some of the Information covered in this program

- "Quarterly Best Program"
- "Travelling Trophy Award"
- "Good Guy Award"

Benefits of the Program

To the Individual Manager

- Creative ideas that have been tested and found successful.
- Increase their office recruiting and retention
- Increased office morale
- Ideas that can be implemented immediately

To the Company

- Synergy among the management team
- Accountability for the managers
- Increased company morale

"The significant problems we face cannot be solved at the same level of thinking we were at when we created them"

Albert Einstein

Time Requirement

1.5 to 4 hours

Suggested Audience

Management team

Program Position

Management Retreat
Training Sessions



The Manager's Role In Training: (A New Paradigm)

Guiding Thought

Today's leaders need to play an active role in the development of their people.

Purpose Of The Session

This program is a fast-paced, interactive session where the managers learn new strategies and tactics for creating and maintaining a learning environment in their offices and departments. Gone is the day when trainers were the only people responsible for training and education. The managers will walk away with a list of creative and unique approaches to motivating and enhancing the skills and attitude of their people.

Some of the Information Covered in this Program

- Utilizing Games and Contests to motivate employees
- The power of movies and videos to effect change
- Simulations that are fun, dynamic and affect the bottom line
- Creative ways to make staff and sales meeting come alive
- Changing behavior through stimulating activities

Benefits of the Program

To the Individual

- Managers becoming comfortable in using training ideas
- Increased morale among the employees
- Managers using each other as training resources
- An office that has a plan and people who are having fun

To the Company

- Managers whose growth adds value to all that they do
- The development of a manager that is utilizing their talents
- Increased productivity from the people the manager is leading

"We do not know who we are until we see what we can do"
Martha Grimes

Time Requirements

4 hours to 1&1/2 days

Suggested Audience

Entire Management team

Program Position

Business Conference
Management retreat



P.O.S.T. (Peace Officers Standards & Training) Retreat

Guiding Thought

Involving, guiding, challenging and developing action plans are just a few of the methodologies utilized in P.O.S.T teambuilding retreats that can make a difference in Police Department Training.

Purpose of the Session

P.O.S.T. teambuilding retreats are designed to involve the leadership of police departments in such a way that all attendees including Sergeants, Lieutenants, Captains, Commanders and Chiefs, become active participants in a variety of adult learning workshops and discussions. Outcomes, initiatives and objectives are fully integrated into the retreats. Each retreat is designed specifically through discussions involving the entire Staff Command.

Some of the Information Covered in This Program

- “Square Wheels”
- Mobile Team Challenge Exercises
- Electronic Maze Exercise
- Survival Exercises
- Round Robin Presentations
- Facilitated Discussions

Benefits of the Program

To the Individual Officers

- Participants experience real life issues regarding teambuilding
- Fast-paced dynamic exercises
- Participants develop action plans to accomplish desired goals and outcomes

To the Company

- Increased staff morale
- Debriefs that are related to current department issues
- Emphasis on accountability and leadership development

“The significant problems we face today cannot be solved at the same level of thinking we were when we created them”

Albert Einstein

Time Required

24 hours (3 Days)

Suggested Audience

Sergeants and above

Program Position

Retreats & Workshops