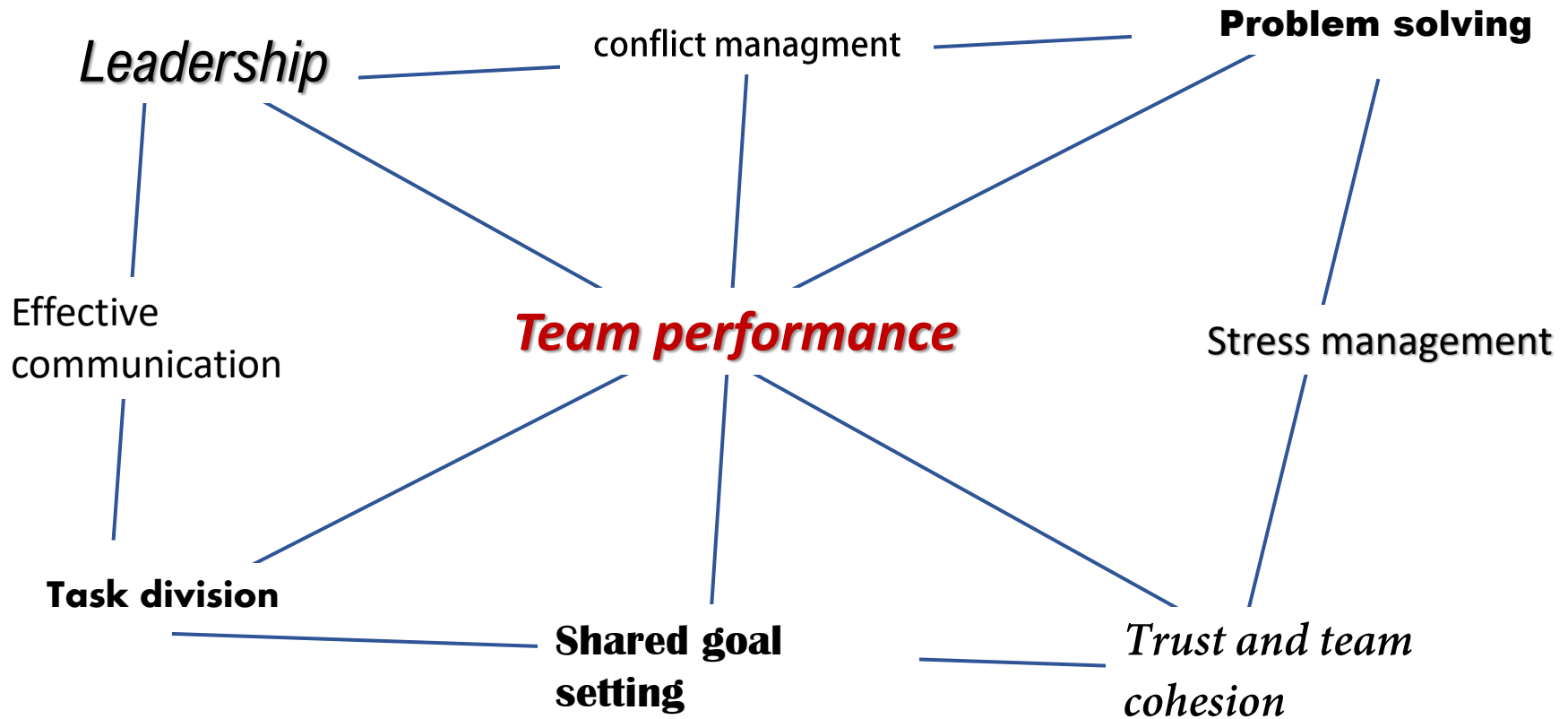


Fun and Victory

Happy Loyal Productive **TEAMS**





Spiderweb

Outdoors & Indoors

The Spiderweb is an activity where skills such as task division, strategy, creative problem solving, and trust are paramount.

There will be 2 rounds, each followed by a debrief to help understand what happened and to discuss how to enhance task performance. This is a fun and dynamic activity where each person has a defined role, where trust and relations are enhanced and at the same time increasing the team performance.

Generally, during the 2nd round, the learnings will **increase the team performance by 300% or 400%**.

Learning objectives:

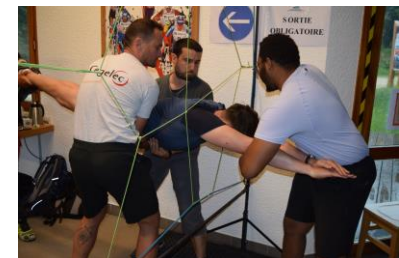
- Learn to strategize using everyone's individual strengths and placing the right person at the right task
- Build trust and respect amongst your coworkers and find creative solutions for effective teamwork
- Understand the importance of team roles and individual inputs and worldviews
- Consider the impact of transparency and communicating mistakes directly

Description:

The team finds themselves in front of a "spiderweb" containing multiple holes on different levels. To reach their goal, the team starts on one side of the spiderweb and must finish on the other side by passing through the holes in the "web". Each having their own dedicated hole, nobody is allowed to touch the web when going through. The team is subject to several rules which, when broken, will result in penalties (for the whole team).

