

# PRODUCT DESCRIPTIONS

## RELATIONSHIP-BUILDING PROGRAMS

- Building Blocks of Teamwork - Want the Teamwork “Cliff’s Notes<sup>□</sup>”? How ‘bout an introduction to the major components of High Achieving Teams with less time invested? “Building Blocks” is the introductory course that provides a superb foundation for raising the bar for your team’s performance. Communication, Collaboration, Common Goals, Trust and Support, and Celebrating Success—it’s all in there. Building Blocks is also great for a “booster shot” review for teams that could benefit from reviewing the basics and re-committing to success a few months after a more comprehensive program.
- Beyond Cooperation<sup>□1</sup> - Cooperation merely requires a willingness to be dragged along for the ride. Collaboration requires focus on a common goal: mutual success. Our *Beyond Cooperation* modules introduce critical team skills and then train your teams to create the elusive “win-win” that many talk about and few achieve.
- Expansion Thinking<sup>□</sup> - Innovation & Creativity - Move beyond arguing for your position and join your teams on an adventure into “expansion thinking”. These workshops are specifically designed to train your teams in the art of creative participation and innovation. You’ll learn how to tap into the remarkable innovative power of expansion thinking so you can win with better products, improved systems, optimal efficiency, and strategies that are ahead of the competition.
- Profiting from Change - The future is change. The trick is getting your people to learn how to adapt and progress without missing a beat. *Profiting from Change* covers the basics of human reactions to change and then trains your teams in the art of Seamless Adaptation<sup>□</sup>. We’ll help your people stop resisting the inevitable and start using change for competitive advantage.
- Achieving the Impossible - Show your sales and management teams that they can accomplish more with less! Our *Achieving the Impossible* for sales and management teams challenges their perceived limitations and demonstrates that their potential far exceeds their current levels of performance. They will leave ready to take on the world!
- Coaching a Team vs. Commanding an Army - How do YOU get your teams “singing off the same page” and excited to work together? By modeling good coaching, teaching vital leadership skills, and frequent check-in. Peak Performance!<sup>™</sup> facilitators can help perfect your coaching skills. More motivated employees, focused on organizational goals, performing at a high level are the results.

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- Customer Service Basics – Designed to bring awareness to how we are perceived by others. Participants experience first hand verbal and non-verbal communication and internalize the concept of the full spectrum of communication. They leave with an understanding of their own strengths and weaknesses as a communicator, with a model for ideal customer service interaction, and with an understanding of how to integrate feedback for on-going personal improvement.
- Meetings: Fearful or Fantastic? - Do your people dread another meeting or look forward to being motivated? Do they see meetings as mandatory time wasters or eagerly expect to leverage that time for greater results. Let Peak Performance!<sup>™</sup> get them in the right mind set to make meetings really work.
- Building Common Ground – The first step towards merging cultures is getting to know each other and building trust. *Building Common Ground* is a safe and creative way to guarantee participants will get to know each other in new and interesting ways. Participants will leave the program feeling better about each other, and on their way towards creating new effective teams.

## SKILL-BUILDING PROGRAMS

### High Achieving Teams

- Giving Great Feedback - This critical skill workshop will provide you with powerful tools to help your people make major transitions and improvements in their performance. Forget the arcane hire and fire model of the past. You need to know how to actualize great performance with the people you have.
- Hey, No Problem! - If you thought problem solving wasn't all that important, think again! Great teams have always been great problem-solvers. Teams that find solutions quickly win again and again. *Hey, No Problem!*© will teach your teams to understand problems as exciting challenges, to create solutions more quickly, and to think and act beyond the traditional group boundaries that lead to mediocrity.
- First Try Communication - Peak Performance's *First Try Communication* will have your people communicating effectively the first time. We teach teams how to clarify expectations, set direction, hear what's said, and confirm plans efficiently. Then we practice the skills we teach through a series of innovative simulations and video taped activities. Start communicating effectively on the First Try!
- Mastering the Skills of Change - Builds on the *Profiting from Change* module to move from the awareness phase into the practice and perfection phase. This module reinforces the skills learned in "Profiting from Change", and acts as an essential bridge to the implementation phase found in *Change through Coaching*.
- Can-do Culture - Whether you think you can, or think you can't—you're right! Research and experience regularly show that people and teams can accomplish more than they think they can. This high-adventure program helps participants see that they can do more, create a vision of what they can accomplish, and create realistic action plans to get there.
- Leading as Coaching© - Want to have your team members respond to your leadership style as if you were the best coach they've ever had? It takes skills and passion that Peak Performance!™ training has mastered. We'll introduce critical skills of great coaches, review classic case studies, and then train you to lead as a coach.

