

# CHALLENGE DYNAMIC

## Suitability

- Existing teams wanting to identify strengths and weaknesses
- A practical exercise complementing your overall management development programme
- Teams searching for team development
- Teams merging
- New teams
- Kick-starting project teams

## Numbers

- 8 - 64

## Timings

- Full or ¾ day

## Delivered by

- Our Learning & Development Team and Event Managers

## Locations

- All our cities with the exception of Rome

## Programme includes

- 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
- Event Managers
- 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

- To clearly define the team's and individuals' objectives
- To put the theory of high performing teams into practice
- For teams to develop throughout the day based on interim feedback sessions with review & reflection
- A final feedback session enables teams to identify development needs to transfer back to the workplace

## Overview

- Our L&D team enables your teams to give and receive feedback on their team skills and performance and tackle the core team competencies in a safe environment
- We ask for individual objectives prior to the event so we can be clear about people's expectations and ensure their objectives are met throughout the day
- Our L&D team works with your teams observing and facilitating on behaviour and pushing the team to operate as a high performing team
- Task and behaviourally scored

## Comments from clients

- "Excellent feedback with help to apply learning back at work"
- "Very good at prompting us for the right answers in the review sessions, especially useful was the session covering similarities with the work place"
- "We have time to make mistakes and learn from them. We put the "theory" into "practice"

## Cost - Price on application