

Need Change?

*Change Initiatives Not Working?
New Process or Structure?*

*Looking to Move Up?
Leading to new Heights?
Stressed? New Manager?*

*Want Better Teams?
Have a New Team?*

**Think Outside Team Work and
Leadership Offerings
2009 -2010**

Please check our website WWW.ThinkOutside.NET for currently scheduled dates or contact us to schedule your own UNFORGETTABLE experience.

Retreats

Think Outside is located in beautiful Garrett County, MD. With Deep Creek Lake and a myriad of state parks and forests, Garrett County is the perfect place to plan your next retreat. We're conveniently located about 2 hours from Pittsburgh, PA and a little over 3 hours from Baltimore and DC.

Think Outside has partnered with the Railey Mountain Lake Vacations and Garrett College to provide a range of lodging accommodation levels and pricing. We can plan and facilitate your retreat OR we can develop specific team fun or team building activities as a part of your retreat.

Try one of our signature team building experiences. Drop us an email or give us a call, let us know how we can help your retreat be UNFORGETTABLE.



Standard Offerings

We can custom design workshops specifically for you.

Team Work	Leadership
<p>“Coming together is a beginning. Keeping together is progress. Working together is success.” ~Henry Ford</p> <p>No matter where you work, chances are that successful team work is part of your job. Why? Because today's challenges require diverse viewpoints and perspectives, and therefore many people working together.</p>	<p>“Be the change you want to see in the world.” Mohandas Gandhi</p> <p>Are you are in a new management position? Looking to move up? Already in management and seeking to improve your leadership? Seeking to develop your staff (your most important asset)?</p>
<p>Think Outside works with new teams and groups that want to perform better. Our activities result in</p> <ul style="list-style-type: none"> ❖ more cohesive teams, ❖ effective, honest communication, ❖ greater awareness of strengths and weaknesses of team members, ❖ forums where everyone contributes to solve problems, and ❖ aligning individual tasks and activities into a coherent and powerful movement. <p>Depending on your teams particular needs, our work with you can be at 3 different levels: Team Fun, Team Building, Team Development. (see the website for more information)</p>	<p>If you suspect you could be more effective in leading others, Think Outside has leadership development options for you. Our work with you, results in more confident, authentic, and effective leaders.</p> <p>Our leadership development work results in improvements in key areas of leadership:</p> <ul style="list-style-type: none"> ❖ Authenticity and Vision; ❖ Communication and Engagement; ❖ Creativity and Innovation; and ❖ Care of Self and Others. <p>We use the outdoors to inspire and awe us, to provide perspective and to fully engage our minds and our bodies in learning and practicing what we learn. Don't worry, though, it is not physically demanding.</p>

Team Work Offerings

Trusting Yourself and Your Team through Rock Climbing

This jammed pack half day learning experience focuses on building trust by learning and engaging in rock climbing. Participants are taught climbing, belaying, repelling and spotting skills and have an opportunity to climb and repel. The experiences raise issues of trust in teammates and in equipment. With these real life experiences fresh in your minds, we talk about differences in trust, what makes it easier, how we can lose it and how trust facilitates work. This program can also be customized to deal with goal setting and management.

Typical agenda

Prior to arrival—mini-assessment provides goals for the work and background about participants

20 min Arrival, welcome, introductions and objectives

20 min Overview of equipment and safety

15 min The Rock—examine rock, setting goals, and setting up coaching teams

2 hrs CLIMB

40 min Debrief & application

We can also include: belaying and repelling

Follow up report sent highlighting lessons.

~~Cost is \$145 per person~~ with a minimum of 6 people and a maximum of 16 people. **DISCOUNT RATE \$110/person.**



Communication and Team Development Equine Assisted

This unique full day workshop uses the incredible sensitivity of horses to teach participants about their own verbal and non-verbal communication styles. Over millions of years horses have survived because they can read the “intent” of other animals—i.e. is that tiger here to attack or to get water. Without a complex verbal language, horses are none-the-less able to communicate with one another with subtle (and sometimes not so subtle physical cues). Our long and close connection with horses has enabled them to be particularly sensitive to our body motions and desires. Horses respond to how we really feel, even if we aren’t fully conscious of those feelings. Further, the parallels of horse herd interaction and human interaction are enlightening. From observation and interaction with horse herds, we can gain a different perspective on leadership, setting boundaries, expressing needs, and peripheral awareness.

Horses react authentically to us. They act as a perfect mirror that doesn’t lie, but are also caring creatures not interested in judging us. Their response and actions with us can help us know ourselves and communicate this more effectively to others.

This program takes all of these characteristics of horses and intentionally uses them to create mirrors for program participants. The program demonstrates the importance of knowing how to engage in different means of communication, provides a better understanding of the full range of forms of communication. Participants have an opportunity to practice their observation skills and changing styles of communication while being authentic to their own feelings. The program does not involve riding and requires no prior horse experience.

