

# Get Out!

An Occasional  
E-Newsletter from  
Think Outside



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## Rafting and Ripken: Rafting to Develop Your Team?

Rafting can be the perfect way to learn about teams, competition, risk, trust and business dynamics. I know it sounds a little crazy, but Cal Ripken, Jr. and his senior managers at Ripken Baseball would likely agree after our day and a half program with them in April.

Participants learned the basics of rafting, and then raft racing on the ASCI course ([www.adventuresportscenter.com](http://www.adventuresportscenter.com)), climbing and repelling at Fork Run, and completed a survival scenario. Who said training and team development has to be boring or pedantic?

Cal Ripken, Jr. noted that *"There are great analogies that can really resonate with your business."* Why does rafting work as both a powerful metaphor for teams and business and a real life experience in team development, competition and risk? Consider the following:

1. There is a 'guide' position located in the back of a raft. Whoever is sitting in this position is able to get significant leverage which gives them more control over the raft than those sitting in other positions. There are positions in companies and in the market which have more leverage. Knowing these positions can make a big difference.
2. The raft moves more quickly and more smoothly if the paddlers paddle in sync with one another. They must coordinate their movements, and often that means timing their movements off one specific person in the front of the raft. In business, sometimes teams need to follow one person even if that person is not the strongest or best member of the team. Of course, the very best rafting teams knew their strengths and rearranged people to take the best advantage of them. Sounds like good business!
3. Knowledge and experience still matter—in the raft and in life. As our Ripken gang pointed out, during their raft races, there was a huge difference in raft performance when they listen to and follow the instructions of the guide. Good leadership can matter. At the same time, even a very good raft guide can't overcome or compensate entirely for a team of people that aren't paddling or working together. In business, even great leaders can't do everything.
4. Sometimes the water, like our business environments, just takes control. We have to know when to work with the water and when to paddle against it.
5. Sometimes people fall out. It may be an unexpected rock in the water or a miscalculation by the guide or the team didn't paddle or the person lost focus,

## Think Outside

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*Think Outside* has been many years in the making. Over the past 17 years, I've been working for and with a wide range of organizations of various sizes. I've worked hard to understand organizational systems, to provide appropriate strategic planning processes, to provide research informing programming and to design performance measurement/evaluation systems. At the same time, I spent weekends hiking, biking, and whitewater kayaking and was increasingly aware of the openness in spirit and mind that came from these outdoor ventures. I have always found that being outside clears my mind. Some of my best ideas come on walks with my two dogs, riding my horse or kayaking with my husband. As I worked with friends and acquaintances on new skills (often kayaking), I found interesting parallels with their work and organizations. I began to see an openness to learning, to 'unfreezing' existing paradigms and assumptions when we were working on concrete skills while outdoors. I also saw new ways to focus on 'out of the box' thinking even in normal consulting engagements. Thus was born *Think Outside*. I invite you to join me in the journey to get rid of the boundaries that limit your thinking!

[...read more](#)

but, for whatever reason, people fall out of the raft. Thinking about how your team responds to this—is it ok to fall out? How do you get them back on board and when do you get them back on board?—can be an instructive conversation about your team’s risk tolerance and how it deals with ‘failures.’

The philosophy behind experiential education (and the research supports) emphasizes that we human beings and our amazing brains learn better and remember incidents more when our entire body is engaged in the activity. In other words, even though you may reach similar conclusions working in a classroom or working with your teammates, having the visceral story that rafting together creates can make the lessons stick.

Of course, these lessons don’t just appear before your eyes. It takes careful post-rafting and sometimes pre-rafting facilitation to draw out the lessons and help people connect them

to their work. Let us, at Think Outside, help you have a great time rafting and better understand the way your team and your business work.

We are offering a range of semi-customizable team development and team building activities in partnership with ASCI. Check out our website soon for descriptions and pricing.



