

## **Sample Programs**

### **Team Renewal**

Sometimes, a work team just needs the chance to get out of the office and have some fun together. The Cispus Challenge Course woods are reputed to be magical, and this program invites you to join in the fun and laughter and to share a memorable experience with your co-workers. Designed as an energy-boost, this program can be a reward for a job well-done, a way to kick-off a new work unit or an opportunity to get your group out of its doldrums. While a day of fun and games is definitely on this menu, the underlying benefits include building relationships, returning to work with a positive attitude and creating a more-inclusive work team.

This program is offered in a variety of formats. Groups can choose a three or six hour program at Cispus or off-site (perhaps at your work place) and can select the low course or a combination of the low and high courses. Costs vary depending on the format of the program.

### **Common Ground**

Common Ground is a series of ice-breakers, games, energizers and light boundary breaking designed for large groups (30-200 participants). This program is centered on building relationships and shared experiences. We believe that people need to feel connected in order to do their best work. Often, employees work individually and have little opportunity to interact with other staff members. Working within the context of creating a work community, groups spend two to three fun, fast-paced hours in conversations and activities that bring the person back to personnel.

### **Team Development**

Our Team Development Program includes matching your teaming needs with our innovative resources. The length of a program can range from two-four days.

Possible topics and approaches include:

- Management-Staff relations
- Appreciative Inquiry
- Skill Development for Effective Teams
- Communication Skills

Organizations reflect the immense complexity of human interaction. While not living and breathing themselves, they are organic, growing, developing and changing constantly. Cispus trainers are skilled at harnessing the power of individuals and groups of individuals within an organization to create positive, dynamic growth and change. Each program is custom-designed, and includes several components: pre-assessment, program design and delivery and post-assessment. Programs may be requested for specific work teams, management training or as an all-staff training.

**Note:** The Challenge Course is an excellent tool for all ages, and especially for adults. Although often initially uncertain, adult groups usually truly enjoy their time on the challenge course. It is a learning opportunity in the outdoors that incorporates a high level of fun and active involvement. A common misunderstanding of challenge course programs is that they require a high level of physical activity. In reality, individuals of all levels of physical fitness and abilities can, and do, participate.