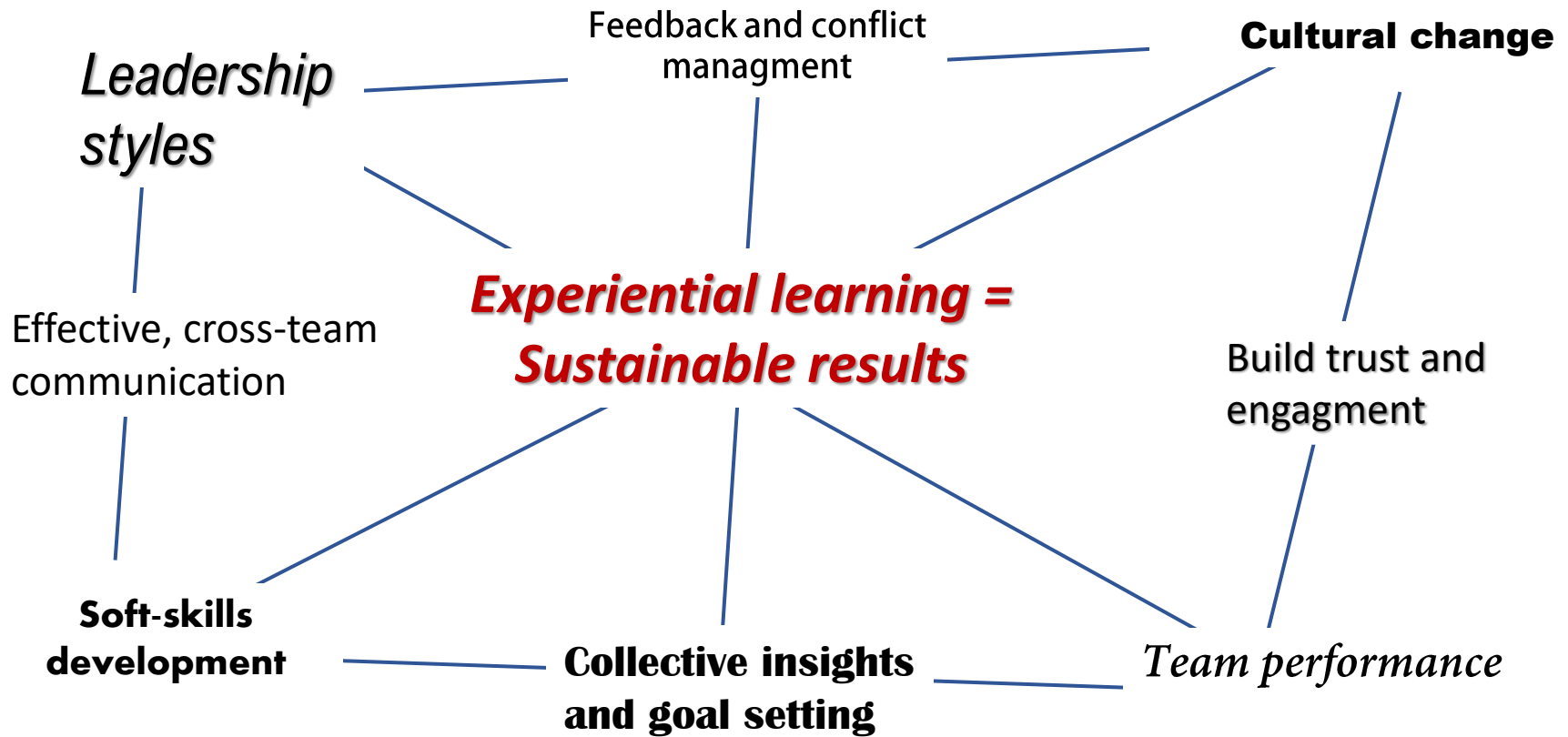


# Fun and Victory

Happy Loyal Productive **TEAMS**





# Module 1

## Description:

Module 1 is designed for teams that are new, teams that have recently experienced change, or teams in need of re-energizing the team spirit.

During this one-day module, we focus on effective communication, team-roles and working towards a common goal.