~ Paige H. Teegarden, MPP  
President and Founder

## Events in May

*Get Out in May!*

### **1st - 3rd ~ RC Model Boats**

*Greenbrier Lake (9:00 am - 5:00 pm)*

Model race boats will take over a portion of Greenbrier Lake for a three-day event. See members of the International Model Power Boat Association race their model boats in excess of 100 miles per-hour. Come sit by the lake while enjoying the model boat races. Contact: Tim Clark (301)448-8063

### **9th ~ Woodmont Open House**

*Woodmont Lodge (10:00 am - 3:00 pm)*

Showcasing the beautiful Woodmont Lodge and surroundings, the open house enables visitors to hear stories of the early days of conservation and wildlife management in Maryland. Conservation organizations will display information while volunteers answer questions and describe some of the vivid history of the property. Contact: (301)842-2155 or Steve Robertson at (301)842-2155; [srobertson@dnr.state.md.us](mailto:srobertson@dnr.state.md.us)

### **11th ~ Taste of Garrett**

*The Lodge at Wisp*

The spotlight is on foods and beverages prepared, produced or served by local businesses. Proceeds benefit the Garrett Trails ([www.GarrettTrails.org](http://www.GarrettTrails.org)). Contact: (301)387-4386 or [www.visitdeepcreek.com](http://www.visitdeepcreek.com)

### **12th ~ Husky Power Dogsledding**

*Mountain Maryland Kennels*

Near Wisp is McHenry. Enjoy an educational and entertaining dogsledding presentation. Grill the mushers, see equipment, hug the Huskies and watch films. No reservations needed. Contact: (301)746-7200 or [www.huskypowerdogsledding.com](http://www.huskypowerdogsledding.com)

### **15th ~ Tractor Pull**

*Garrett County Fairgrounds (4:30 pm / gates open at 1:00 pm)*

Food available. Sponsored by Gorman Volunteer Fire Department. Contact: [hneel@wildblue.net](mailto:hneel@wildblue.net)

*Our perspective is  
dependent on where we  
sit.*



### **16th ~ Friends of New Germany Fishing Rodeo**

*New Germany State Park (8:00 am - 12:00 pm)*

The Fishing Rodeo is intended for children 4 - 15 years old, accompanied by an adult. There will be 3 different age classes. Fishing is allowed from the shore only.

Contact: Melissa McCormick or Mike Gregory at (301)895-5453

### **17th ~ Horse Fun Show**

*Garrett County Fairgrounds*

Garrett Hoofprints. Contact (301)334-1438

### **23rd ~ Kayaks, Tunes and Brews**

*Adventure Sports Center International (12:00 pm - 6:00 pm)*

The event is organized by and for the benefit of HART for Animals. There will be food, beverages, live bands, pony rides, airbrushed tatoos, dog shows, and the whitewater course. A fun day for the entire family... including the family dog! Contact:

[www.hartforanimals.org](http://www.hartforanimals.org)

### **23rd ~ Garden Tour and Native Plant Sale**

*Savage River State Forest (10:00 am - 2:00 pm)*

Elk Ridge Native Plant Preserve. Guided tours of wildlife habitat garden at 10 am and noon. Native plants for sale by Savage River Watershed Association. Contact:

(301)895-3686 or [srwacoordinator@gmail.com](mailto:srwacoordinator@gmail.com)

### **23rd ~ Tom Wallisch Memorial Day Weekend Rail Jam**

*Wisp Resort (11:00 am)*

Wisp Adventure Park. Hometown hero and professional skier Tom Wallisch will host an on snow rail jam with Wisp Resort. Great spectator event, music, sun, snow and fun! Contact: (301)387-4911 or [www.wispresort.com](http://www.wispresort.com)

### **24th ~ Campfire Program - Greg Latta: Singer, Songwriter, Multi-instrumentalist**

*Rocky Gap State Park Campground (7:00pm)*

Free Admittance. Listen to a compilation of Irish, Contemporary Folk, Broadway, Bluegrass, and Original music performed by an award-winning artist! Contact:

(301)722-1480 or <http://mysite.verizon.net/glatta/personal/personal.html>

## **About Think Outside**

*We Span The Boundaries That Limit Your Performance*

Think Outside is an innovative business consulting firm dedicated to helping organizations and businesses excel. Our particular focus is creative strategy development and the support, leadership and team development which ensure organizations successfully implement these strategies. From our training to our planning processes, we get you out of your boxes—literally and figuratively!