- World Class Customer Service – This program includes 14 specific skill building modules covering the range of essential customer service skills.

1. Phone Presence
2. The Welcome Experience
3. Clean Environment
4. Body Language
5. Personal Presentation
6. Staff Hygiene
7. Eye contact
8. Using Customers Names
9. Team Communication in Front of Clients
10. Being Proactive
11. Acknowledging Complaints
12. Follow through
13. Hand Holding
14. Going Beyond Necessary

Modules can be taught in one 2-day intensive program, or taught individually and spread out over several weeks. This module will have a dramatic positive effect on the total customer service image of your organization, as well as a profound influence on each participant.

*World Class Customer Service* utilizes role-play and action learning to make the experience memorable. A perfect step towards creating the “total service environment” found in the *Implementing World Class Customer Service* module.

- Meetings that Really Produce - If you’re tired of status quo weekly meetings or you want to see your meetings go from the dreaded “download meeting” to powerful sessions where innovation and creativity flourish, we can help. If you want to learn how to encourage input and enthusiasm on the part of your meeting attendees, we can help with that too. These high impact-training programs teach leaders, team members, and managers how to design and lead productive meetings.
- Integrating Cultures - Bringing two distinct cultures together is complex. We’ll help you negotiate the maze of joining teams together. Why do they do things THAT way? What am I doing that drives them nuts? Why can’t they just use our system? We’ll get beyond these questions and focus on common goals. These programs build bridges of communication and trust between diverse groups—essential foundations of effective working relationships.

## **ORGANIZATIONAL DEVELOPMENT**

### **Coaching, Consulting, and Optimizing Performance**

- Developing Guiding Principles and Core Values - So how DO you get everyone “singing off the same page?” Do “Company Values” really matter in the real world? Getting everyone operating off the same page requires commonly held guiding principles. Not the kind you have on a piece of paper, but the ones that everyone is fully bought into.
- Profiting from Creativity – Building on the *Hey, No Problem!* module, Profiting from Creativity implements problem solving into the workplace. Beginning with an intensive 1 day program that reinforces learned skills and creates action plans for implementation at work, and progressing to individual follow-up and coaching that insures teams see the profit from their efforts at being more creative.
- Let’s Talk - “Collaboration and Communication between Managers and Departments.” A powerful program designed to share Best Practices, teach Creative Collaboration, and develop on-going systems of Coaching Networks to insure long-term productive communication between managers and departments.

One of our most popular modules! *Let’s Talk* is a fast paced, engaging program that prepares participants before they arrive to present relevant and unique Best Practice presentations, develop and document Action Plans and create on-going Coaching Networks to insure long-term communication and collaboration. Powerful initiatives, simulations, and trust building exercises produce amazing results.

- Change through Coaching – Build on the *Profiting from Change* and *Mastering the Skills of Change* training modules with on-going professional coaching to insure sustained implementation. A combination of individual coaching and effectiveness reviews integrates great ideas into habitual actions.
- Optimizing Leadership Impact - These incredible experiences take you deep into the world of Optimal Leadership --a highly adaptive form of leadership that addresses the needs of the individual, the circumstance, and the setting you find yourself in. We’ll teach you how to assess the learning styles and personality differences within your teams. Then we’ll help you establish a long-term leadership style strategy so you can get your teams optimizing the impact they have with your customers and within your organization.

- Implementing World Class Customer Service – *Implementing World Class Customer Service* creates awareness and personal accountability for teams responsible for customer service. In it, we address:
  1. The attitudes that undermine great customer service,
  2. The attitudes that lead to great customer service,
  3. The subtle behaviors that help clients feel valued,
  4. The obvious behaviors and actions that make clients feel valued,
  5. How to use teamwork to create a culture of great customer care, and
  6. How to use practice sessions to continually hone customer care skills.

