

# Project Discovery: Portable Leadership and Team Challenge Programs

Project Discovery Leadership and Team Challenge Programs are dynamic, engaging and portable. We get people involved in “hands on” challenges that are as interesting as they are provocative. The novelty of our program elements naturally draw even the most jaded corporate trainee into the challenge at hand. Utilizing exercises that incorporate a physical, cognitive and socio-emotional component creates an environment where trainees are learning as well as having lots of fun. It has always been our goal to mix personal and organizational growth and learning with liberal amounts of adventure and laughter.

On a more serious note however, we are committed to the concept that every trainee’s “take-away” include a commitment to substantive and observable positive performance changes in Attitude, Behaviors and Communication (A, B & C’s). Our job then as facilitators is to make sure that every moment of the training day is focused on creating opportunities for trainees to assess the functionality of their A, B & C’s so that overall individual and team performance is enhanced. As opposed to many conventional training approaches oriented toward lecture and discussion, our programs offer a diversity of field-tested dynamic activities that allow participants to:

- Become 100% Involved in their Team Performance
- Interact & question non-productive Attitudes, Behavior and Communication
- Develop & Improve Interpersonal Communication Tools
- Co-generate functional Problem-Solving Patterns/Strategies/Techniques
- Evolve & Commit to a Collective Vision of Operational Performance
- Improve Quality of Contributions to the Team
- Achieve a Deeper Sense of Pride in both Self and Organization

**Our Means:** Active program components are followed by reflection and integration of insight immediately into the organizational structure. Potential change is thus reinforced, refined and integrated into a Consensual Change Contract (CCC).

**A Focus Of Your Choice:** Below are samples of “portable” corporate programs:

## The Leadership Challenge

The Leadership Challenge Program focuses on individual development within the framework of a corporate team setting. The concept of Leadership is explored through its active utilization in the solving of progressively more challenging activities. Critical reflection upon each team member’s contribution allows trainees to become more aware of their own individual strengths and weaknesses in relation to the job at hand and the rest of their organization. Trainees enrolled in the Leadership Challenge will be encouraged to experiment critically with their own leadership style in order to better understand and utilize such leadership tools as: initiation, co-evolution, cooperative problem-solving, stake-holding, team maintenance, power sharing, appreciation, celebration and the infinity ring of effective feedback and reciprocation. Trainees will conclude this workshop with the presentation of a Commitment To Leadership Change that they will share with their group members. (Available as half, full, two-day or evening programs)

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## The Team Challenge

The Team Challenge focuses on both enhancing existing team tools and a solution-focused approach of discovering and utilizing tools new to the team. Through the use of progressively more challenging activities, the group is challenged to build their Team Toolbox over the course of the workshop with functional Attitudes, Behaviors and Communication as well as other skills and characteristics. Interesting and dynamic exercises will lead the group to develop new perspectives of one another and what they are capable of achieving as a TEAM. This workshop will conclude with a round table discussion of how each team member contributed to the enterprise and how these same strengths can be utilized within the team and the larger organization. (available as half, full, two-day or evening programs)

**Our End Goal:** Our programs are designed to develop, enhance and refine personal and interpersonal skills which create, maintain and support the sense of pride, purpose and community within your organization.

*The training experience and the positive benefits have been unbelievable! We arrived as skeptics but learned more this weekend about being a team than in any previous training. The change on the floor has been dramatic... the current and potential impact on the organization, monumental.*

Christine Bassarab, Institutional Trading Manager  
Merrill-Lynch, San Francisco

*Great addition to our conference! This is exactly what our management staff and organization needed. We plan on seeing you next year!*

Neil Cunningham  
American Building Maintenance

*We have worked with Project Discovery to augment our training needs for years. In terms of the level of service we now deliver, Mike and the team at Project Discovery represents one of our best investments.*

Raymond Kalman  
SMC, Inc.

*This is a very powerful training modality that I would like to share with all of my clients. The active involvement led to deep insight that will translate into productivity within their organization. I highly recommend it for any business that deals with people.*

Jeffery Benjamin  
Breakthrough Training

**Project Discovery is proud to work with such clients as: Wells Fargo Bank, The United States Navy, Coldwell-Banker Real Estate, First Centennial Title, California Franchise Tax Board, Ameri-Corp, Granite Construction, Meridian Gold Corp, The United States National Guard, The First National Bank and many others.**