Throughout the day, the participants will enjoy several experiential activities, accessible for all, followed by debriefs for a 360° feedback. To understand the collective intelligence within the team and discuss an action plan, we propose an indoor conversational workshop.

## Learnings:

- Strengthening work relationships between team members
- Improve communication between colleagues and separate teams
- Build trust and respect on a vertical as a horizontal level
- Enhance and implement interpersonal skills

## Approach:

A series of highly interactive, fun and meaningful activities designed to improve the mutual appreciation and collaboration within your team.

By grounding these activities and discussions in your real-life work-related situations, we allow your team to find pragmatic and tangible solutions immediately.

- Experiential learning through fun and dynamic activities, accessible for all
- Collective intelligence and indoor workshops
- Constructive debriefs

*Our modules are tailored towards your specific needs and expectations.*

## Outdoors & Indoors





# Module 2

## Description:

Module 2 is designed for teams that are established, having a good level of teamwork, and in need of finetuning their overall team performance.

During this one-day module, we focus on self-awareness, leadership, building strategy and creative problem solving (CPS).

Throughout the day, the participants will enjoy several experiential activities, accessible for all, followed by debriefs for a 360° feedback. For more impact and long-lasting results, we encourage that the team takes the online Belbin® Team Roles assessment and workshop before the experiential day.

## Learnings:

- Encourage autonomy and openness within the team
- Understand strength and weaknesses of yourself and your team
- Integrate a new way of dividing tasks and roles
- Learn what drives your colleagues and how to enhance feedback skills

## Approach:

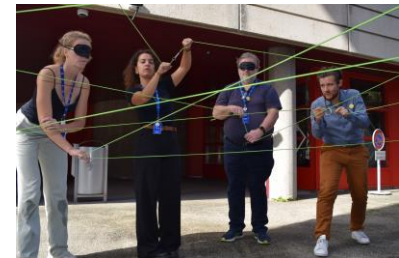
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- Experiential learning through fun and dynamic activities, accessible for all
- Collective intelligence and indoor workshops
- Belbin® Team Roles assessment, workshop and one-on-one coaching

*Our modules are tailored towards your specific needs and expectations.*

## Outdoors, Indoors & Virtual





# Module 3

## Description:

Module 3 is designed for managers and team leaders who like to explore and develop their own leadership model through self-awareness and self-consciousness.

Over the course of 2 to 3 days, the participants will experience the impact of leadership on oneself, team members and the group. Experimenting and exploring different postures through role-play, coaching and experiential activities helps you find your own leadership model.

The coaching and facilitation tools are designed to take you into a space where you can step back and reflect on your behaviours and ways of interacting when your leadership is called upon.

## Learnings:

- Experience the impact of leadership on yourself, your team and society
- Discover and explore your own leadership model
- Experience transformation and evolution of oneself and others
- Move from conflict to appreciation into action

## Approach:

A series of highly interactive, fun and meaningful activities designed to improve the mutual appreciation and collaboration within your team.

By grounding these activities and discussions in your real-life work-related situations, we allow your team to find pragmatic and tangible solutions immediately.

- Experiential learning through fun and dynamic activities
- Coaching, collective intelligence, role-play and indoor workshops
- Belbin® Team Roles assessment, workshop and one-on-one coaching

*Our modules are tailored towards your specific needs and expectations.*

## Outdoors, Indoors & Virtual







# Belbin® Challenge

## Description:

During this 1-day training, you will understand the importance of dividing tasks according to their best-suited team role.

Carefully developed activities will help to experience, detect and develop multiple team-roles. Through sharing and discussions, the team can then fine-tune and discover the best role distribution for an efficient team. Working in a role that comes naturally builds motivation, engagement and a better flow of communication. Knowing who is doing WHAT and WHEN, helps enhancing the overall team efficiency.

## Learnings:

- Enhance team(role) efficiency and performance
- Understand the natural strengths and weaknesses of yourself and others
- Experience thought through task division
- Become a happier and effective team

## Approach:

A series of highly interactive, fun and meaningful activities designed to improve the mutual appreciation and collaboration within your team.

By grounding these activities and discussions in your real-life work-related situations, we allow your team to find pragmatic and tangible solutions immediately.

