

# Team Development

*For happy, loyal and productive teams*

**cross-functional communication**

*team building*

**enhance  
performance**

**improve team spirit**

internal communication

**onboarding**

**external  
collaboration**

*leadership*

**problem solving**

**manage stress**

*Strengthen communication  
Improve work relationships  
Increase your team performance*



# The Architect Bridge



## The project:

The team will find itself divided over different working areas. Each area contains different type of materials or a floor plan. The facilitator will play the client, an *Architect*.

The client has a request: create an artistic bridge between 2 river-sides. From both sides, at about a meter away, the bridge must start with a rectangular block, not too high. Then two meters further a triangular structure within between these two structures in the centre of the 'river' a pillar, protected against debris.

## The following rules apply:

- Team 1 – The Constructor (**T1**), will be in first contact with the client and in front of the floor-plan
- The 3 other teams are suppliers: **T2** (Big materials like beams) – **T3** (Different prefabricated) – **T4** ( Delivery and small materials)
- First 20 minutes, all communication goes through handheld radios. Then, only T1 and T4 can move around the different working areas to check, discuss and plan, until there is a full plan is presented.
- The teams have white-boards and markers to draw up ideas and plans
- When the plan is presented and accepted by the Architect, the team will divide themselves with the gear on both 'riverbanks' near the floor plan.
- The team must construct the bridge according to the plan
- The bridge must be safe, strong and big enough to hold the whole team
- During construction, nobody is allowed to touch the floor between the two 'riverbanks'

**How did the teams communicate and co-created the plan together?**

**What happened during communication and decision making?**

**What were the difficulties and advantages of this collaboration?**

**What were the points of improvement and how can the team integrate them?**

**2 - 2.5 HOURS**



**12 - 25 PARTICIPANTS**



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# Island Challenge



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## The Project:

The team is divided over different islands surrounding a main – ‘Inhabited’ island in the centre. On their island, each group will find a handheld radio and different building materials.

With the materials, they can build bridges that helps them achieve their goal: finish safely all together on the main island. Since the material they have per group is not sufficient to reach the main island on their own, they must collaborate between the different islands.

## The following rules apply:

- Communication between islands is solely through radios/phones or ‘mediators’. No screaming.
- Outside the islands, each person must stay a minimum of 50 cm from the floor (knee-high). *Imagine being in a swamp with crocodiles.*
- Safety is of high concern so each construction must be verified before climbed upon.
- Jumping is prohibited!
- No materials is allowed to be thrown or rolled between the islands.
- Materials can only be swapped or shared when islands are connected (by a bridge).
- Failure of following the rules will end up in losing materials.

**How did the groups work together (as individuals or collaborating?)**

**How did the team communicate and what happened with the decision making? (Exchange ideas and inventory?)**

**Did the team achieve their objective? (Did everyone make it safely to the main island?)**

**1.5 TO 2.5 HOURS**



**12 - 25 PARTICIPANTS**





# Multi-activities *(with constructive debriefs)* 2-3 hours

## The Nazca Lines

**Outcomes:** Enhance effective communication remotely

**The project:** Split into 2 groups, each with a compass and a handheld radio, the team's mission is to draw giant shapes using pegs and strings

**The following rules apply:**

- Team A guides Team B from a distance in the realization of the shapes by indicating dimensions and degrees in all directions and Team B will guide Team A in the same way
- Each team thinks about what shape/word they want the other team to draw
- With good communication, listening and instructions, each team begins to communicate and draw the shapes/words designed by the other team

## The Maze *(2-3 groups)*

**Outcomes:** Develop self leadership and creative problem solving

**The project :** Travers a field, while collecting cones without touching the ground and with a limited number of walkways

**The following rules apply:**

- 3 banks, 1 finish and 2 starts for the teams
- Each team moves on mobile walkways, created with crates and beams
- The teams are limited in the number of movements of the crates
- Before arriving at the finish line, the teams must pick up the cones
- The cones are numbered and are retrieved in numerical order
- No one touches the ground outside the banks

## Spiderweb *(2 rounds)*

**Outcomes:** Increase team performance

**The project:** Start on one side of the spiderweb and finish on the other side by passing through the holes.

**The following rules apply:**

- No one touches the web - A passage can only be used once
  - When touching the canvas, honesty counts → The person must go back and retry
  - If the person cheats and is spotted by the facilitator → the whole group starts over
  - The group is allowed one (or two) "joker": a person dedicated to a specific task
- Round 1:** One minute of preparation before the execution (success after '10 in general)  
After round 1, we enjoy a constructive debrief together.
- Round 2:** 5 minutes of preparation AND execution in less than 10 minutes

