

# Build&Boost.

Overnight Team Development Program

Program Outline

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**OUTWARD BOUND**  
Inspiring Australians

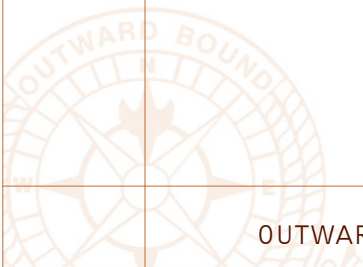
# Introduction

Here is an outline of Outward Bound's Build&Boost.™ Program, a fun and interactive team development program for teams wanting to go the next level.

Outward Bound prides itself on its ability to customise its packages to meet client needs. A pre-program consultation will ensure that this program will meet the needs of your organisation.

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## Team Needs and Objectives

It is important to consider where your team is at and what your team is looking for in a development program. There are many program options available today. The Build&Boost.™ Program is ideal for teams looking to:

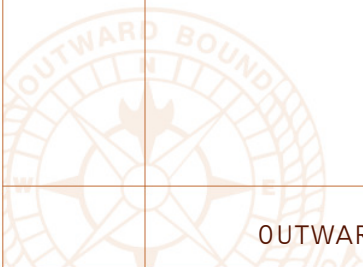
- Have a positive shared experience
- Have Fun
- Learn about effective communication
- Break down barriers within the team
- Understand the fundamentals of leadership and followship within a team

## Program Aims & Outcomes

The program takes team development as the primary aim. As most of the activities also require leadership and communication, these will also be strong aspects of the program. The participants will walk away with:

- Enhanced self-awareness
- Stronger relationships and team cohesiveness
- Memories of a fun, positive and challenging experience
- Understanding of the importance of teamwork, leadership and communication for individual and collective success

The program will include a mix of creative, social, intellectual and physical challenges and activities.



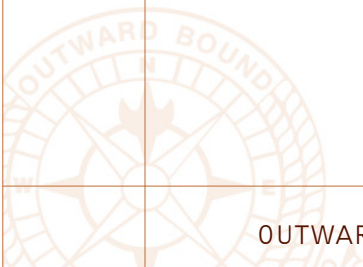
# The Program

## Thursday

- 4pm Arrive & Welcome  
Introductory Initiatives and Games  
"The Cube"
- 6pm Expectations – Personal and Group
- 7pm Dinner
- 8:30pm Video Clips

## Friday

- 6:30am Fun Run Splash!
- 7am Breakfast
- 8:30am Team Challenge 1: Scrabble
- 10am Break
- 10:30am Windows to the Soul & Feedback Workshop
- 12pm Lunch
- 1pm ColourMas
- 1:30pm Team Challenge 2: Eggs Inc.  
(Break)
- 4pm Team Challenge 3: "The Box"
- 5pm Solo Reflection Walk & Debrief
- 6:30pm Get ready for Dinner
- 7pm Dinner
- 9pm Depart  
(Optional departure prior to dinner or following morning).



### Optional Follow up Session 1a (in the workplace)

1:00pm	Arrive & Recap
1:30pm	Feedback Session 2
3:30pm	Break
3:45pm	Goal Setting and Action Planning
4:30pm	ColourMas 2

Additional benefits of this option:

- Time away from office minimised due to elimination of travel time;
- More time to focus on Feedback, allowing more people to share. This will in turn assist with the Goal Setting and Action Planning.

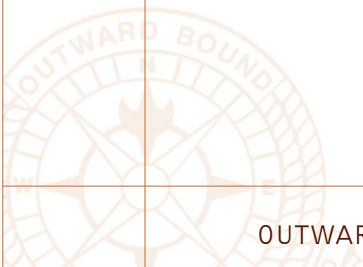
Note: this session would require a space for 20 people to work comfortably.

### Optional Follow up Session 1b (at Outward Bound Centre)

1:00pm	Arrive & Recap
1:15pm	Team Ropes Challenge
3:15pm	Feedback Session 2
3:45pm	ColourMas 2
4:15pm	Goal Setting and Action Planning
5pm	Depart

Additional benefits of this option:

- Focus on extending staff through the use of the Team Roles Challenge Course, the largest of its kind in the Southern Hemisphere.
- Advantage of conducting the session in 'a place apart', away from the office.
- Ample space for group work.



# The Outward Bound Approach

Outward Bound is a powerful professional development experience that provides people with the necessary skills, experiences, behaviours and attitudes to perform effectively in life and work. Outward Bound Professional programs focus on building high-performance teams and the development of leadership capacity.

Here are three reasons why Outward Bound stands at the forefront of Leadership and Team Development in Australia, and what separates us from other providers.