Unlike other customer service programs, our program focuses on the responsibility of the entire work group as well as the individual in this process. In other words, we are training the team to carry a vision for customer service, to hold one another accountable, and to celebrate great service. This approach creates a total service environment instead of simply providing hard skills for customer service.

- Meeting Facilitation - It's tough to participate in a meeting and simultaneously facilitate optimum involvement by the participants. Peak Performance!<sup>™</sup> facilitators focus on making your meeting produce the results you want.
- Strategic Planning Sessions - These facilitated programs will help your leadership team develop action plans and strategies for the next quarter, the next year, or longer. Get agreement and “buy-in” on where you need to go, how you're going to get there, and who's going to be responsible for what. Let our senior facilitators facilitate the sessions so your team can concentrate on content.
- Out of Two, One - It's comparatively easy to merge two organizations. It can be a real challenge to bring two cultures together and form one that works for team effectiveness. Let us help you identify the essential elements of each culture, bring them together in a logical structure, get buy-in from team members, codify the vital components, and create action plans for getting the most from the new cultural components.
- Employee Retention Secrets – Employee retention is critical to the success of any organization. Improved retention through a system of empowerment, reward, recognition, and energy infusion also leads to improved customer service, greater efficiency, and a happier workplace.

At the heart of this module is the ability to unleash the human potential in all of your employees. Studies consistently show that employees are motivated more by factors related to their work environment – appreciation, recognition, and involvement than by money, job security, or promotion. Further, systems that consistently reinforce stress reduction and increased positive energy have been shown to dramatically improve efficiency, customer service, and overall employee satisfaction.

Module includes:

- Systems, ideas, and action plans for improving positive energy, recognizing employee successes, and introducing fun into the workplace.
  - Techniques for teaching “being present” in all of your employees.
  - The power of giving, helping, and solving problems.
  - Implementing “The attitude of choice.”
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- Organizational Development Custom Programs – Peak performance can design simulations that mirror proposed or existing communication systems, human resource management, organizational change, process improvement, and other key business processes.

Simulations include the same basic structures of your companies actual systems, but in a laboratory type environment. Participants engage in highly interactive initiatives that test the limitations of their proposed systems. Processing following the activities leads to valuable insights, refinements, and often-profitable adjustments.

## SALES TRAINING

- Achieving the Impossible - Show your sales teams that they can accomplish more with less! Our Remarkable Results for sales teams challenges their perceived limitations and demonstrates that their potential far exceeds their current levels of performance. They will leave ready to take on the world!

- Can-do Culture - Whether you think you can, or think you can't—you're right! Research and experience regularly show that people and teams can accomplish more than they think they can. This high-adventure program helps participants see that they can do more, create a vision of what they can accomplish, and create realistic action plans to get there.

Consultative Sales Training – Transform the way your clients think of you, and create the Ideal Client Relationship.

CST will teach you how to use facilitation skills to:

- Establish Ideal Client Relationships
- Build accounts instead of just making sales
- Increase the value of your services so that clients gladly invest more with you

You will also learn:

- How to write powerful proposals
- How to follow-up with clients you have already served
- How to double or triple your average contract
- How to reach the clients you want to serve
- How to succinctly express the value of your services to anyone you meet

CST consists of three full days of interactive learning, skill building, classroom lectures, role-plays, group discussions, and powerful simulations. As part of the process, every attendee will also produce a detailed marketing strategy for their organization and set realistic sales goals for 2003-2004

## CRITICAL LEADERSHIP SKILLS

- Coaching a Team vs. Commanding an Army - How do YOU get your teams “singing off the same page” and excited to work together? By modeling good coaching, teaching vital leadership skills, and frequent check-in. Peak Performance!™ facilitators can help perfect your coaching skills. More motivated employees, focused on organizational goals, performing at a high level are the results.
- Leading as Coaching - Want to have your team members respond to your leadership style as if you were the best coach they’ve ever had? It takes skills and passion that Peak Performance!™ training has mastered. We’ll introduce critical skills of great coaches, review classic case studies, and then train you to lead as a coach.
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## OTHER PROGRAMS

- Complimenting the Authors - Programs that Complement Widely Known Experts, include a copy of the text for each participant, exercises to teach and emphasize the author's lessons, and special visual aids to anchor the experience.
  - *Good to Great*, Jim Collins
  - *The Leadership Challenge*, Kouzes & Pozner
  - *The Wisdom of Teams*, Katzenbach & Smith
  - *High Five*, Spencer Johnson
  - *Who Stole My Cheese*, Spencer Johnson
  - *The Six Sigma Way*, Peter Pande
  - *The Fifth Discipline*, Peter Senge
  - *Telling Ain't Training*, Harold D. Stolovitch and Erica J. Keeps
  - *Jesus: CEO*, Laurie Beth JonesAnd we're adding new ones all the time.