Typical Agenda

Prior to arrival—mini-assessment provides goals for the work and background about participants

20 min Arrival, welcome, introductions and objectives

20 min Overview of equipment and safety

60 min Observation and introducing horse and herd dynamics—relationship to the team and its dynamics

40 min Appendages—Haltering, leading, and saddling horse as an interconnected team



30 min Debrief experience

90 min Non-verbal communication and round pen—changing your own non-verbal's

60-90 min horse billiards and debrief

40 min equine high jump & team barriers

30 min applying lessons

Follow up report sent highlighting lessons.

Cost is ~~\$140~~ per person with a minimum of 8 people and a maximum of 30 people. No riding is required. **DISCOUNT RATE \$99/person.**

Problem-solving, Communication and Team Dynamics through Challenge Course High Elements

This dynamic program takes place on the Odyssey Challenge Course, a series of different “team challenges” that take place high in the air. The “team challenges” require groups to work together to solve a particular problem—e.g. how can we all traverse these wires using the given 4x4 swinging poles for support. In order to successfully navigate the Odyssey Challenge Course, teams must communicate, work together, negotiate and problem-solve. We often tailor this program using powerful metaphors. The visceral responses from working together high in the air create a rich base for learning and discussion. Our partners in providing these programs are WV University’s Adventure West Virginia who owns and manages the challenge course. It is located near Coopers Rock, WV, a short 40 min drive from McHenry.



Full Day Cost: ~~\$180~~ per person with a minimum of 8 people and a maximum of 32 people. **DISCOUNT RATE \$125/person.**

Problem-solving, Communication and Team Dynamics through Challenge Course Low Elements

This invigorating program takes place on naturally constructed “team challenges” located on or near the ground. Similar to the challenges on the Odyssey Course, these activities require groups to work together in order to accomplish a specific task. Sometimes we’ll “handicap” the group using blindfolds or other props to help illustrate particular points. Teams work on their communication, how they solve problems and their group process. Metaphors combine with the physical experience of solving the problem create wonderful discussions and learning moments. Our partners in providing these programs are WV University’s Adventure West Virginia who owns and manages the challenge course. It is located near Coopers Rock, WV, a short 40 min drive from McHenry. We may also be able to offer this program locally in McHenry, depending on the challenge elements needed.



Full Day Cost: ~~\$130~~ per person with a minimum of 8 people. The maximum possible number of people varies. **DISCOUNT RATE \$99/person.**

Half Day Cost: ~~\$120~~ per person with a minimum of 8 people. **DISCOUNT RATE \$85/ person.**

Portable Initiatives

We are also able to bring specific ‘initiatives’ or challenges to you. These are interactive exercises that can be done with very few props and can help to illustrate particular group processes.

Competition, Leadership and Teamwork through Rafting

This rock-n-rolling half day program introduces your team to rafting on the world class ASCI (adventure sports center) course. With experienced guides your team will experience the thrill of racing their rafts and will learn about dynamics of different types of competition, how the team

responds to competition, the role of leadership, and new ways of working together. Plus, the metaphors between business, teams, and rafting in whitewater are priceless.

Typical Agenda

Prior to arrival—mini-assessment providing goals for the work and background about participants

20 min Arrival, welcome, introductions and objectives

20 min Overview of equipment and safety

30 min First time down—learning to paddle, learning about water

20 min Navigating the river

40 min Racing and surfing

40 min Debriefing experience

Follow up report sent highlighting lessons.

Cost: \$150 per person with a minimum of 8 people and a maximum of 25 people. DISCOUNT
RATE \$110 per person.

Staff Leadership Development Training



Authentic Leadership (2 days)

Developing leadership throughout your organization can make the difference between success and failure, especially during tough economic times. You need people who can take ownership and lead their departments, divisions, and teams. Through this course, participants will:

- ❖ Identify specific aspects of their leadership skills to work on,
 - ❖ Receive feedback on these skills both from existing colleagues and other class participants,
 - ❖ Have an opportunity to practice new uses of these skills,
 - ❖ Learn and practice innovative techniques for gaining perspective and reducing stress,
- ❖ Consider core values important to the participants' leadership style,
 - ❖ Review stages of group development and implications for leadership
 - ❖ Review basics of organizational culture and a leader's role in forming, assessing and adjusting organizational culture

We utilize group problem-solving and reflection to help participants experience and articulate what is important to them and the way they want to work together. Depending on the needs of particular groups we may utilize high ropes elements at the 'challenge course' at WVU. Through the series of exercises, reflection, presentation of new ideas and paradigms, and then the opportunity to practice lessons, this short course is a powerful medium for finding and enhancing your leadership.

This course is limited to 12 or fewer participants. We provide a pre-course leadership survey which will be completed by participants and at least 4 other colleagues. The course also includes reference material and worksheets for participants to use during the course and post course.

