



Sample Session – Half Day Development Program “Climbing to New Heights”

8am – Breakfast

8:45am – Brief Introduction

Comfort Zone, Learning Zone, Panic Zone
“Challenge Me , Encourage You”

Concepts:

- TEAM – move forward (climb higher) together by challenging inwardly and encouraging outwardly
- Differences between encouragement and pressure
- Should you share in disappointments or should you encourage them to move beyond them?
- Never let yourself or anyone enter their panic zone but remember... sometimes you don't even know what you're capable of until you try it
- **** You don't know where someone else's panic zone is – wearing a harness may be hard for some to manage - and that's okay!
- It's too easy to talk yourself out of something when you have no support or encouragement

9am - Icebreakers:

Circle Intro - Say one thing that no one knows about you...

Crossover the line if you have...

Lowering the Pole...

9:45 – 10:30am - Ropes Course/Rock Wall

Try it all out, Challenge Me, Encourage You

Half group Rock Wall, Half group Ropes – switch after about 15 – 20 minutes depending on group size

10:30am – Game Time:

- Team divided into four groups – each has an assignment and a deadline to meet.
- 3 minutes of preparation time is given to the groups once assignment has been handed out.
- No other instructions are given. No questions will be answered.
- Once whistle is blown to end the game, silence is declared and everyone comes off the course, and embarks to the Meeting Room – no talking.

11am – Debrief:

- Silence lifted – explanation that the debrief was put on hold as we didn't want to miss any comments
- What were the challenges faced? Refer to teambuilders for examples if group doesn't have any...
- Groups are asked to reveal their assignments
- What would have made things easier? Sharing assignments? Ideas? Strategy?
- Tally of results from the games... What's the highest score? Trick Question...
- TEAM – what is your highest score?
- You can only climb to new heights, if you... “Challenge Me, Encourage You”

11:30 – Did you learn anything? Let's see it!

Group Game – must have everyone involved to complete task.

Easy task will show performance enhancements and everyone leaves with laughter, a sense of teamwork and a feeling of success.