Round 1: 3 minutes of preparation before the execution in less than '20 (*success after '10 in general*)

Round 2: 5 minutes of preparation before the execution in less than '10 (***World record: '3 with team of 9***)





The Maze

The maze is developed to shift focus from individual teams, functions or sections to working towards a shared goal.

The system has strictly enforced rules that must be followed at all times while overcoming the challenges. Participants attempt to achieve their individual goals, whilst also supporting others in achieving a common objective.

This activity drives the individual teams to communicate effectively and build a solution orientated mindset.

Learning objectives:

- Build a common strategy including communication and problem-solving roles
- Explore “the bigger picture” through transversal communication and collaboration
- Consider how best to contribute individual effort to a team task
- Understand the importance of looking around the next steps and effective on-going communication and problem solving in achieving shared goals

Description:

The team is divided in 3 or 4 smaller “*sections*” of around 3 participants, each with a different **ENTRY** point which are situated around an imaginary swamp hosting crocodiles. At each ENTRY, the teams will find materials that can be used to reach their “*section goal*” and the “*team goal*”.

Each section is distinguished with a different category for which they must collect the corresponding cones that are scattered around the swamp. The team have a **common goal**: everybody must go through the swamp without touching the floor and meet at the **EXIT** point on the other end of the swamp. The sections have their ‘**individual goals**’: Collect the cones in the right order that belong to their category.





Island Challenge

The Island Challenge is an activity where skills such as cross-team communication, creative problem solving, trust, knowledge and information sharing between teams are required. Divided in smaller teams on separate islands scattered around a main – ‘inhabited’ (HQ) island, the teams must work and communicate effectively between each other in order to achieve their goal. This activity shows how individual and shared goals are aligned together and must be approached accordingly.

Learning objectives:

- Experience how transparency and sharing information is paramount to achieve shared goals
- Build a strategic plan from start to finish, integrating possible obstacles and solutions
- Understand how rigorous inventory can make a difference
- Divide roles such as builder, problem-solver and communicator consistent with behaviour and strengths
- Experience how collective insights, effective communication and collaborative effort result in shared accomplishments

Description:

The team is divided into 3 teams, each further split into 3 sub-groups and divided over 9 different islands surrounding a main – ‘Inhabited’ island in the centre. On their island, each group will find different building materials. Use the materials to build bridges and 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.





Entangled

Outdoors
& Indoors

Entangled is an activity where skills such as task division, strategy, focus and clear communication are paramount.

This is a fun and dynamic activity where each person has a defined role, where communication and respect are enhanced while and at the same time increasing the team performance. After the 1st round, we engage in a strategic debrief that will **increase the team performance** during a 2nd round.

Learning objectives:

- Learn to strategize placing the right person at the right task and at the right time
- Find creative solutions for effective teamwork and quality control
- Understand the importance of team roles and individual inputs and worldviews
- Experience how anticipation and prevention trumps containment and loss
- Understand how clear and direct communication is vital in teamwork

Description:

This activity needs 100% concentration in visual, kinaesthetic and acoustic senses, at the same time. Each team member holds the corner of one of the entangled triangles. Each triangle, as an individual, has a ring around its elastic string. Depending on group size, there will be between 3 and 4 triangles entangled. There will be 2 rounds, each followed by a debrief to help understand what happened and to discuss how to enhance their task performance. The team has 5 minutes for preparation and planning, after which the team must give an estimation of how long it takes to achieve their objective.

During round 2, each triangle will have one person blindfolded.





The Matrix

Outdoors & Indoors

This activity involves working within a **collaborative system** in which every individual has a specific target that can only be achieved through co-operation with others. The system has strictly enforced rules that must be followed at all times. Participants attempt to achieve their individual goals, whilst also supporting others in achieving their targets. The activity raises questions about flows of information, channels of communication and organisational structures.

Learning objectives:

- explore the balance between individual and team/organisational targets
- consider how best to contribute individual effort to a team task
- understand the importance of correct and complete team briefing and effective on-going communication in achieving shared goals
- understand how to design effective networks and avoid problems in internal supply chains
- explore appropriate management and leadership approaches when working in highly interconnected networks and matrices

Description:

Working in a group, participants are placed in a network in which each person has physical connections, via extended **CORDS ON BELTS**, to other people in the network. Within the system are **COLOURED LINKS**, representing **RESOURCES** / pieces of information that have to be moved around the network via the existing cord **CONNECTIONS**. There are strict rules about how and when the links can be moved. Each participant has a target card which illustrates a particular sequence of 3 or 4 coloured links to be collected. The aim of the exercise is to ensure that the resources / information within the network are managed effectively and efficiently so that every person involved can meet their target. Upon completion of an individual target, the individual concerned is removed from the network and the links attached to that belt are removed.