## Specialists in People Development

Outward Bound specialises in the development of people skills. Where other providers focus on technical skills, Outward Bound focuses on the dimensions of emotional and social intelligence, and people management. Key areas of development include self-awareness, self-management, team awareness, team development skills, coaching, giving and receiving feedback and managing conflict.

## Experiential Learning

At the core of each Outward Bound program is an experiential philosophy. Participants are not treated as empty buckets waiting to be filled with new knowledge and skills. Outward Bound provides real and meaningful situations where participants can apply existing knowledge, draw upon past experiences, and deepen their understanding of their strengths and weaknesses. Participants are called to step into leadership roles, and receive immediate positive and constructive feedback on their approach. There are no passengers, only crew. In the team setting, everyone has a critical role to play. Participants are able to leave Outward Bound with an Action Plan for their ongoing development. Programs are facilitated so the learnings are transferable to the roles they fulfil in the organisations they serve.

## Exceptional Facilitators

Outward Bound staff are specialists in people development. They are inspired individuals with a passion for developing people. They come from diverse backgrounds with a broad range of experience. Clients consistently report on our facilitators being a key differentiator from our competitors.



# A Credible Partner

Outward Bound has been working with companies from the following industries for over 50 years: Manufacturing, Mining, Integrated Logistics, Government, Military, Building, Energy, Consulting, Communications, Agriculture, Pharmaceuticals and Education.

Outward Bound is very much a partner to our client organisations. We seek to provide long-term contributions to organisational success through fully understanding the needs of our partners and delivering high-quality solutions. We are not interested in transactional relationships. This is why our partners always come back after the initial program.

## Testimonials

Outward Bound is proud to provide client contacts to verify the quality and effectiveness of our programs.

*Outward Bound Leadership Experience provides a way for our emerging leaders to learn about their leadership, team and self-motivation skills. This grew their confidence to action long-term changes in the workplace. Participants from several programs have commonly said it is the most challenging, confronting and 'best development' they have done in their career."*

Mary Dahdah, Learning and Organisational Development Manager, Boral Ltd



# The Investment

TOTAL PROGRAM INVESTMENT= \$10,250 + GST.

Program Investment includes:

- Pre-program consultation and briefing
- Custom program design (Tailored to meet specific team needs)
- Program delivery by a team of 3 Senior Corporate Facilitators
- All equipment (other than personal clothing)
- All activities, facilities and materials
- Accommodation and transport for Outward Bound staff

Program Fee does not include:

- Participant travel

Minimum Group Size = 10

Maximum Group Size = 20

Optional Follow Session Additional Investment of \$3,950 + GST.

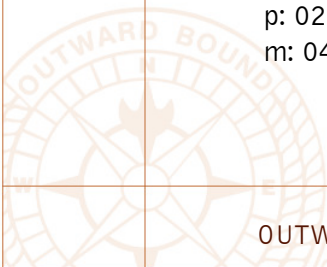
TOTAL INVESTMENT (inc. Follow-up Sessions) = \$14,200 + GST.

## Next Steps

Outward Bound stands at the forefront of team and leadership development in Australia. This program is a powerful means by which teams can be taken to the next stage in their development and success.

Upon review of this proposal, please contact Ben Callaghan to secure dates. From there Outward Bound will initiate the next stage of planning and consultation.

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# Appendix A: Activities and Outcomes

## Welcome & Introductory Games and Initiatives

**Description:** Games and activities that will allow the participants to get to know the facilitators and each other and begin the process of team building in a short time. This session will set the atmosphere of fun, challenge and openness to learning.

**Outcomes:** Enhanced bond and understanding of each other  
Fun

## Expectations Session

**Description:** A discussion-based session for participants to explore and understand their reasons for attending and goals for the weekend. The team also sets ground rules and expectations for each other.

**Outcomes:** Greater personal clarity around goals and intended outcomes  
Enhanced mutual understanding  
Team understanding of direction.

## Video Clips

**Description:** This is a seriously funny activity where the team is given the challenge to make a new rock video. It quickly breaks down barriers and gives everyone permission to have fun, be silly and be fully invested in the rest of the program.

**Outcomes:** Broken down barriers  
A fun team experience.

## Fun Run Splash!

**Description:** A short run and splash in the mighty Murrumbidgee to get physical and energised for the day.

**Outcomes:** Increased fitness  
Fun

## Experiential Learning Cycle – “The Cube”

**Description:** Introduction of the Experiential Learning Cycle (ELC), a model for learning that will be incorporated throughout the day. “The Cube” is



a physical and intellectual problem-solving activity that requires leadership and cooperation amongst the team.

