



## Outbound Training – Leadership and Team Building

### Overview:

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The outbound training program is aimed at helping participants understand critical elements of Leadership and Team Building.

During the training program participants will be assessed and trained in their strategic and creative thinking skills.

### Objectives of the Program:

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- Strategy Implementation Process
- Communication Effectiveness
- Team Effectiveness
- Goal Orientation
- Role of individual members
- Dealing with Change
- Decision Making
- People skills and Management

TRAINING TOPIC	SUB-TOPICS
<b>The Importance of Team-Work</b>	<ol style="list-style-type: none"> <li>1. Why work in teams?</li> <li>2. Stages of Team Development</li> <li>3. Team trust</li> </ol>
<b>Leadership</b>	<ol style="list-style-type: none"> <li>1. Leadership styles for each stage of team development</li> <li>2. Giving &amp; Receiving Feedback</li> <li>3. Strategy &amp; Execution of strategy</li> </ol>

### Methodology:



• **The teams' performances are judged based on the following parameters:**

- I.Strategy and Creativity
- II.Leadership & Team Communication
- III.Team Management
- IV.Team Cohesion and Time Management
- V.Management of Conflict

**Description of Some Activities:**

S. No	Activity	Objective	Description	De-brief
1	Crossover	To help understand the importance of strategic planning and implementation of strategy	Participants are asked to work in a human puzzle where they are challenged to think strategically while on the execution floor	<ul style="list-style-type: none"> <li>○ Strategy</li> <li>○ Team Communication</li> <li>○ Balancing planning &amp; Implementation</li> <li>○ Driving teams towards implementation of strategic vision</li> </ul>
2	Magic steps	To help participants understand the first stage of team development – 'Forming' the team	Participants work in teams and have to use the 'magic steps' to cross an imaginary acid river	<ul style="list-style-type: none"> <li>○ Leadership</li> <li>○ Motivation</li> <li>○ Team cohesion</li> <li>○ Synergy</li> <li>○ Strategy</li> <li>○ Knowledge sharing</li> </ul>
3	Balancing balloons	To help participants understand the importance of 'synergy' in teams	Participants work in teams and have to keep a set of balloons in the air without letting them touch the ground	<ul style="list-style-type: none"> <li>○ Synergy</li> <li>○ Inter-dependence</li> <li>○ Coordination</li> <li>○ Allocating tasks based on skills and abilities</li> <li>○ Supporting / motivation</li> </ul>
4	Joining of team members	To help participants understand the stages of team	Participants work in teams and have to 'join' themselves	<ul style="list-style-type: none"> <li>○ Leadership</li> <li>○ Strategy</li> </ul>



		building in a short and succinct manner	based on a set of instructions given	<ul style="list-style-type: none"> <li>○ Evolution of norms</li> <li>○ Prioritization of work among the team</li> </ul>
5	Puzzle race	To help participants understand the importance of open minded thinking, brainstorming and rotation of responsibilities	Participants work in teams and have to solve as many puzzles as they can (of varying difficulties) within 40 minutes	<ul style="list-style-type: none"> <li>○ Analytical thinking</li> <li>○ Creative thinking</li> <li>○ Understanding the strengths of co-workers</li> <li>○ Distribution of work</li> </ul>
6	Mat relay	To help participants understand the importance of co-working with each other based on individual strengths	Participants work in teams and race with other teams to complete a relay race where they cannot put their feet on the ground and have use only the mats provided	<ul style="list-style-type: none"> <li>○ Motivation</li> <li>○ Understanding the strengths of co-workers</li> <li>○ Leadership</li> <li>○ Strategy</li> </ul>
7	Leader's Walk	To help participants understand the importance of Leadership guidance in times of uncertainty	The team leader has to guide blindfolded team members from the start line to the finish line of an obstacle course, without physically touching them	<ul style="list-style-type: none"> <li>○ Leadership</li> <li>○ Leadership communication</li> <li>○ Sharing the vision</li> <li>○ Team trust</li> </ul>
8	The blind leading the blind	To help participants understand that team building is about all members of the team moving toward the same goal	Participants work in teams. They are blindfolded and are asked to form a shape with the material given. They can verbally communicate with each other but cannot look at what they or others are doing	<ul style="list-style-type: none"> <li>○ Leadership</li> <li>○ Synergy</li> <li>○ The importance of sharing information to everyone in the team</li> <li>○ Team trust</li> <li>○ Team communication</li> </ul>
9	Tower building	To help participants implement the learning gained during the course of the day	Teams compete with each other to build the tallest possible tower using only the resources given to	<ul style="list-style-type: none"> <li>○ Managing Resources</li> <li>○ Time Management</li> <li>○ Delegation</li> </ul>



			them within a 20 minute time frame	<ul style="list-style-type: none"> <li>○ Strategy</li> <li>○ Co-ordination</li> <li>○ Leadership</li> <li>○ Team communication</li> <li>○ Motivation</li> </ul>
10	Pat on the back	To help participants understand the importance of sharing and giving positive feedback	Participants go around the room writing positive feedback for their colleagues	<ul style="list-style-type: none"> <li>○ The importance of positive feedback</li> </ul>
11	Jail Break	To help participants understand the importance of communication across levels of an organization in order to effectively implement strategies	Participants work in teams and are asked to coordinate in order for 3 sub-teams to reach a target	<ul style="list-style-type: none"> <li>○ Strategic communication across management levels</li> <li>○ Guiding team members</li> <li>○ Team coordination</li> </ul>
12	2 Person Trust Fall	To help participants to understand the importance of trust while working in a team	Participants are supposed to free fall backwards and trust their partners to catch them and break their fall. Any movement of their legs or hands to save themselves result in disqualification and non-completion of the task	<ul style="list-style-type: none"> <li>○ Importance of Trust</li> <li>○ Ways to develop trust</li> <li>○ Strategy</li> <li>○ Inter-dependence</li> </ul>
13	Egg Missile	To help participants understand the importance of collective decision making and team-work	Teams are given eggs and material. The objective is to throw the egg as far as possible without breaking it, using the material provided to wrap the egg	<ul style="list-style-type: none"> <li>○ Strategy</li> <li>○ Resource management</li> <li>○ Time management</li> <li>○ Conflict resolution</li> <li>○ Team-work</li> <li>○ Planning</li> <li>○ Decision-making skills</li> </ul>
14	The Matrix	To help participants understand the importance of co-	Participants work in teams and race with other teams to have	<ul style="list-style-type: none"> <li>○ Leading without title in situations where the</li> </ul>



		working with each other based on individual strengths	to find the right path through a maze with no verbal communication allowed between team members	strategy is not clear <ul style="list-style-type: none"> <li>○ Motivation</li> <li>○ Understanding the strengths of co-workers</li> <li>○ Strategy and execution</li> </ul>
15	Centipede Race	To help participants understand the importance of synergy and coordination in teams	All team members have their legs tied together at their ankles and they have to race with other teams	<ul style="list-style-type: none"> <li>○ Trust</li> <li>○ Co-ordination and Inter-dependence</li> <li>○ Strategy</li> <li>○ Planning</li> <li>○ Communication</li> <li>○ Synergy</li> </ul>

## Momentum's Strategy:

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- Break the groups into teams. The size of the group will be dependant on the number of participants. This team composition will remain the same throughout the entire workshop
- Each team will be monitored by the same assigned trainer throughout. This will enable us to identify the each team's strengths, weaknesses and repeated patterns. This allows us to provide feedback tailored to the needs of each team

Disclaimer to be given to participants with regards physical ailments like weak hearts, back problems, pregnancy etc.