



Tall Ships is a highly engaging experiential exercise—a learning game—that challenges teams to race against the clock (and other teams) to build the tallest ship mast at the lowest cost. Players not only learn the skills behind the seven factors that research demonstrates are most critical to effective team performance; they actually practice them, too.

In shorthand, those factors are the 7 C's: *Clarity, Capability, Collaboration, Commitment, Communication, Continuous Improvement, and Creativity.*

Learning Outcomes

- Learn and practice the seven factors critical to effective teamwork
- Explore strategies to improve team performance
- Identify and apply actions to real-life team situations

Teams representing imaginary companies have been selected by The Seven Seas Company to bid on a lucrative contract for designing and building a tall ship. But in order for any team to be awarded the winning bid, they must first demonstrate that they can successfully embody the “Seven C’s” upon which The Seven Seas Company is founded: *Clarity, Capability, Collaboration, Commitment, Communication, Continuous Improvement, and Creativity.*

Three game rounds reveal the team dynamics that impact team effectiveness. In Round 1, teams are asked to assemble the tallest ship mast possible in the least amount of time. Lessons learned from this round are discussed and applied to the Seven C’s model. Round 2 challenges teams to rethink their strategy and build yet a taller mast in the same amount of time, but at the lowest cost. Following a team performance assessment and debrief, teams make one last attempt at the task, assembling the mast according to new specifications and requirements. Finally, an action-planning phase provides teams and team members with an opportunity to improve their performance.



Swamped is an imaginary wilderness adventure that develops teamwork skills and helps groups understand the value of consensus decision making and learn to achieve synergy within their teams. On day two of a two-week canoe and camping trip in the wilds of Northern Minnesota, a shift in the weather occurs. Before they can reach shore, a strong gust of wind capsizes their canoes causing everyone and

everything to be dumped into the water. Some items sink and others float away, including the paddles. With only ten salvaged items, the group must work together as they struggle to survive.

Learning Outcomes

- Develop group problem solving skills using a five-step process
- Learn how to manage and resolve group conflict
- Understand four techniques to improve communication
- Discover the advantages of consensus decision making
- Experience the concept of synergy

Once the team is briefed on the situation, they will take time as individuals to rank the salvaged items based on how important they feel they are to the survival of the group. Later in the exercise, they will come together as a team and discuss the items, their own rankings, and come to a consensus around an overall group ranking of each of the items. Once the group discussion is complete, they will score the form to see how effective they were in their effort to achieve group synergy within the scenario.

IRON CHEF CHALLENGE



Groups put on an apron, step out of the work environment and into the kitchen. The delicious food they create becomes the focus for working together on common goals, sharing responsibility and appreciating individual skills.

Teams will be amazed with their accomplishments as they create culinary excellence and compete against time in a fun and exciting atmosphere. A facilitator starts off this enjoyable workshop by helping teams get organized. Then, our talented chef provides direction in the kitchen as teams create an unforgettable meal. The best reward is sharing the wonderful meal

that has been created.

This is not your typical teambuilding course! Your group will make memories and bond by taking part in an activity outside of the office environment. Teammates will have the opportunity to see each other in a different light and will benefit from the rapport that comes naturally from working together in a fun, stress-free environment.



Whiteout is an engaging conflict resolution team building activity for any team. Once the scenario is introduced, participants are challenged to rank salvaged items – first as individuals and then a second time as a team. Participants will then compare their team scores to the best individual score and expert rationale to determine if synergy was achieved.

Learning Outcomes

- Learn five team skills for managing conflict
- Hone group problem solving skills using a five-step process
- Understand four techniques to improve communication
- Discover the advantages of consensus decision making
- Experience the three elements of synergy

Your team is sent on a dog sledding trip in the Alaskan wilderness to pilot a team building program. What started out as an amazing opportunity quickly turned sideways as a blizzard rolls in. While trying to navigate through the blizzard, disaster strikes as one of the sleds – including driver, guide, and dogs – crashes through the ice into shoulder deep water. The dogs manage to escape unharmed, but the same cannot be said for the guide and driver who are clearly hypothermic. The team must come together to figure out how to save the injured and rescue themselves, with only the items they have remaining to aid them.



Keyano College's Team Building Programs

Belonging to a team, in the broadest sense, is a result of feeling part of something larger than one's self.

Keyano College's programs are action-packed leadership and team building sessions, where participants work cohesively together towards one common goal within a structured environment. Fort McMurray companies seeking these innovative and exciting activities will in turn permit their team to experience:

- Planning
- Self-discovery
- Team-discovery
- Brain-storming and focus
- Working as one unit under pressure
- Consensus building; and
- Communication skills

These sessions result in developing an overall sense of collaboration and cohesiveness in team-oriented environments, whereby each member contributes to the success of the organization. All team players will work with fellow members of the organization to achieve these results. Even though each team player has a specific job function, and they may belong to a specific department within your organization, they are unified with other organization members to accomplish the overall objectives for the session. The bigger picture drives their actions and, therefore, their function exists to serve the greater good of the entire team.

Companies will turn to Keyano's Corporate Training department because our Leadership and Team Building programs allow them to bring their team to the next level by thinking outside-the-box, taking them out of their comfort zone, and making new discoveries about themselves and their teammates, all while having fun!

At Keyano College, we believe the key to success in all business relationships is a strong client partnership and we bring that value belief to every client.

Why do it?

Successful team building creates effective, focused work teams. The benefits of effective, focused work teams are strong loyalty, great customer service (both internally and externally), new found motivation, and increased team morale and employee satisfaction. This in turn translates into less employee absenteeism and turnover which increases the overall productivity of the organization.

With Keyano College's Team Building Programs, participants will identify common goals. The emphasis is placed on helping each other attain the common goals and making the journey a fun and memorable experience. The team will discover new facets of each member while learning in a team building environment, which in turn, will encourage new learning on an ongoing basis in the workplace.

Recent literature suggests that organizational team building efforts are obligatory to boost employee morale which will increase employee retention rates (Zia, 2011). Team building itself is a vast term which has many sub-dimensions. From those sub-dimensions, team performance, individual contribution, team coordination, and team evaluation have been tested and proven to play a pivotal role in enhancing employee morale and employee retention. Employers can increase morale by increasing team building efforts throughout the organization.

Study Citation:

Zia, S. (2011). Effects of organizational team building on employees' morale & job retention. *Business Management Dynamics*, 1(7), 31-37.

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