

**Read through this information to better understand our program. Thoroughly complete the Participant Form found on the next page. It is required to be turned into Challenge Applications prior to participating in the program.**

## PROGRESSIVE TEAMBUILDING OVERVIEW

Our team programs provide unique opportunities for people to explore teamwork and organizational development. The overarching goal of our training is to strengthen teams using hands-on, active learning exercises so that your group returns to work with a better understanding of self, others and the collective whole.

Explaining our philosophies and expectations to your group can help prepare your people for the upcoming team training experience. For over 40 years, similar programs have operated with exceptional safety records; we intend to maintain that tradition with your group. We lead experiences using foundational concepts below which follow best practices used throughout the experiential training industry.

### COMFORT ZONES AND LEARNING THEORIES

As humans we like to remain comfortable; in fact, we strive to avoid stressful situations. During your program, our professionally trained staff invites participants to step beyond their comfort zone in order to learn more about themselves, their group and other topics that are relevant to teamwork. Research shows that powerful learning can occur when people step past their self-imposed limitations and stretch into uncharted territories.

### CHALLENGE BY CHOICE

We encourage the power of invitation rather than coercion. The philosophy of challenge by choice specifies that the participant chooses their own level of participation and type of support they need during our activities, unlike other situations where people use peer pressure to force others into doing things.

### FULL VALUE COMMITMENT

Our team expectations are clear and simple:

- Safety is first, both physical and emotional; recognizing each is critical to the overall safety of the program.
- Give 100% effort to accomplishing individual goals, as well as, the overall group or team goal.
- Practice effective communication by giving and receiving honest and appropriate feedback.

### EXPERIENTIAL LEARNING CYCLE: ACTION-REFLECTION-APPLICATION

Our program follows a learning model that involves direct hands-on activity followed by a time of reflection. From this dialogue, the group decides which lessons-learned can be connected and applied to the next activity. Throughout the program, participants are asked how they can take this learning back with them once they leave our program. The ultimate goal of our program is for people to depart with a greater insight into themselves, the group/ and their organization.

## WHAT TO WEAR

Wear comfortable clothing that allows you to lift your legs and freely rotate your arms. Athletic shoes should be worn; open-toe or open heel shoes are inappropriate for our activities.

Please do not bring objects that could get lost, are valuable, or could injure. We recommend removing large earrings and body piercings prior to your program for your safety and the safety of others, including our staff. We ask that cell phones are switched to vibrate or silenced to prevent program interruptions.

Bring additional clothing that will make you comfortable; we recommend dressing for the weather (if warm, shorts are fine). Some folks choose to bring hats, sunglasses, water bottles marked with your name, any medications that you may require while participating in the program, camera, insect repellent, sun-screen, etc. Feel free to use a backpack.

## WEATHER POLICY

We operate year-round and will move teambuilding programs indoors in the event of rain, snow extreme cold or high winds. Group leader should contact Dan Ashe 443-262-2710 regarding weather decisions.