



Developing People and Growing Companies

# Quality Team Building for Personal and Corporate Development



# Team Challenges - “Who Done It?” - Adventure Activities - Business Games



*“The challenge for every organisation is to build a feeling of oneness, of interdependence on one another ... because the question is usually not how well each person works, but how well they work together.”* Vince Lombardi.

## Do you want effective teamwork?

We offer a range of activities for training in team development and teamwork. Large and small companies choose us because we guarantee a cost-effective team building exercise, activity or business game for your corporate event.

If you are organising a conference, seminar or training event we can run a team building activity or business game to meet your needs. We can suggest a location in the UK, plan the event for you and supply skilled trainers to ensure you get the outcome you are looking for. Activities involve participants competing against each other, working together, or a combination of the two.

Our team building exercises do not need any particular skills or ability. All we ask is that delegates come prepared for an entertaining and rewarding day with benefits for the workplace.



*“I just wanted to drop you a line to say a BIG thank you for a wonderful day, professionally organised by yourself and your staff. All members of staff enjoyed the day and found it very rewarding.”* J. Coglan - ELSBC

For team development we recommend assigning a coach to teams. This coach will help participants to:

- Find out how they perform as a team member
- Recognise what skills and abilities they have
- Understand then requirements for effective corporate teamwork.

We will make links from your teams’ experiences to your business objectives.

# Our Events and Contents

## Creative Business Co. 4

Teams form a company which earns money by achieving various interesting activities.

Choose from a wide variety of team challenges, to complete inside or outside at a location suitable for you.



## "Who Done It?" 5

Team members become detectives for the day. Between achieving team challenges, teams gather clues to solve a serious crime.

This popular activity involves a walk in the beautiful countryside of Suffolk. A treasure hunt with a difference!



## Acting 11

Looking for something different for your team event? Our professional actors provide a memorable session which will enthuse and inspire your team. Even if you have never played an instrument before, our team percussion event will help you discover how the simplest rhythm contributes to an exciting sound.



## Business Games 12-16

Make your conferences and seminars interesting, lively and informative. Our business games and structured learning activities are fun to do and bring out important issues relevant to the workplace.



## The Creative Business Company

The Creative Business Company is a fun, 'action-packed' game with something for everyone.

*"Don't think problems, think solutions."* Anon.

It helps individuals and teams develop the creative thinking skills that are required for effective corporate teamwork.

There are challenges for 'thinkers' and 'doers', as well as many activities where participants need to work as a team to achieve success.

This activity highlights the need for:

- creative thinking
- making the most of resources
- strategic planning
- efficient time management
- effective teamwork and
- adapting to meet changing demands.

The emphasis is on success through planning, team co-operation, excellent communication and negotiation.

The Creative Business Company is ideal for corporate team building, as well as business seminars and conferences. It is also a flexible learning resource that allows you to examine key team competencies and behaviours. Choose from the many activities for team meetings, assessment centres and team development courses.

A number of tasks are against the clock. As well as testing participants ability to work as a team, it is a fun way of developing creativity, time management and communication skills.

Teams compete against each other and because there are more tasks available than can be achieved in the allotted time, participants must prioritise.

The profit from each task varies, so do they go for high value tasks which take longer or low value tasks which are more quickly and easily achieved?

We will arrange this popular game for your team building event, seminar or business conference. It can be held inside hotels or companies premises or in the grounds outside.

This team building activity is the result of many years of research combined with practical experience in developing teams. It provides teams with a number of activities which are fun, challenging and rewarding.

A debrief ensures the learning is transferred to the workplace.



## “Who Done It?”

Set against the stunning backdrop of the beautiful Suffolk countryside, this corporate team building day involves a treasure hunt with a difference!

Participants become detectives for the day, using creative thinking and good teamwork to gather clues and solve a serious crime.

Teams also loan money to hire equipment for exercises. Success in each exercise enables them to make a profit, but who will earn the most? The result is a fun team building activity that helps with personal development.

*“Do not follow where the path may lead.  
Go instead where there is no path and leave a trail.”*  
Ralph Waldo Emerson



“Who Done It?” is good fun for the young and not so young. It does involve some walking to find the clues, but is not strenuous.

Be warned, the exercises will stretch your thinking, and you will find tense moments when all your planning and preparation is put to the test!

Success depends on the team discovering the identity of the offender and completing the challenges within their budget and time constraints.