- Experiential learning through fun and dynamic activities
- Coaching, collective intelligence, role-play and indoor workshops
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*Our modules are tailored towards your specific needs and expectations.*

**Outdoors,  
Indoors & Virtual**





# Discover Belbin® Team Roles

**The term** *team roles* expresses the tendency to behave, participate and interact with co-workers in a certain way. For practical purposes, a clear distinction must be made between an individual's team role and their functional role, which refers to the professional criteria on which they have been engaged (technical skills and operational knowledge required). In each team, some individuals take on specific functions such as plant, coordinator or expert (the 9 roles). The balance between the different roles has a preponderant effect on the effectiveness of the team.

**Objective:** To enable each member to become aware of their potential role within a team when managing a collective project and to put their specific skills into practice during the workshop.

**Tools:** Completing a confidential and individual report 10 to 15 days prior to the team building. Explanations on the spot during the first day on the "9 roles", awareness and teamwork with general consensus. Various workshops where everyone puts into practice their specific and complementary skills for the advancement of the team.



# Your Facilitator



*"To visualise what I do, simply imagine a guide helping teams to discover their pathway to success."*

Jeroen THOLEN has over 20 years of diverse professional experience in various sectors worldwide. His career journey has taken him from leading teams in the hospitality and construction industry to becoming a seasoned professional outdoor guide.

With a strong background in tourism, outdoor education, and corporate events, Jeroen brings a unique blend of expertise to his role as an outdoor professional. As a certified team coach, facilitator in collective intelligence, and accredited in NLP (Neuro-Linguistic Programming) and Belbin, he is dedicated to developing and transforming teams through experiential learning.

To ensure the safety of my clients and my team, I have multiple safety accreditations such as First Aid Team L1 – Wilderness First Aid – Whitewater Rescue Technician – Personal Protection Equipment inspector.

Jeroen's mission is to introduce the *outdoor mindset* and facilitate teams in their journey towards happiness and success by fostering collective insights and experiences.

His vision is to create a world where a natural sense of trust, resilience, and collaborative effort form the foundation for a culture of shared accomplishments.

Having launched his concept back in 2007, Jeroen leads our Fun & Victory brand as part of Performant Group.

Jeroen works in Dutch, English and French



# Your Facilitator



*"...what people fear more than change, is that tomorrow everything remains the same."*

Clement COHEN built Scala, a \$275 million publicly listed enterprise, from a handful of people into a 1'500-strong company within 6 years, with offices in 35 countries. In his role as a COO, he founded a corporate university and attributes his success to the High Performance Teams program developed there.

The biggest differentiator of the program was – and still remains – the ability to positively impact the entire workforce of an organisation.

When working with top management, Clement supports his clients in:

- ✓ Performance management
- ✓ Change management
- ✓ Business improvement
- ✓ Crisis management

Clement served as Corporate Strategy Officer at an NGO focussing on innovation. He was a named partner at Cohen & Simons, specializing in turn-around and restructuring. Nowadays, he acts as a Non-Executive Director and a Board Coach for a number of clients.

Clement is a Chartered Engineer from Warwick University where he won "The Plessy Industry Award" and holds post-graduate degrees in management from Westminster University and London Business School.

He founded Performant Group in Switzerland in 2012.

Clement speaks English, German, Spanish and French





# Your Coach



*"New ideas often feel risky, there will be times when you succeed and times when you fail. Both are equally important to learn and grow"*

Tatiana MATVEEVA has over 25 years of HR experience, primarily in big multi-nationals such as Pepsi International Bottlers and JTI. She specializes in talent management, executive development, and workplace mediation, with a holistic understanding of human capital processes. Swiss of Russian origin, she has worked in various countries including Switzerland, Germany, Canada, Malaysia, and Russia, serving clients and partners from over 100 nationalities.

Certified as a trainer, personality assessment analyst, coach, and mediator, Tatiana provides consultancy on a range of tools and concepts in talent development. She excels at building relationships and engaging stakeholders across all organizational levels. She approaches problem-solving with pragmatism and flexibility, bringing her knowledge, enthusiasm, and empathy to the table.

Tatiana has successfully led projects to design and launch development programs for future General Managers, high potentials, and middle managers within multi-national organizations. Throughout her career, she has trained more than 2000 individuals.

