

3 – DAY ENGAGE TO ENERGISE - ENHANCING TEAM DYNAMICS AND COLLABORATION



Introduction

“Building a High-Performance Team for an Awesome Future”

A productive team has members that share common goals, a common vision and have some level of interdependence that requires both verbal and physical interaction. Teams come into existence through shared attitudes about a particular undertaking.

This three-days, two-nights program is aimed at providing an opportunity for participants to come together and foster teamwork, a sense of responsibility toward the outcome of their collaboration, better communicate with each other honestly and professionally, and realize the importance of producing quality work.

Participants will be engaged in activities that will take place both outdoors and indoors, and further supported and enhanced by dynamic debriefing and sharing sessions.

Course Objectives

By the end of this program, you will be able to:

- Gain stronger understanding and relate to the power of the mission and vision of the company which will led to a high-performance team.
- Align company’s core values and team members’ success.
- Practice discipline, dedication and determination at the workplace



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Program Outline

DAY 1

- 8:30am – Arrival of Participants and Registration
- 9:00am - 12:30pm
 - **CHARGE UP!** – *“Begin with the right attitude!”*
 - Starting off the program on a high tempo! High performers start their day on a positive note, which is a habit that can be learned and cultivated. This will include icebreakers and grouping.
 - **OPENING SPEECH BY MANAGEMENT**
 - **FRONT LOADING**
 - In this session, the objectives of the program will be highlighted. Concepts and ideas such as Tuckman’s Stages of Team Development, Steven Covey’s 5th Habit, and Effective Communication will be briefly explained here. Additionally, the organization’s values, vision, and mission will be reiterated for them to tie it into their coming activities and tasks throughout the program.
 - **AMAZING CHALLENGE** – *“Alone we can do little; together we can do so much.” - Helen Keller*
 - In teams, they will require to undertake four different challenges at the respective stations – within a limited time! In between the stations, they will also need to fulfil a few other challenges on their own using an app. Teams will be stretched physically and mentally – a great way to develop teamwork.
 - **SURVIVAL ESSENTIALS**
 - To foster cooperation among members towards achieving a common goal of satisfying their basic needs. Each team is required to build a solid structure that is able to shelter the members of the team from the elements and also to carry out the task of cooking rice, egg, and coffee without the use of matchsticks or lighters.
- 12:30pm - 2:00pm – Lunch
- 2:00pm - 5:00pm
 - **PADDLE HARD!**
 - Whitewater rafting is an excellent way to encourage camaraderie and strengthen workplace relationships. When each person has a critical role in the raft to paddle through eddies and challenging obstacles, it sets up an open environment for bonding, encouragement, and support. People talk and bond more when they are moving, and in this case, paddling their oars through whitewater! Just the experience of being together in nature will instantly improve their demeanor. In fact, nature therapy is shown to have regenerative powers that can diminish stress, anxiety, and depression, as well as improve physical health and mental clarity. Being out on the gushing river is a great way for members to go through a challenging yet memorable experience. *“All for One, & One for All.”*



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Program Outline

DAY 1

- 7:00pm – 8:30pm – Dinner
- 8:30pm – 10:00pm
 - **THE HEART OF IT** – *“Your personal core values define who you are, and a company’s core values ultimately define the company’s character and brand. For individuals, character is destiny. For organizations, culture is destiny.” – Tony Hsieh*
 - This indoor activity is a great way to unwind after going through several challenges since morning. Participants will be guided through a process of aligning their success to the company’s core values. Values are a part of us - they highlight what we stand for, and they represent our unique, individual essence. Values guide our behaviour, providing us with a personal code of conduct. And when we honour our core values consistently, we experience fulfilment.

DAY 2

- 7:00am – 8:30am – Breakfast
- 8:30am – 12:30pm
 - **MORNING REFLECTION** – *“Breathe in deeply to bring your mind home to your body.” – Thich Nhat Hanh*
 - Physical relaxation techniques for de-stressing and a reminder to bring them back to their intention of the program.
 - **SYSTEMATIC CHAOS**
 - Paintballing is an extremely popular corporate team building activity because of the combination of teamwork and careful planning. You don’t need to be physically fit; it’s all about working together with your colleagues and accomplishing challenging goals as a team. The game’s focus on teamwork and strategy combined with pure, adrenaline-pumping fun makes for an unforgettable experience. Some members will get splattered with paint, some will keep on firing, some will make a dash to retrieve the flag, and some will plan and strategize. This is where they get to interact with each other unlike any other situations, which breaks barriers if any. *“Ready, Set, Go!”*
- 12:30pm – 2:00pm – Lunch



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Program Outline

DAY 2

- 2:00pm – 5:00pm
 - **AN ARDUOUS JOURNEY**
 - Shimming through small gaps, crawling through the rivers, jumping over gaps in the path and sliding on your bums are what you can expect with caving. It gets more challenging when lights are turned off and members need to rely on each other through touch and verbal communication to get through the cave. This is also an opportunity for them to support and encourage each other through difficult and uncomfortable terrain over long distances. They will come out with a wonderful feeling of achievement. *“In Together, Out Together.”*

DAY 3

- 7:00am – 8:30am – Breakfast
- 8:00am – 12:30pm
 - **MEGA-STRUCTURE CHALLENGE** – *“Talent wins games, but teamwork and intelligence wins championships.” – Michael Jordan*
 - To culminate in the merging of all separate teams into ONE, so that everyone can forge ahead as one regardless of beliefs, differences in opinions, and variety of personal styles. With limited resources, teams need to collaborate to build a mega-structure that meets the requirements. This is similar to any organization that needs all departments to be aligned in their daily tasks in order to meet the requirements of their clients and stakeholders. This mega-structure will then be put to the test by running a train on it for three rounds. Any repairs need to be done on the spot! This is to instill the idea of quick problem-solving and ownership in the participants.
 - **STATION ROTATION** – *“Learning never exhausts the mind.” – Leonardo da Vinci*
 - Groups will attend and address the questions posed to them at each station sequentially. This is to gather as much learning points from the program. The responses (on flipchart papers) will be photographed and sent to them as a reminder of what they have achieved in this program.
- Final Debrief, Prize Giving and Photo-Taking Session!