**Please see some examples of the exercises on the following pages.**



## Team Challenges

This is a fun way to develop team activity and held either indoor or outdoor.

The emphasis is on success through planning, team co-operation, time management, communication and negotiation.

We have designed the activity to be both enjoyable and adventurous for all participants, no matter what their levels of fitness or ability.

**Please see examples of the exercises used on all these events on the following pages.**



## Here is a selection of our team exercises used on our outdoor and indoor team events.

### The Minefield

Stepping into the unknown is necessary for any team to grow and move ahead; but how will your team perform?

- Will they take risks?
- Do they learn from their mistakes

This exercise covers all these areas and more when they try to cross a Minefield area. It is easy to begin with but it soon gets exciting as their options get restricted and time is running out.



### The Lift

A container has to be removed from an area inaccessible to the team.

Teams will find it difficult to pull and laugh at the same time!

*“Excellent course - encouraging team building - giving everybody a chance to participate. Very well run, it was an excellent day.”*

J. Bass - BT



### Stream Crossing

Teams must find a way of getting some 'valuable items' across an area without damaging them.

We will reveal what the 'valuable items' are on the day. Teams soon learn that these (like their customers) need handling with care!



### The Web

The team has to get their members through different parts of the web without touching it.

*“To be honest, I wasn't over keen on doing this but I really enjoyed it and it did tell me or reinforce things about myself.*

*It was also good to get to know other people from the company.”* S. Asplin - Archant



# The Creative Business Company - "Who Done It?" - Team Challenges -

## The Centipede

Team members need to work together to be successful. They soon discover that 'more haste means less speed.'

*"Very enjoyable day, making good practical use of learning concepts for the team building."*

D. Meek - Essex Country Council



## Pipeline

Team members are issued with a piece of half-pipe which they hold next to another team member's pipe to create a gutter effect. This will allow a ball to roll down the pipe.

The group's task is to get the ball to roll over a set distance and into a container at the end. This must be achieved without the participants touching the ball or allowing the ball to stop or drop to the floor.



## Roller Coaster Ball

Roller Coaster Ball Game is a riot! Teams have limited time to construct a Roller Coaster which will allow a ping-pong ball to be dropped in at one end and travel to the other end by gravity alone!

A fun practical activity requiring trust, planning, cooperation, creativity and teamwork.



*"Since the team has got back to the workplace it has been noticeable how more at ease members are with each other. When problems occur individuals are more willing to support each other because of the 'bonding' that has gone on at the team building exercise. This in turn helps the organisation as a whole grow and become more effective. Thus the expenditure spent on such an exercise like this is soon repaid in dividends."*

S. Seymour - The Ministry of Defence

# The Creative Business Company - "Who Done It?" - Team Challenges -

## Plumbers Nightmare

A valuable crystal has fallen to the bottom of a pipe. The only way to retrieve it is to fill the pipe with water so it floats to the top.

The task is further complicated by some leaks!



*"Much better than most team building events I have experienced. This was fun, challenging, competitive."*

G. Mullender - GlaxoSmithKline

## The Bomb

Tension mounts as team members try to defuse a bomb.

With too many instructions for an individual to remember, how are they going to manage?

Effective teamwork and good communication skills are put to the test!



## The Discs

Good planning, quick thinking, time management and teamwork are essential for this challenge.

*"Great chance to get to see and know people and discover their different skills, talents, etc. A fab few days, really got to know and spend quality time with all."*

R Cahill - Smith & Nephew





# The Creative Business Company - "Who Done It?" - Team Challenges -

*Thanks very much for the day, everyone really enjoyed it. The activities were good in that everybody was able to use a particular skill and this also highlighted skills that staff had, that were not previously known to others. Staff felt that the activities were fun, that the small groups were beneficial in that it did not put people under pressure.*

*Your input was excellent, relaxed and friendly. On my part, I was able to relax and enjoy the day as much as others."*  
S. Ager - West Suffolk Hospital

Teams soon learn the benefit of thorough planning before starting the challenge.

*"Failing to plan is planning to fail."*  
John Wooden



## The Display Shelf

Teams have 14 pieces of shelving with groves cut in various places which enable them to fit together and make up a display shelf.

They have 60 minutes to develop a method of assembly that can produce a finished display shelf in less than 30 seconds.

At the end of 60 minutes effective teams will have learnt from their experience and will have a chance to build their display shelf within 30 seconds.



## The Magic Canes

Teams need to work together and carefully manoeuvre the canes which can mysteriously move as they try to achieve their task!