Tatiana holds a Master's degree with honours in education and linguistics. She is an accredited Mediator by the London School of Mediation, a PCC level Coach by the Graduate School of Business, and a Project Manager Program Lead by Kepner-Tregoe. Additionally, she is certified in PI®, NEO™, SHL™ psychometric tools, and Belbin® Team Roles.

Tatiana is fluent in English, French, and Russian



# Your Coach



“Embrace the clash of perspectives, for within it lies the raw material of growth and transformation.”

Sharia WALKER is an experienced negotiator, mediator, and conflict management practitioner. She is a California credentialed mediator and has mediated disputes at Small Claims Court in San Diego and the National Conflict Resolution Center, including personal injury, insurance, employment, and workplace cases for entrepreneurs and family businesses.

She comes with over 20 years of professional experience in various sectors worldwide including youth development, women empowerment, legal disputes, and education. Sharia is passionate about creating positive change and enhancing human relationships.

In 2013 Sharia established Walker Institute providing her clients with the tools and resources they need to resolve conflict effectively and build more collaborative and productive relationships through engaging and experiential training and coaching.

Sharia holds multiple higher education degrees specializing in education management, conflict analysis and resolution, and diplomacy and international relations from King's College London, the University of San Diego, and the Fletcher School, respectively.

Sharia is the CEO and Lead Trainer of Walker Institute and is an accredited partner of Performant Group.

Sharia speaks English, Arabic, and Italian



# Why Fun and Victory?

## Our strengths

- Meaningful teambuilding learning activities
- Constructive debriefs and feedback
- Activities adapted to the client's needs
- Mobile, outdoor or indoor activities
- Accredited, multilingual facilitators/coaches
- Developer of the experiential outdoor mindset

## Our partners

Geographical: Based in Switzerland, global presence

Venues: We can propose multiple venues we regularly work with, each with different requirements and budgets

**Performant Group** : High Performance Teams – 300 % ROI

**Happy at Work**: CHO training and happiness at work

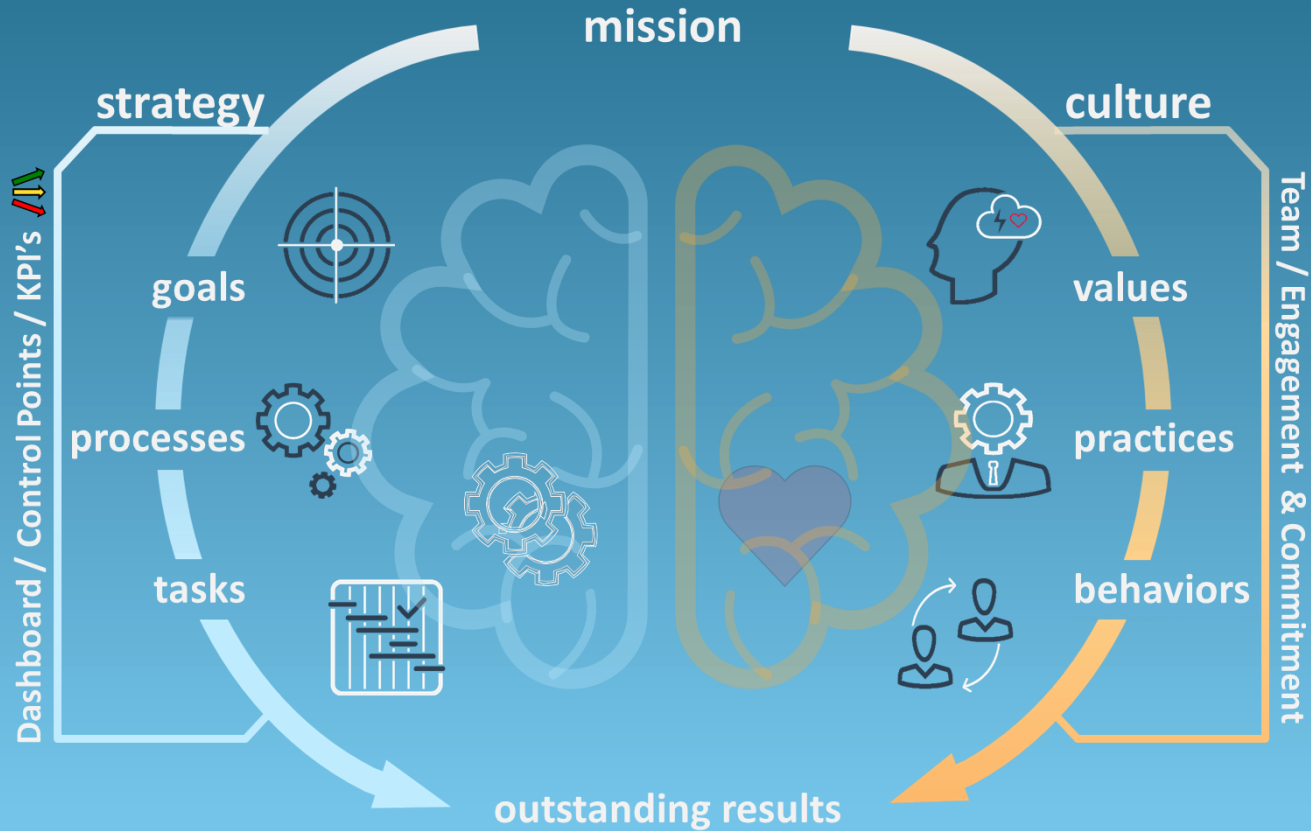
**Walker Institute**: Conflict management and mediation