- Strong Employee Families - The first thing that strikes you about Family Camp at Peak Performance!<sup>™</sup> is how much fun *everyone's* having! In many so-called "family events," analysis suggests that the event is either an adult interest that the kids are dragged to, or a kid interest that parents attend for the benefit of the kids. Not so in *AIT!* These activities, facilitated by caring professionals who become guides, coaches, leaders, and --most of all--friends, engage the whole family. No one is left out, everyone is needed, they all have an important part to play, and they all LOVE it!

Family members are invited to complete a unique challenging non-competitive activity which is completely new to them, and which they'll have a blast doing. Along the way to success, they have to develop and agree on a plan, execute the plan using all family and team members, and react to unforeseen changes in the exercise. After the exercise, our staff guide family members in analyzing and learning lessons which are important building blocks to higher achievement.

- New Employee Orientation Programs - If you want your new team members to show up ready to collaborate, you have to show them what you expect. These fun and exciting programs are a great way to introduce new employees into your culture and create a clear sense of expectations for teamwork, team communication, proactive contributions, and personal accountability. We'll get them excited about your organization and they will leave thinking about all the ways they can contribute.

## OPEN ENROLLMENT PROGRAMS

Most people's first Peak Performance!<sup>™</sup> experience is as part of a group learning how to achieve more together. But some people either want to continue on to the "graduate" school of higher achievement or want a "head start" before their group programs. Open enrollment programs accept motivated individuals and smaller groups who want specialized training.

- **LEADERSHIP FORUM**

The Peak Performance!<sup>™</sup> Leadership Forum is a community of like-minded individuals who come together to increase their personal and professional effectiveness and achievements. Attendance is by invitation-only, based on the individual's accomplishments in a prior Peak Performance!<sup>™</sup> group program.

The Forum is an intense, two-day retreat that helps participants identify their own "personal best" leadership style, teaches proven group effectiveness techniques, and prepares them to lead team members to greater accomplishments. It begins before the program starts, with leadership and teamwork assessments and pre-program preparation. The retreat itself is fast-paced, highly interactive, and activity-filled. Participants develop personal mission, values, and leadership statements to guide them. They learn building blocks of group effectiveness, practice giving and receiving feedback for continuous improvement, create action plans to optimize their team leadership, and commit to ongoing assessment and development programs.

Participants come home with a "toolbox" full of tried and true tools that they can use with their teams, and receive a complimentary subscription to Teamwork Report<sup>™</sup>, Peak Performance!<sup>™</sup>'s monthly electronic resource of tools for success.

To ensure maximum value in their post-retreat lives, participants form a coaching triad to help each other implement the action plans they create during the retreat. Their Leadership Handbook will inform their work. And, Peak Performance!<sup>™</sup> facilitators are available to them for follow-up coaching.

- FULFILLING FAMILY RELATIONSHIPS  
“Building Stronger Families”

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- “TRY BEFORE YOU BUY PROGRAMS”

Qualified decision-makers from organizations are invited to participate in a “sampler” program that:

- Shows them the power, effectiveness, and FUN of Experience Based Training (EBT),
- Gives them specific tools to use with their teams to improve group effectiveness,
- Gives them a Team Leader’s Handbook to implement action plans created during the program, and
- Provides first-hand experience with which to advocate for their group’s participation.

These programs last between 2 and 4 hours and are offered at a reduced price to provide maximum value for a minimum time investment. Besides being able to evaluate bringing the power of EBT to their organizations, participants learn valuable performance enhancement techniques and activities they can lead with their teams to introduce them to the fun and effectiveness of Experience Based Training.