*"A challenging and enjoyable day that delivered valuable insights for our management team"*

D. Taylor- Datix



# The Creative Business Company - "Who Done It?" - Team Challenges -

## The Band

Can the team members rely on each other?  
Many people find it is difficult to let go.

This challenge helps to achieve this by getting everyone supported by the Band. Then requiring one person to change position by running and letting themselves fall into the material.

Soon two people will feel confident to change places, until all the team are changing places.



## Bridging the Gap

The challenge is to build a bridge that spans the road, but all the team have available are a number of wooden sticks.

No other material is allowed to join the sticks together, so how do they achieve it?

There is a simple answer, which we haven't shown here - but efficient teams will find it.



## Air Traffic Control

Several aircraft are in a holding pattern waiting to land on an Airport. Unfortunately the flight controllers' computer is malfunctioning; the aircraft have been given false information and they are blocking each other's access to their respective runways.

The team's job is to rearrange the planes to facilitate the landing process.



## "Who Done It in London?"

Specially adapted for London, our "Who Done It?" takes on the form of a treasure hunt. Teams earn money by finding the answers to cryptic clues and discovering many sights in London.

Extra tasks enable teams to earn more money. For example; producing foreign coins, obtaining signed autographs of celebrities, getting the furthest distance from the starting point, etc.



## Team Acting

Are you organising a fun team building event and want to reward your team with something “different”?

Our professional actors provide theatre-based training for a memorable session which will enthuse and inspire your team.

Creating a piece of theatre from scratch is very satisfying, enjoyable experience and provides a team with a strong sense of identity and achievement. We will facilitate this process.

We start with team building games and exercises to enable group members to be on the same creative wavelength.

Delegates then create material in ways which will draw on their strengths. For example through writing, drawing or improvisations.

Delegates then rehearse a short piece which will be performed at the end of the session.

Through exercises, mainly borrowed from physical theatre, delegates work together on their feet, exploring different ways of communicating and stretching their creative minds.

Our games and exercises are used as strong, clear metaphors for issues that arise when working together.

Delegates will engage both mind and body as they take part in ensemble exercises where active listening is essential.

By sharing the challenge of taking part in a new activity and the laughter that will inevitably accompany the exercises will provide a fast way for delegates to gel.

Through debriefing of the games and exercises participants are encouraged to address issues creatively and take part in an open discussion.

If the team is large (over 12 people) we will assess the suitability of splitting up into smaller groups to create a mini festival at the end of the day.

The flexibility of this team building activity enables us to stage it anywhere in the UK where you will stage your team building event or business conference.



*“The combination of arts-based training with a formal session in the afternoon worked very well.”*  
London Borough of Brent

*“The session was very entertaining and raised some valuable and important issues within the team.”*  
HM Treasury Team

## Business Games

We have a wide selection of high quality business training games, from dynamic simulations to team building programmes.

The games will help make your training course, conference or seminar impactive, interesting and informative.

These structured learning activities are fun to do and relate to the workplace.



By experiencing rather than discussing a model, participants learn more than theory; they gain in knowledge, competence and confidence.

They also learn about themselves and others. Team building development is enhanced and the practical value of group dynamics is demonstrated.

*"I hear I forget, I see I remember, I do I understand."*



*"It is one thing reading about this, but this kind of work is what really hits home and makes you fully understand the importance of the issues."*

T. Kristin - Westminster University

Elite Training guarantee their business games and exercises are stimulating, enjoyable, interactive and practical.

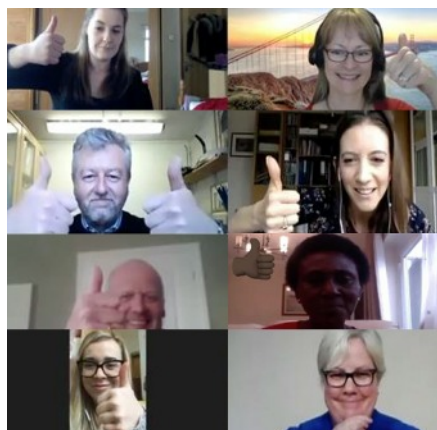
Our approach is professional yet relaxed and informal to ensure that delegates gain maximum benefit from our training, both for themselves and for their organisation.

If you are organising a conference, seminar or training event we can run a business game to meet your needs.

Just tell us:

- the learning objectives
- number of delegates
- time for the activity and debrief
- venue logistics.