[jtholen@funandvictory.com](mailto:jtholen@funandvictory.com) +41 22 534 96 82 / +33 6 51 59 45 29 [www.funandvictory.com](http://www.funandvictory.com)



# PERFORMANCE INTELLIGENCE

## alignment framework



Performance Intelligence is the capability to align “left-brain” rational strategy actions with “right-brain” emotional culture behaviors to get outstanding results and stakeholder engagement

**Fun and Victory**

« For happy, loyal and productive teams »



# 4 Conclusions

## SUCCESS BREEDS SUCCESS



300% improvement  
during simulation  
Day 1

\$5m improvement  
for the business  
Day 2



1

Success breeds success, as  
does fast tangible results.

Which is why we are so  
obsessed about it.

## USE TOOLS THAT EVERYONE CAN USE



2

Simple pragmatic tools and  
templates applied  
consistently by everyone,  
bring better results than  
complicated tools used by  
only a few.

## BEST PRACTICE TAKES PRACTICE FIRST



3

Your people will change only  
after they are convinced  
something works, only after  
it has saved them time and  
only after it has given them  
fast results.

Which is why practicing in a  
safe environment comes first.

## ENGAGEMENT MEANS EVERYBODY



4

Your receptionist might be  
the most creative thinker.  
Unfortunately, most  
organizations wouldn't know  
it, let alone, capitalize on it.

Unleashing your hidden  
talent empowers your people  
and widens the resource pool  
your leaders can lean on.

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# 4 Observations

## PERFORMANCE INTELLIGENCE



1

Organizations who have their Culture and Strategy aligned succeed even in the most grueling of circumstances.

Equally, most catastrophes can be attributed to risk originating from a misaligned organization.

## CRITICAL ELEMENTS OF TEAMWORK



2

82% of corporate executives we polled said that their organization still did not have "The Critical Elements of Teamwork" in place.

Yet we often prefer to blame outside factors and cut costs instead.

## MULTIPLE INTELLIGENCES

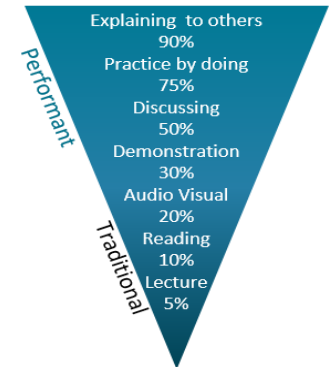


3

Simultaneously impacting all senses is the best way to maximize the chance of influencing and changing many different types of people.

Increasingly, we require a wider set of soft skills.

## ACCELERATED LEARNING



4

It is easier to train a skill like accounting than it is to change a belief, attitude or behavior. Yet that is more often the problem.

Affecting a large group of people will open the way for others to follow their example.

**Fun and Victory**

« For happy, loyal and productive teams »