## ASSESSMENTS

### *Team Surveys*

- Where to Begin? Which Module Will Pay the Biggest Returns -
- Meeting Diagnostics -
- Team Effectiveness Survey -
- Customer Satisfaction -

### *Individual Assessments*

- Leadership -
- Sales Effectiveness -
- Am I a Team Player? -
- Customer Satisfaction -
- Organizational Climate -
- Relationship -
- Sales Professional -
- The Six Sigma -
- Total Team Assessment –
- World Class Leadership - The World Class Leadership Self Assessment is a 30-question instrument which measures the predictors of creating a customer focused organization, where customer preference, loyalty, return, and recommend rate reach distinctly higher levels. This valuable self-assessment and personal improvement process will measure to what extent you are effectively leading the people and circumstances in your situation to produce world-class results.

Each participant completes a World Class Leadership Self Assessment. Individual leadership behaviors will be statistically measured with each individual developing a personalized leadership behavior impact chart. Each individual will learn his or her own World Class Leadership Strengths and opportunities for improvement on an objective mathematical basis, without judgment or labeling. Self-assessment is a powerful process, which yields new awareness and forms the basis for individual commitment to change.

- Myers-Briggs®
- DISC
- PACE®

## SPECIAL EVENTS

### CREATING HIGH ACHIEVING TEAMS

*“Raising the Bar on Performance”*

This interactive presentation teaches how to “raise the bar” on performance by creating High Achieving Teams (H.A.T.’s). Based on research by Poser & Kouzes, it presents the common characteristics of H.A.T.’s across ALL fields of endeavor. Originally developed for dinner meetings, the activities work perfectly in conference or training rooms as well. Participants tackle challenges incorporating the lessons in pairs, table groups, small teams, and finally, the entire group together.

The challenges keep participants active, while considering the space limitations of dining and conference room settings. Activities require good communications, problem solving, and working together, and attendees receive handouts to help them remember and implement the lessons.

Duration: 1-2 hours

### PORTRAIT BY THE MASTERS

*“Teamwork by the Numbers”*

This program gives everyone a chance to help create the organizational masterpiece, and take home a reminder to anchor the experience for better retention. Small groups complete 4x8 foot “paint-by-number” panels, and then fit their panel in with many others to form a giant mural of the company’s products, headquarters, logos, a custom-design, or even a famous artist’s work. Since the concept is widely understood, there is little “prep” or “intro” time, and participants are actively engaged from the very beginning.

The entire mural is displayed at an evening meal or another gathering time, to help participants better understand the relationship of individual, team, and company effort to achieve outstanding results. Participants take home a print of the finished work for their office.

Duration: 2-4 hours (or in smaller segments during multiple-day meetings)

## EVERYONE'S A STAR

*"High Performance Productions"*

Participants in Peak Performance!™'s Everyone's a Star™ experience teambuilding of epic proportions by creating their own film.

During their program, the group produces a short finished movie. Maybe "The Phantom Menace" took longer, but it sure doesn't have anything over these productions!

Team members fill the roles of Director, Camera Person, Sound Engineer, Make-up Artist, Dialogue Coordinator, Continuity, Writer, and other critical positions. And with limited time, "on-camera" editing, and virtually no budget, the pressure is on.

The video project presents several options for theme or objective. Among those we've successfully used in the past are:

- A presentation on lessons learned about Leadership and Teamwork,
- A message to customers, shareholders, employees, etc., and
- A promotional "ad" about the company's product or service.

Often, a dinner or evening activity following the program is a screening of the teams' productions. Participants receive a video incorporating all of the teams' videos, and a multi-media montage offering reminders of other major program components.

Duration: 4 - 12 hours

## "THE PEAK™" MOBILE ROCK-CLIMBING WALL

*"Climbing to Higher Achievement"*

Bring High Adventure, High Excitement right to your meeting, even indoors, in some cases. This 24-foot high rock-climbing wall brings your team "Together, at a Higher Level!" Team challenges, individual or speed climbs, and climbing partners are just a few of the incredible ways the Peak team can add fun and excitement to your event with "The Peak."

Duration: 10-20 participants per hour per wall can have a high-quality experience that will leave them talking about the event for months!

## BODY BUILDING

*“Out of Two, One”*

In this dramatic climax activity, participants use their bodies to form the client’s logo, slogan, meeting theme, or new product name (or some combination) in HUGE letters/symbols (and even in the correct font!) across the entire outdoor area. Peak Performance!™ facilitators share the secrets of creating the largest version of the message in the shortest possible time frame and coach the participants to success. One side of the special card they receive helps them locate their part in the overall picture; the other side provides color for the logo, etc. (like the fan’s “card section” in college stadiums). Amazingly intricate patterns can be replicated with astonishing accuracy, even down to the font/typeface.