~~Cost: \$425 per person~~ with a minimum of 6. **DISCOUNT RATE \$350/person.**

Effective Authentic Communication for Leaders: Equine Assisted (1 day)

Studies show we form opinions of one another within 7 seconds of meeting, and that 93% of the message people receive from us has nothing to do with what we actually say. Communication skills are critical and they are not just about learning to speak and write. You will be surprised at what you're communicating through your body language and your tone. In this course, participants work with horses. Horse's incredible sensitivity to what we are conveying and even how we are feeling help make often hidden communication visible making it easier to work on new behaviors.



Through a series of structured, safe experiences with horses and facilitated discussion, participants learn about communication, body language, appropriate assertiveness, self-esteem, and leadership. Participants will:

- ❖ Practice clear communication and learn about subtle/nuances of personal communication styles
- ❖ Identify and discuss preconceptions about others and how this impacts our interactions
- ❖ Practice identifying communication styles
- ❖ Discuss and use insights from interactions with horses to learn about engaging others
- ❖ Practice new skills and discuss individual learning processes

This course requires no prior horse experience and we will not be riding. This course is limited to no more than 16 participants. We will be spending significant amounts of time at the barn and so participants should plan on bringing appropriate attire.

~~Cost is \$140 per person~~ with a minimum of 8 people and a maximum of 30 people.

DISCOUNT RATE \$99/person.

Breakthrough Thinking for Today's Challenges (1 day)

This 1 day program is focused on teaching techniques for more creative, even breakthrough thinking. We teach and practice specific exercises to help strengthen your creativity.



Participants will:

- Have practiced and understand the 'rules' for several exercises to help break open thinking
- Understand different ways the brain processes information and conditions that optimize potential for creativity
- Understand and have felt the relationship between exercise/movement and innovative thinking.
- Relate creativity and innovation to leadership

This course is limited to no more than 16 participants and depending on weather conditions, may include some outdoor exercises.

~~Cost: \$95 per person~~ with a minimum of 6 and a maximum of 20. **DISCOUNT RATE \$75/person.**

A Walk in the Woods: Stress Relief Techniques in Nature (1/2 day)

Leadership sometimes requires renewal for yourself and for those around you. We must be able to retreat and find places that help energize our spirits. Learning how to release stress is an important part of being able to continue to lead.

This course focuses on contemplative practice and sensory awareness. Participants learn to use their bodies (their senses) to "be present", to operate in the here and now. Why is it important to learn techniques for being 'present'? In our work environments we are almost always 'multi-tasking'; thinking about many different things at one time. We are comparing our current situation to past situations, we are analyzing co-workers and what they are saying verbally and through tone and body language, we are considering our next meal, we are constantly distracted.

The outdoor experiences we use in this course draw on research that shows green space can reduce our stress and our physical responses to stress by lowering our blood pressure and reducing harmful chemical reactions such as cortisol levels.

Participants will:

- Learn and practice several techniques to reduce stress by becoming present
- Share and reflect on these experiences with each other; and
- Understand how the brain handles stress and why it can interfere with productivity.



This course is limited to no more than 16 participants and takes place in local state parks.

~~Cost: \$65 per person~~ with a minimum of 4 people and a maximum of 8. **DISCOUNT RATE \$55 per person.**

Organizational Culture: Understanding How Your Organization Really Works (2 days; there is also a 3 hour overview course)

By describing and understanding organizational culture (what we call “revealing” organizational culture) you will be better able to fulfill your role in helping organizations perform better. You’ll be able to better understand the choices that organization’s make and be more likely to guide successful choices. Those who choose to reveal their own organization’s culture will be better able to –

- orient new staff and board members,
- find better leadership matches,
- better understand and define their theory of change,
- develop more effective strategies,
- market and communicate more effectively, and
- make successful choices about restructuring or mergers.

In short, by having a deep appreciation for what organizational culture is and taking the time to reveal it in your own organization, you will be more effective in almost every leadership and management choice you make.



Edgar Schein defines organization culture as, “A pattern of shared basic assumptions that was learned by a group as it solved its problems of external adaptation and internal integration,..that has worked well enough to be considered valid and therefore to be taught to new members as the correct way to perceive, think and feel in relation to those problems.” And claims that by understanding organizational culture, we can better understand why organization’s do what they do.

Through our proprietary process (ROC revealing organizational culture) we explain what organizational culture really is, why it is so powerful, and why you must understand it to be effective in today’s environment. No matter if you are a business owner, leading a nonprofit or working as a manager, organizational culture may be your single biggest ally or enemy. Through the ROC we help you understand and describe your organization’s culture and then identify a plan for how to use culture to help you succeed.

Participants will:

- Have a deep understanding of what organization culture is, how it develops and how it impacts them as leaders;
- Explore their organization’s creation stories and other stories of success and failure that help to illuminate the organization’s culture;
- Know about options for gaining a deeper description of their particular organization’s culture;
- Use a case study to practice utilizing elements of organizational culture to support organization change.

The insights conveyed during this course are part of *Hidden Truths*, published by Fieldstone Alliance written by Paige Teegarden, Denice Hinden and Paul Sturm.

This course is limited to no more than 16 participants.

Cost: ~~\$425 per person~~ with a minimum of 6. **DISCOUNT RATE \$325 per person.**