## The bridge of silence *(2 groups)*

**Outcomes:** Improve remote communication and project management

**The project:** Create a wooden bridge from two sides with limited communication

**The following rules apply:**

- Every 10 minutes, complete silence is put in place
- The construction is secure, robust and large enough to support the entire team
- An empty space of 1m<sup>2</sup> is necessary
- No one can walk in the space between the banks
- Teams can ask the facilitator 3 technical questions



# Multi-activities *(with constructive debriefs)* 2-3 hours

## Equilateral triangle

**Outcomes:** Learn how to effectively transmit information (remotely)

**The project:** Create a shape while being blindfolded using instructions from another group

**The following rules apply:**

- Group 1 takes a rope with their hands. They are blindfolded and not allowed to speak
- Group 2 (at a small distance and not blindfolded) gives instructions for creating an equilateral triangle and/or other shapes
- Group 3 (bird-view), observes everything and will facilitate the debrief (optional)
- Finally, we exchange roles with other types of shapes (3 rounds in total)

## Mission Impossible

**Outcomes:** Enhance divergent thinking, precision and teamwork

**The project:** On an inaccessible island, there are the following objects (hoop, plate, jar and a bottle with water)

The aim of the game is to put the objects in another island in a specific order

**The following rules apply:**

- No one is allowed to enter the field and touch the ground
- The objects are not allowed to touch the ground outside the islands
- No one is allowed to touch the objects
- The team will have ropes, straps, tubes and hooks to move the objects

## Blindfold balance beam

**Outcomes:** Improve teamwork, respect and self-confidence

**The project:** In a line, standing on a beam, the team must, change places and vary the orders of place (age/alphabet...) without touching the ground

**The following rules apply:**

- 1 person out of 2 (or 3) is blindfolded.
- The team must find collectively the solutions to overcome obstacles and change places
- No one is allowed to touch the ground
- 1st objective: put yourself in order of age. Then, we change roles and we put ourselves in alphabetical order...

## Mini orientation course

**Outcomes:** Grow communication skills and diffusing information accurately

**The project:** Different teams, each with maps or directions for another team, can guide their colleagues with the help of their compass and a handheld radio

**The following rules apply:**

- Find a good way to communicate together via radios
- Moments of silence are put in place, think ahead
- Be clear in your directions
- Be respectful of each person



# River Crossing



## The Project:

Build you own amazing rive crossing! Successfully crossing a natural obstacle allows each person to transpose his experiance to obstacles encountered in the work-life.

## The Challenges:

Surpass your comfort-zone; respect yourself and your colleagues; develop an efficient and structured way of communication; achieve an objective together while staying confident and safe.  
Rope-bridges, zip-lines, wooden structures. Let imagination be a guideline for a fun and safe course over the river. Everything is possible!

## The following rules apply

### Phase 1.

Study the place together: safety, obstacles and possible solutions, strategy and a plan of attack!

### Phase 2.

Create the plan, set the safety rules, the distribution of tasks, time management, the use of materials. The build the plan until it is validated by the facilitator.

### Phase 3.

Start building, while maintaining safety, respect and trust. (Possibility of adding roles to the activity: leader / time manager/ security manager...)

### Phase 4.

When the construction is finished and checked by the facilitator, we will of course, test the zip line, the bridge, or the course.

**How well did the team implement its project plan (decision making, communication, listening, consensus)?**

**How well is the plan being executed and how has the team adapted to the unexpected?**

**5 - 6 HOURS**



**12 - 25 PARTICIPANTS**



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# Obstacle course 2.0



## The Project:

Going through an obstacle course is amazing. Imagine being able to build your own dream course as a team and then test it!

Creativity, safety, organization, task division, leadership, respect and trust are just a few of the themes worked on in this activity to improve the cohesion and performance of your team.

## The following rules apply:

### *Phase 1.*

Collective study of the area: safety, obstacles and possible solutions, inventory of the team's personal limits, study of the possibilities and the plan of attack!

### *Phase 2.*

Creation of the plan: safety rules, task division, time management, use of equipment. When ready, they must validate the plan by the facilitator.

### *Phase 3.*

Construction of the course, with care for safety, respect and confidence. Possibility of doing the activity with the roles of leader / timekeeper / safety manager...

### *Phase 4.*

Test the course together. For those who are looking for more complicated obstacles and challenges, we can blindfold them.

**How well did the team implement its project plan (decision making, communication, listening, consensus)?**

**How well was the plan executed and how has the team adapted to the unexpected?**

**5 - 6 HOURS**



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**LIVE YOUR DREAM!**



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