Body Building creates an outstanding “Kodak moment,” which clients have used in promotions, annual reports, or advertising campaigns. Participants receive a photograph of the finished product afterward, which helps anchor the benefits from the program and provide additional value from the event. It’s fast, highly engaging, and produces a huge feeling of satisfaction for the climax of the event.

## CORPORATE CHALLENGE

*“Multi-discipline, multi-tasking, multi-sport, and multi-FUN!”*

You want memorable? You want a REAL challenge? You want to find out what your team’s made of? You want ‘em talking about it for months? Try the Corporate Challenge.

This event is modeled after Adventure Racing (think Eco-Challenge<sup>®</sup>). Your team’s task is to “clear” all the checkpoints, in the proper order, under the human power of your team alone. One leg requires land navigation skills (map, compass, GPS, etc.). Another is kayaking. A simulated mountain gorge tightrope crossing, mountain bike adventure, and scenic hike round out the other legs. (And, other adventure activities can be specific to the venue selected.)

Two non-stop days of challenges requiring the team to pool it’s knowledge, skill, and perseverance, just like your most difficult corporate challenges in real life. Teams that want to really push the limits can bivouac on the trail. Others can retire to the resort for evening recuperation between the two days.

We provide the equipment, set the course, man the checkpoints, keep score, cheer you on, and make it an effective learning, as well as endurance event. You provide the enthusiasm, energy, and teamwork required to be successful.

Duration: 2-3 days

## SEARCH AND RESCUE

*“Mission Possible!”*

In this event, teams act as search and rescue units whose task is to locate, access, stabilize and transport a simulated “victim” in rugged terrain. Your mission comprises:

1. Missing Person Interview

The mission begins with each team interviewing a “survivor” from the missing person’s party. During the interview, the teams collect information upon which to base decisions about where to search, what to bring, etc. Insufficient data from inadequate or poorly planned interviews may lead to a “wild goose chase.”

2. Evidence Search

In this second phase of information gathering, teams will be given a compass bearing (azimuth). In addition, the size and location of the search area will be provided. With this information, teams will search the area for clues. The teams will gain points for each clue found, plus they will gain valuable knowledge for future success.

3. Land Navigation

Using knowledge gained from a brief map and compass lesson, teams will navigate to the victim’s “point last seen” and follow clues from there to locate their missing person. “Response time” from rescue headquarters will be the scoring criteria.

4. Victim Transport

Teams will improvise a “rescue litter” using materials provided, and transport the “victim,” a container of water, through an obstacle course back to rescue headquarters. Scoring for this part of the exercise will be based on the amount of water remaining (not spilled) and the elapsed time, with penalties assigned for any unsafe actions.

5. Media Interview

Each team will be interviewed by a “reporter” from the media, and asked the same series of questions. Responses will be videotaped and scored by the judges, and made available for viewing by the entire group at a subsequent session.

Duration: 6-8 hours (less by eliminating some mission components)

## THE SURVIVOR CHALLENGE

*“Voting you IN to the Team”*

### Objectives:

- Ice-breaking, de-inhibitizing, tone setting, and engaging the participants,
- Introducing the basic “building blocks” of creating High Achieving Teams,
- Establishing a history of success in challenging situations, and
- Creative problem-solving techniques and effective team interactions.

### Program:

This raucous event teaches proven teambuilding concepts in a light, fun, themed-event context. Because participants are so “into it” and having the time of their lives, they remember the lessons and appreciate the opportunity to learn while feeling like they’re on vacation and not in “training class.”

*The Survivor Challenge!* is framed as a journey for up to 20 tribes of as many as 20 participants. During each of the five legs of the journey, they will reach an activity station where they will be presented with a fun, colorful challenge that will require teamwork by the tribe to successfully accomplish. At each station, they’ll be introduced to a teamwork “building block” which will help them succeed at that challenge.

### As examples, they’ll:

- Build simulated shelters/huts from various unusual materials,
- Transport delicate supplies through an obstacle course (the jungle) without spilling them,
- Scale “*The Peak*™” Mobile Rock-climbing Wall, a 24-foot high artificial mountain,
- Construct a raft (build a giant “jigsaw” puzzle) with their eyes closed, and
- Negotiate a maze to escape the island.

