



Setting sail - building a performance team



Teams, big or small, are the building blocks of successful organisations. This day-long workshop for groups of up to eight participants takes groups away from the familiar settings of their workplace out onto the water to look at the process of building a high performance team.

Key features and methodology

Yachts need wind, sails and a crew to work. The better the crew, the more efficient the boat. As this efficiency is the result of a complex interaction between crew-members it provides an excellent platform for team development.

This workshop exploits the platform's potential for development and includes iterations of scored activity, 'turbulent events', feedback and discussion and is concluded by a debrief. Each iteration of activity gives the team an opportunity to reflect on success and implement change to improve their score and the function of the team. 'Turbulent events' test the team in a less scripted way and allow dynamics between character types to be explored. The end of the day includes a final debrief exploring the transfer of this process to the work place, lessons learned and the development of action plans.

Yachts are an excellent and versatile platform for learning and development. To reflect the vast array of opportunities that are possible as a result the workshop is entirely flexible and is modified to suit your needs.

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Outcomes

This workshop is not about learning how to sail. In basic form it is designed as an opportunity to explore how teams develop, identify what can accelerate that process, the needs of teams and barriers to high performance. The actual outcomes will depend on how you choose to shape the course. Of course as a by-product this workshop may also develop teams capable of racing a high performance boat.

Before and after

Whilst this activity does stand alone, it can also act as a central activity to a more comprehensive course, or as the first day in a multiple day package focusing on leadership or emotional intelligence. Work can be done in the work place before and after the event to maximise the benefit of the training and transfer.

Record of achievement

- Certificate of attendance
- CD with photographs/video footage
- Individual reflection sheet
- Action plan

Safety

On the water safety is paramount. To ensure that the activities go without incident or drama there are comprehensive operating procedures in place to safeguard all clients.