



Team Building Outline

"There is scarcely anything in the world that some man cannot make a little worse, and sell a little more cheaply. The person who buys on price alone is this man's lawful prey." - [John Ruskin](#)

Objective: To create a productive, challenging, experiential Team Building program based around our team building modules and training that will be excellent value, be a lot of fun and will carry forward to the work place. Many of our modules are based around the [Kaizen model](#) of continuous improvement.

Our team building modules are varied, and designed to offer different challenges, so all skill sets in the team are used. In most of our programs, we create modules that each team completes and then we bring the team together at the end so all teams have to cooperate to achieve the final objective. However, with large groups this may not be practical.

Mission Possible does not use standard "cookie cutter" programs for their team building. All team building programs are customized to optimize the effectiveness of the program, based on the client's specific needs and budget. We will sit down to confer with the client so that we can clearly define their expectations and objectives, and create a program based on their needs.

Mission Possible offers several approaches to team building and each of them can be adapted to the program agreed between us and the client.

These are some other typical Team Game Modules (More here...)

- ◇ ICE (Infrared Combat Experience) action Game (<http://www.missionspecial-ph.com>) Please note that all our Team Building programs can incorporate the ICE, live action game, which is exclusive to Mission Possible.
- ◇ Compass, Uranium and Machine.
- ◇ Jigsaw Puzzle Game
- ◇ Team Totem
- ◇ Rock and Roll
- ◇ Limited Senses
- ◇ Kayak Basketball or relays.
- ◇ De-ciphering challenge to set up treasure hunt outdoors, treasure hunt challenge where the outcome is that teams all have to share information and work together to achieve the final objective.

Our Processing Approach

In Japanese this is pronounced 'kaizen' and is based on continuous improvement:

改 ('kai') **KAI** means 'change' or 'the action to correct'.

善 ('zen') **ZEN** means 'good'.

In Chinese this is pronounced 'gai shan':

改善 ('gai shàn) means 'change for the better' or 'improve'.

改 ('gai') means 'change' or 'the action to correct'.

善 ('shàn') means 'good' or 'benefit'. 'Benefit' is more related to the Taoist or Buddhist philosophy, which gives the definition as the action that 'benefits' the society but not one particular individual. In other words, one cannot benefit at another's expense. The quality of benefit that is involved here should be sustained forever, in other words the 'shan' is an act that truly benefits others.

The basic model is simplicity itself, and uses three key questions:

1. What have I (or we) done well?
2. What could I (or we) have done better?
3. What do I (or we) need to do or put in place to ensure we raise the bar next time?



**MISSION:
POSSIBLE**

"Tell me and I forget, show me and I remember, involve me and I understand." Confucius

A word of warning!

Although the Kaizen model itself is simple to follow it does require a change of approach, and sometimes culture as well. At Mission Possible we work to identify key company, team, or individual issues that potentially inhibit progress, enabling us to support you in the understanding and implementation of the Kaizen model.

We can also close the day's program, when appropriate, with dinner and activities as follows:

- ◇ Dinner (limited alcohol is suggested, until after everything is completed)
- ◇ Team Totem display and Rock and Roll
- ◇ Awards Presentation (awards will be determined in consultation with the client)
- ◇ Mission Possible can present a Certificate of Achievement for each team.
- ◇ Company can add some awards they would like to present.

Issues to consider when planning team building:

Before you plan your corporate team building session it is important to be clear about your objectives. Remember you need the steak AND the sizzle. It's an organization you're running not a social club so keep that in mind when determining the best course of action. You must also however, be aware of your budget and what you can do within it. Mission Possible can help you with that process as we have extensive knowledge of available facilities etc. and their costs.

Far too often, companies end up disappointed in team building sessions because expectations were not clearly identified and articulated. We will sit down to confer with the client so that we can clearly define their expectations, objectives and budget.

Examples of Team Building Objectives

- ◇ Forge stronger alliances between geographically dispersed teams
- ◇ Fine-tune your marketing and sales strategy
- ◇ Reduce friction and "turf wars" between organizational levels and departments.
- ◇ Improve communication between teams and departments
- ◇ Improve your decision making process
- ◇ Identify strategies to reduce red tape and duplication of effort
- ◇ Brainstorm and generate new strategies to resolve business issues and overcome challenges
- ◇ Manage projects more effectively even within tight timeframes

Then, think carefully about whether or not team building is really appropriate. Select your program based on your objectives not just because a particular activity sounds "cool".

Here at Mission Possible, each and every one of our team building sessions is LOADED with the "fun factor". However, unless someone has hired us strictly for recreation, it's fun with a purpose.

Please, don't just go through the motions of team building. There is also a place for team recreation, socials, picnics, etc. The key is to be clear about what you're doing. Don't call it team building just to have an excuse to party. If your goal is a day off work, then schedule a picnic or recreational activity, or next year maybe that budget will disappear.

Why gather all of these people together, pay money to stay at a resort or rent space somewhere if your goal is strictly "fun". Order a pizza, go bowling, go out for dinner and then salsa dancing, or go to an amusement park. It's a lot cheaper.

When you select your teams there are a number of factors that you should take into account. We recommend a completely random selection process as it comes over to the staff as non-contrived by



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management. However, we can work with the client to achieve his objectives. Here are a few other selection suggestions:

- ◇ mix departments
- ◇ mix geographical regions
- ◇ mix organizational levels
- ◇ form team based on learning styles
- ◇ give team members who don't get along with each other an opportunity to work together
- ◇ give the newer or more junior members of your team an opportunity to serve as team leaders

Finally, your choice of location can make or break your corporate team building session. Let your objectives and theme drive the location selection decision and not other factors. Ideally, you should allow 5 - 6 weeks, preferably 2 months for adequate planning of your session.

Mission Possible can help you, in a cost effective way, by developing a suitable program, finding a suitable location, getting you there and back and facilitating the program as a complete package, taking all the pressure off management.

It is our experience that if you consider the value of your time and the distraction involved in preparing all this in-house, you will find the cost/benefit of hiring specialists completely justified.

"What we think, or what we know, or what we believe is, in the end, of little consequence. The only consequence is what we do." - [John Ruskin](#)

For more information on our company see:

<http://www.eversleyventures.com>

<http://www.missionpossible-pg.com>

<http://www.missionspecial-ph.com>