Duration: 4-8 hours

## REGATTA

### *“Sailing to Optimum Performance”*

Sailing effectively requires many of the same skills as business excellence: leadership, delegation, teamwork, communication, critical decision-making, and focus on the common goal. We can test your team, teach and practice vital skills, accomplish difficult tasks together, and build the basics of improved team performance while having a blast on the boat together. Sun, wind, spray, and beautiful views get us out of the “bored” room and our yacht “classroom” provides a dynamic, engaging, high-energy setting for optimum learning.

We’ve designed a number of team challenges that are proven team builders. Your group has to navigate to “waypoints,” collect and record data from them, and use the data to solve the “climax” challenge of the event. But, of course, first we have to learn how to sail!

Each yacht is commanded by an experienced Coast Guard licensed captain (with required safety equipment). Peak Performance!™ facilitators make it a fun, effective, and enduring learning experience. The vessels are fast, fun, and challenging. The entire program makes learning easy, lengthens retention, builds stronger teams, and produces returns to the company.

Here’s how it works

- The briefing starts over breakfast with a pre-sail discussion of how sailboats work, different crew positions, and an orientation to the team’s challenges and schedule.
- Sail new 30-40 foot sailboats through a challenging course as each person rotates through all the different positions on board.
- Some of the tasks at first appear impossible. With creative problem solving and good team communication skills, we’ll devise, execute, and evaluate our plan for success.
- Return to the clubhouse to discuss the lessons learned, identify actions plans for maximum ROI, and the follow-up system to achieve them.

Celebrate your accomplishments with a high-energy closing session, receive award mementos, and have post-sail refreshments.

Duration: 4 hours to multiple days

## SCAVENGER HUNT

*“Collecting building blocks of success”*

Each team is given a different blank crossword puzzle card. The goal is simple: to be the first team to successfully fill out the crossword puzzle card.

Throughout the venue are 10 stations with eight coded envelopes. Each team has a different color. The envelopes will contain a question for that team's crossword puzzle. For example: #4 down. What is the middle name of the bartender currently on duty in the lobby bar?

Some of the questions may be answered by clues given out prior to the Scavenger Hunt day.

Obstacles along the way are Peak Performance!™ staff which team members must avoid on their way from station to station! If a Peak staff member tags any member of the teams, that team becomes wounded and must accomplish a brief penalty activity before that team can move on to the next station.

Scavenger Hunt clues begin on Day 1 at the participants' check-in. All participants are given an envelope with a Scavenger Hunt introduction, plus their first clue (e.g., What is the bartender's middle name?). Clues will randomly surface as the conference progresses. The clues participants receive will enable them to successfully complete their Scavenger Hunt crossword puzzle.

Examples of information for the puzzle:

- Information the company wants participants to know about the conference
- What time was sunrise this morning?
- Questions about the resort at which the participants are staying
- Product information, for sales staff
- Name the third appetizer on the luncheon menu, etc.
- Who's who in the organization

Prizes are awarded based on which team correctly filled out their crossword puzzles and the sequence of finish.

Duration: Usually runs the length of a multiple-day meeting, but can be successful in 2-4 hours

## LAND NAVIGATION ADVENTURE

*“Finding success through the maze of life”*

You need strategy, planning, direction, clear vision of the goal, effective division of labor, specialized knowledge and skills, efficiency, and effectiveness to succeed in business. All of these are required in land navigation, too.

Teams receive specialized maps, compasses, Global Positioning System (GPS) receivers, a specialized data collection system, and “marching orders.” They acquire points by visiting and collecting data from the largest possible number of points designated on the map and indicated by encrypted clues. More importantly, some points have equipment and resources the team will need to solve their “final exam” challenge at the end of the day.

There’s not enough time to hit all the checkpoints, so we’ll have to triage. Who can contribute map-reading skills? Who’ll work the GPS’s? How quickly can we devise a workable strategy and implement it flawlessly? How will we integrate the best suggestions from the team and still not suffer “analysis paralysis?”

There’s too much to do and not enough time. Sound familiar? That’s why the skills learned in this exercise transfer so well to better productivity at work..

Duration: 4-10 hours