We will do the rest - planning the event for you and supplying skilled trainers to ensure you get the outcome you are looking for.



### Roller Coaster Ball Game

A fun practical activity requiring trust, planning, cooperation, creativity and teamwork.

Roller Coaster Ball Game is a riot! Teams have limited time to construct a Roller Coaster which will allow a ping-pong ball to be dropped in at one end and travel to the other end by gravity alone!

This game can be run many ways including:

#### 30-Minute Team Challenge

One of more teams compete against the clock (and/or one another) to construct and test a Roller Coaster in 30 minutes.

#### 30-Minute Time Trial

Two or more teams each build a Roller Coaster, but they need to cooperate because each construction is timed to meet a tight schedule. All will be revealed in the Trainer's Notes and Team Sheets.

#### 50-Minute Team Cooperation

Three teams work in different areas or in their own syndicate rooms, where they construct a different part of the Roller Coaster. After 45 minutes bring the three teams together to assemble the three part Roller Coaster - will they fit together and do the job as instructed?

When working in separate teams, one person from each team can meet with one person from either of the other two teams to discuss the links are at the right height and width. There can never be more than two people at a meeting. Plenty of opportunity there for Chinese Whispers!

#### Key points:

Roller Coaster Ball is great fun but also, each session illustrates the importance of some or all the following skills:

- Ability to work as a team
- Ability to work with other teams
- Trust
- Liaison with internal customers
- Being part of a larger enterprise
- Managing Meetings
- Strong leadership
- Vision
- Decision-making processes
- Working under pressure
- Time management
- Planning skills
- Quality work
- Motivation



#### Users' Comments

*"Brilliant; challenging and fun. Roller Coaster is a great learning tool."*

*"Easy to use for so many purposes including an icebreaker, teamwork and communication. It always brings out many learning points."*

*"I wish I knew about Roller Coaster Ball earlier; it has helped to develop teams quickly."*

## Team Shapes

Teams have problems (or opportunities, as we prefer to call them) to overcome which require leadership, a strategy, planning, effective communication and teamwork. Added to this is the issue of working under the pressure of a critical time constraint.

**Team Shapes is an ideal training game which combines all these areas in a challenging but fun activity.**

Imagine being given lots of jigsaw pieces without a picture of the completed pieces; how would you assemble the pieces correctly? This is similar to the first problem the team will have to overcome, except all the pieces have straight edges and no obvious corners!

The different pieces are divided amongst the team and they cannot be shown to other team members. The only way they can be matched up is by describing the shapes to each other and carefully listening – but a person describing a star will mean a certain shape to one person and fit a piece they have, whilst another person will see it differently and make it appear like a different shape they have!

Perceptions of the information can lead to confusion, ambiguity and uncertainty. Assumptions are easily made and clarifying the message is essential. Key communication learning points will abound.

It is essential that the team clearly defines the challenge, agree a strategy and work out a plan to overcome it. But the limited time is ticking away, adding pressure to the task.

It is important that everyone is involved or vital clues will be lost. Someone has to take control or over talking occurs and more vital clues are lost.

Team shapes is used to achieve many outcomes. Here are some that we have used it for:

- Illustrating the importance of sharing information to enable the group to achieve a collective goal
- Identifying different learning styles and thinking patterns in a team
- Recognising diversity in teams and how different perceptions can cause misunderstanding
- Helping managers to apply strategic planning for their teams to develop into action
- Identifying and using communication skills particularly for virtual and distance working
- Bringing together different teams to complete a joint project
- Improving performance by involving team members in the development process
- Assessing performance of potential staff at an assessment centre.

Team Shapes is our exciting new training activity that brings out many learning points for small and large teams.

**Contents:** 20, 30 or 60 quality laminated plastic cards.

**Duration:** 35 to 45 minutes plus debrief.

**Numbers:** 4 to 60 delegates.



## **We Can Do company**

In this realistic scenario, delegates experience the impact of change by working for the 'We Can Do Company'.

This rapidly expanding company has a policy of taking on projects at short notice that other companies cannot manage.

The staff are all multi-talented and readily appreciate that their skills and 'we can do' attitude makes the company very profitable and pays them big salaries, linked to the profits of the company.



Three teams are working together to develop a new chocolate bar. Each team has a different area of responsibility, but should communicate with the other teams to ensure they are working together.

Team four is the 'first line of attack' who work independently on the project, taking an overall view.

