

CHALLENGE BESPOKE

Suitability

- Groups with more than a day to explore team issues
- Teams geographically dispersed around the country
- Teams needing to re-focus and re-energise
- High performing teams aiming to be pushed intellectually
- Teams seeking clarity around what will make them perform more productively
- Teams merging

Numbers

- 8 - 64

Timings

- Day + Half – 3 days

Delivered by

- Our Learning & Development Team and Event Managers

Locations

- All our cities with the exception of Rome

Programme includes

- Development and design
- Completion of personal objectives
- Analysis of personal objectives in plenary session
- Presentation of characteristics of high performing teams
- Detailed briefing and de-briefing
- Delivery of the City Challenge product
- Learning & Development Facilitators
- Cryptic clue booklet and city map
- Review of learning points
- Team and personal banners completed
- Action plans completed
- Comprehensive report on each team's performance post-event
- Prize giving
- CD with images from event
- Feedback forms analysed and reported to client

Objectives

- For the team and individuals to delve deeper into what makes their team tick and keep them performing at a high level
- Designed to give teams the extended time and opportunity to re-connect with each other and the team's purpose
- To gain a deeper insight into individuals' strengths and gaps
- To afford the time for individuals within the team to shine and reflect
- The lengthy review session examines key themes that need addressing back in the workplace

Overview

- Teams explore their team vision; roles and objectives; team culture; recognition of their success; how to maintain momentum and team purpose, all individually designed around client objectives
- Task introduces time v risk, analytical thinking and negotiation skills, additional challenges are set to test creativity and problem-solving skills
- Task and behaviourally scored
- Extended review session is intended to stretch an individual's role and purpose within the team

Comments from client

- "Excellent facilitators – tailored correctly for us. Not the usual development clichés fed to us"
- "I have done many team activities in the past but the Challenge has been the best in getting to the core of people's strengths very quickly"
- "Highly effective, very enjoyable 2 days"
- "That I can recognise the qualities that we have and the benefits that we bring to the team"

Cost - Price on application