Planning for individual completion and exit from the system is important, to ensure that the **achievement of individual targets** does not compromise the ability of the wider **organisation to succeed**.





Team in Balance

Team in balance helps enhance self-control and trust in others. For this simple looking, yet intensive activity, the team needs to show skills such as task division, strategy, concentration, clear and direct communication and trust.

There will be 1 or 2 rounds, each followed by a debrief to help understand what happened and to discuss how to enhance task performance. This is a fun and dynamic activity where each person has a defined role, where trust and relations are enhanced and at the same time increasing the team performance.

Learning objectives:

- Instil a solution focussed mindset through collective insights and problem-solving
- Build trust and respect amongst your coworkers and find creative solutions for effective teamwork
- Understand how lack of trust and micro-management amongst colleagues is a recipe for failure
- Consider the impact of transparency and effective communication

Description:

Multiple boards, resting on beams, are situated next to each other in a line. In pairs, the participants will stand on a board that needs to be kept in balance. The pairs must swap places with their "mirrored" team members without having the board touch the floor. (pair 1 changes places with pair 6, pair 2 changes with pair 5, and so on)

Before starting, the team has 5 minutes to reflect, test, strategize and plan, after which the team must give an estimation of how long it takes to achieve their objective.





Building Bridges

Building Bridges is a real-life, man-size situation where teams instil and enhance several important competencies and behaviours that help building a connection and strong foundation of a strong team. Several different approaches can be given with this activity, such as Belbin Team Roles, building a sense of strategic financial planning, creative problem-solving, and leadership. What makes Building Bridges interesting is that this shows how something seemingly impossible is achievable with the right mindset and effective teamwork.

Learning objectives:

- Experience the importance of different roles and behaviours
- Build a strategic and creative problem-solving process
- Understand how rigorous inventory can make a difference
- Develop and implement a communication framework
- Experience how collective insights, effective communication and collaborative effort result in shared accomplishments

Description:

For this activity, we divide the group into two teams of 3-4 people, each with building materials (beams/ropes), a whiteboard and marker. Each team will start on their side of an imaginary river (an empty space of about 4-6 meters between the teams). The goal is to build a bridge to cross the space between the two teams, strong enough to support the weight of the whole group. You must remain at all times at least 50cm above the “river surface”. The river has Alpine flesh-eating snakes that can burst through the surface!

The teams will have a dedicated time for reflection, planning, and discussion, followed by a dedicated time for building and crossing the bridge.





Team Challenge

The Team Challenge is an activity with different challenges. The group will be divided into smaller teams, each divided in two and spread over the 2 ends of the field (starting point A and B). Each challenge will start on one side of the field, going to the opposite start of the field where their colleagues will take over to do the return.

The rules are explained before each challenge. Failure to follow the rules results in loss of points. When participants are ready, they start their first challenge.

Learning objectives:

- Understand decision making as a collective. Does everybody agree?
- Build a strategic and creative problem-solving process
- Learn how to stay efficient under time pressure
- Experience how teamwork, effective communication and collaborative effort result in shared accomplishments

Description (*depending on time/venue, we choose from*):

- **Team skiing** (together on giant skis, participants will cross the field)
- **Blindfold crossing** (with 2 hoops to create islands, participants will cross the field)
- **Mobile bridges** (using 2 beams and 2 crates, participants build walkways to cross)
- **The stretcher** (create a stretcher and carry 1 person throughout a course)
- **Tied team** (the team is attached with their angles going through a course)
- **Big Bag Race** (all together, you advance in a big bag)
- **Team in Balance** (on a horizontal beam, the team must change positions without stepping of)
- **Catapult Challenge** (the team creates a human-sized catapult and test its effectiveness)





Tailored

We have a large number of other activities which can be **tailored** towards your needs and interests.

- Build a mix of the different activities mentioned above for big groups and/or a mixed Teambuilding day
- Include leadership programs, special multiday teambuilding or other objectives
- Try orienteering, survival training, artistic activities or more active/sportive programs

With almost 20 years of experience, we can adapt our programs and activities toward your needs. In fact, we love the creative part of it!!

Whatever, whenever and wherever you are looking for something special, indoors or outdoors, contact us and we are sure to be able to help you or if needed send you to one of our partners.

Outdoors & Indoors





Why Fun and Victory?

With 15 years of experience, our base of intelligent team management development activities is **diverse, unique** and **flexible**.

Our activities are aimed at groups of 6 to 80 people, all designed and tailored to the client's needs.
We can deliver our activities outdoors, indoors or online.

We are not only outdoor sports professionals : we are first and foremost professional facilitators, certified coaches in team coaching, NLP, collective intelligence, Belbin® team roles and much more.

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 Teams: Happiness at work – Culture and Competencies

Walker Institute: Conflict management and Leadership

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Fun and Victory

« For happy, loyal and productive teams »