Think Outside offers customized consulting and training services as follows:

### **Business Consulting**

- *Strategic and Business Planning*—Planning is about looking to the future and understanding where and how shifts, adjustments and potentially wholesale changes need to happen. We have a proven process for developing comprehensive, specific plans that clarify your path with the buy-in necessary for implementation. Our process has a particular focus on strategy—understanding and developing yours.



- *Organization Review and Research for Performance Improvement*—When you have a problem and its unclear where to start or what to do, our review and research can help. Fundamentally, organizations are groups of people working together in a common purpose. Consequently when you are working on difficult issues, it is important to understand the human/group dynamic as well as the processes and procedures of the issue. We have spent years studying Organization Culture and our process Revealing Organizational Culture (developed in partnership with Denice Hinden of Managance Consulting ([www.ManaganceConsulting.com](http://www.ManaganceConsulting.com)) and Paul Strum) is a critical component of most organization reviews. We also have deep research expertise from developing surveys and interview protocols to qualitative and quantitative analysis. If you really need to investigate what is happening and WHY and need on target recommendations for the future, let us help you.
- *Performance Improvement and Support*—Sometimes the path to better performance is clear and what you need is a critical eye, and/or direct support in getting improvements implemented. Let us help you succeed!

## Corporate Teambuilding and Staff Development

*Customized Team and Staff Development Exercises (1/2 day to 3 days).* Your business or organization is only as good as your people and yet in challenging economic times, we tend to short change our biggest asset—our people. Think Outside's outdoor experiences (natural challenges) can be custom designed to achieve specific business objectives. We will work with you to identify exactly what you want to achieve through our work together. For example, you may want understand and have an opportunity to practice new communication strategies. We can design fun outdoor activities to address this. You may decide you need your up and coming managers to think more strategically and engage in team based problem solving, and we can design to create this.

## Workshops

We also offer several training workshops:

- Organizational Culture
- Authentic Leadership
- Communication and Teamwork—Equine Assisted course

Think Outside has a range of experiences designed to help support individuals in transition. Please contact us for this information.

Eliminating the boundaries that box in your thinking and limit your performance... that is what Think Outside is all about.

## BIO

*About Paige H. Teegarden, President and Founder*

Paige Teegarden, our founder and president, has over 17 years experience assisting organizations of all sizes improve their performance. Paige is a systems thinker with an uncanny ability to ask the questions that help organizations think strategically. She has facilitated strategic planning processes for multimillion dollar organizations, helped start up volunteer organizations and businesses create their structure and processes, designed and conducted significant research studies including the first ever competency study of leaders facilitating community building initiatives and the largest survey on nonprofit sector executive transitions. She has also designed and supported the implementation of evaluation systems that allow organizations to gather information about their performance and their impact. She is a gifted facilitator with an interest in using outdoor experiences and our connection to the

natural world to create new perspective and breakthrough strategies.

Prior to founding Think Outside, Paige was the Vice-President of Managance Consulting ([www.managance.com](http://www.managance.com)) an outstanding firm focused on strengthening the management of socially responsible organizations to enhance performance that changes lives and communities. There she managed planning processes, research and evaluation work. She is the lead author of *Hidden Truths: Discovering your Nonprofits Culture and How it Impacts Performance*, which is due to be published by Fieldstone Alliance in Fall 2009. Paige's other published works include: *Shortage Decade: Where will the Next Generation of Nonprofit Leadership Come From?*; *Executive Leadership Transition: The Record to Date*; *Competencies of Community Builders, Making Collaboration Work*; and *Depending on Ourselves: Zambian Experiences in Domestic Fund Mobilization*. She has a Masters in Public Policy from Johns Hopkins University and a BA in Political Science from Davidson College, North Carolina.

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Please sign up below for our e-newsletter. I promise we'll keep things brief and to the point. I sincerely hope you'll find this and future e-newsletters useful. Let me know what you think and how we can better serve you.

To continue receiving interesting articles by Think Outside, which will include a calendar of upcoming outdoor events in Garrett County, please click on the link at the bottom of this email titled "[Confirm to list: Think Outside.](#)" You may also use this link to unsubscribe.

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Natural challenges



that create new perspective



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