Having decided which tasks they are going to achieve they are told that certain members of the team need to work elsewhere in the company and replaced by other members. They are also told the time for completion is reduced.

As the game progresses each team has to cope with further changes required by the client. For example:

- Change of coating from dark to white chocolate.
- Change of filling.
- Change of bar shape and size.

With limited time and the tasks in hand changing as the game progresses, effective communication is imperative.

Projects of this nature need a large degree of flexibility, so Teams - Members - Specifications and Requirements are subject to change at all times and at short notice.

To achieve a good result, teams' must communicate effectively with each other and manage their time. Coping with change and persuasive presentation skills are also essential.

### **This game:**

- is challenging, but fun;
- provides ample opportunity to practice change management skills;
- requires effective time management skills;
- develops team building; and
- brings out leadership qualities.

**Duration:** The minimum time for this game is 1.5 hours. There is an opportunity to develop the game further by adding additional variables.

**Cost to buy:** You can buy the game and use it yourself for £395 + VAT and delivery. We will also run this game for you, please contact us for details.

## Treasure of Pirate Island

If you want an activity that involves:

- interactive participation
- silo busting
- lots of communication
- creative problem solving and
- great fun

this new game is ideal for you.

### The Process

Each team is tasked to find the gold treasure of Pirate Island that was buried many years ago by visiting pirates to an island deep in the Indian Ocean.

Teams are issued with a folder containing instructions on what they need to do to find the treasure. But first they have 30 minutes to assimilate the information and solve some challenging questions. They are then issued with a map and equipment to complete their tasks.

Effective leaders will recognise the skills within the team and allocate the tasks appropriately.

Treasure of Pirate Island is an amazing team building game that requires Leadership, Creative Thinking, Problem Solving, Silo Busting, Time Management and Teamwork. Combine all these and add FUN to make it a certain winner for your team event.

**Duration:** 1.5 to 2 hours + debrief.

**Cost to buy:** You can buy the game and use it yourself for £350 + VAT and delivery.



## Crime Squad

Teams take on the role of a police squad, tasked with solving a murder.

Most teams make the assumption that they all have the same information, but only by sharing all the information can the facts be identified from the 'red herrings.'

Even armed with all the information the offender will only be identified by effective problem-solving strategies and methodical teamwork.

**Duration:** Crime Squad lasts for 1.5 hours.

**Cost to buy:** You can buy the game and use it yourself for £350+ VAT and delivery. We will also run this game for you, please contact us for details.



**This is only a small selection of our business games.**

Please see our web site to obtain more information and download the Business Games brochure. [www.elitetraining.co.uk](http://www.elitetraining.co.uk)



*"I wanted to have the opportunity to put in writing my thanks to both yourself and Liz for what was a superb weekend.*

*I have asked for feedback on the event from the team that went and everyone without fail has given a glowing report. What is incredibly satisfying to me is that not only did the group get a lot of enjoyment out of the weekend but also the concepts of teamwork and consensus seeking have been taken on board and plans set to utilise such vital techniques.*

*I would have no hesitation in recommending Elite Training to any other organisation that would like to indulge in a team building exercise."*

D. Guthrie - Laser-Scan

We will ensure your staff understand the benefits of working as a team to enable them to be more cost-effective and productive.

Our team building events are ideal for building a new team or developing an existing team. It allows team leaders to discover more about themselves and their team.

Your team will not be forced into a set programme. We will tailor the activities to the requirements of your company and its staff.

Please let us know the type of activity you prefer, the number of delegates, and what you would like to achieve from your team building event. We will suggest a programme for you and quote a realistic price.

**Here are some of our satisfied clients who appreciate our experience in training and enjoyed our team building activities:**

- Archant
- AstraZenica
- BBC
- Bechtel
- Bernard Matthews Foods
- British Aerospace
- British Energy
- BT
- Castrol
- Caterpillar
- Deloitte & Touche
- Ernst & Young
- Essex County Council
- GlaxoSmithKline
- Glasgow Caledonian University
- ICI
- Ipswich Town Football Club
- Johnson & Johnson
- Kelloggs
- Ministry of Defence
- Nationwide Building Society
- Nokia
- Norwich Union
- Roche Pharmaceuticals
- Royal Society of Arts
- Sainsbury's Supermarkets
- Shell
- Smith & Nephew
- Suffolk Constabulary
- Tesco
- United Biscuits
- US Bank
- Yell Group

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