- Outcomes:
- Understanding of ELC
  - Increased cooperation
  - Introduction to Adult Learning and the responsibilities and motivation required.
  - Opportunity for participants to accept a leadership role

### People – Product – Process (PPP): A Leadership Model

Description: PPP is a model which captures essential elements of leading and managing teams around projects. This model will be referred to throughout the day in various team challenges.

- Outcomes:
- Understanding the PPP Model and the three aspects that are essential for team success.
  - Enhanced understanding of team dynamics

### Communication Workshop

Description: A workshop to introduce participants to critical aspects of communication.

- Outcomes:
- Increase self-awareness of personal communication style
  - Enhanced mutual understanding
  - Understanding of building rapport through communication

### Team Challenge 1: Team Scrabble

Description: In teams, participants battle out a giant game of scrabble. The letters are scattered across eight checkpoints, requiring careful planning and direction from team leaders. Participants need to use their initiative and solve problems to access some of the letters. In addition to it being a great team activity, it is a hoot!

- Outcomes:
- Satisfaction arising from the solving of a problem and completion of the challenge.
  - Enhanced communication in a fast-paced activity
  - Improved understanding of team dynamics and communication styles.
  - Opportunity to lead team
  - Fun



## Team Challenge 2: Eggs Inc. (empower and trust)

**Description:** The CEO needs to empower their middle manager because they are providing information that needs to filter down to the rest of the workers. The Middle Manager needs to empower those in the workshop because the lines of communication between the top and the bottom are broken. All people need to trust that the information they have is accurate, despite limited communication.

**Outcomes:** Experiential understanding of lines of communication and communicating effectively without having direct personal contact.

Fun

Satisfaction of completion of a team challenge

Opportunity to lead colleagues.

## Team Challenge 3: "The Box"

**Description:** A culminating challenge where participants need to employ the PPP Model and skills learnt throughout the weekend in order to be successful. The Box is a device that needs to be disarmed, like a bomb. The disarming process is quite intricate and must follow a pre-specified series of actions. The team will need to solve the problem of figuring out how to do this, disarm the Box and attain success by retrieving its contents.

**Outcomes:** Satisfaction from completing the challenge.

Experiential understanding of the Leadership and Team models discovered throughout the day.

## Solo Reflection

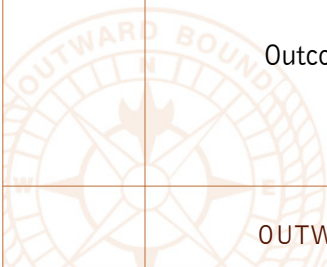
**Description:** Time away from the team for individuals to reflect upon the concepts explored and discoveries they have made. This is an important lead in to the night sessions on feedback, goal setting and action planning.

**Outcomes:** Greater personal clarity about the weekend and discoveries made.

## Windows to the Soul and Feedback Workshop

**Description:** Participants connect with each other and create a open and honest space for giving and receiving feedback. Participants are introduced to feedback so that they can use this throughout other activities.

**Outcomes:** Open and honest environment for giving and receiving feedback  
Enhanced personal relationships.



## Giving and Receiving Feedback

**Description:** An opportunity for participants to provide and receive feedback with their colleagues. This can be a challenging experience for some, although critical for any team that requires people to accept positions of responsibility and continually develop. The participants are provided with a framework for respectfully delivering effective positive and constructive feedback. Graduates comment on the power of this session in expanding self and group understanding.

**Outcomes:** Skills and experience in delivering feedback.  
Enhanced self-awareness from receiving feedback  
Enhance understanding of colleagues.

## Feedback Session 2

**Description:** In groups of six, staff give feedback to each other focused on areas to grow and improve in the coming months. This will also include positive feedback. From this session, staff will have an enhanced awareness to construct goals and action plan. Due to limited time, it will also be set up for staff to provide further feedback outside of the session back in the workplace.

**Outcomes:** Skills and experience in delivering feedback.  
Enhanced self-awareness from receiving feedback  
Enhance understanding of colleagues.

## Goal Setting and Action Planning

**Description:** This session presents participants with a framework for goal setting. Each participant will come up with a plan for how they will continue to develop and contribute to the team post-program.

**Outcomes:** An Action Plan for implementing when they return to their respective states.

## ColourMas 1 and 2

**Description:** This is a two-part activity. The first part occurs on the main program and the second on the follow up. In Part 1, the team creates a colourful artwork. In Part 2, this artwork is used to explore further and create a new personal art piece. This activity is great for exploring the self as part of a team and building transference beyond the program.

**Outcomes:** A great way to link the program back to action in the workplace.  
Fun

