

TEAM BUILDING GUIDEBOOK



**AN ESSENTIAL GUIDE TO THE BENEFITS AND
POSSIBILITIES OF INCLUDING A TEAM BUILDING ELEMENT
INTO YOUR NEXT CONFERENCE.**

WITH COMPLIMENTS



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INTRODUCTION

CountryPlace Conference Centre has launched this Team Building Guide as a tool that allows organisations to plan for the inclusion of a team-building component into their event.

In conjunction with several of the country's leading and most successful trainers, CountryPlace has seen the transformation of groups that are able to encourage improve contribution from all members.

LEADERSHIP IN TEAM-BUILDING

CountryPlace, in the beautiful Dandenong Ranges, just outside Melbourne, has been a leader in the field of team-building for over 25 years. In that time, the venue has been host to more than 3000 residential corporate events including major companies, universities and government departments.



The venue has many firsts to its credit. First Australian conference centre to be accepted for membership of the standards based International Association of Conference Centres. First centre to be included in the Victorian Tourism Hall of fame for winning the Tourism Awards five times. First centre to achieve ISO 9002 certification for its management System.

WORLD-CLASS FACILITIES

CountryPlace offers high and low ropes team-building facilities, used by some of the Australia's most successful organisations. These activities are designed to challenge and motivate employees to out-perform their competition by collectively learning how to harness the power of working as an effective team. And they are also a lot of fun.

Using this Guide Book provides detail on some of the activities that can be included in your event, challenging your people to outperform. We hope you find it useful.



UNDERSTANDING THE ROLE OF TEAM BUILDING

In today's competitive world everyone is looking for an edge. An improved performance. There is a strong correlation between strengthening cohesion and morale amongst workmates and the improved performance of an organisation. As businesses operate in increasingly competitive environments, it is critical that all employees develop the resolve and tactical skills to outperform the competition.



These skills can be acquired. By improving the way teams learn to harness the potential of all team members, finding better and smarter ways to solve problems and continuously improving results, overall performance can be improved.

HOW IT WORKS.

Our programs offer varied, customised learning and provide tangible results for your business.

We recognise that every client has different needs and will require a different solution for their team bonding activities. The focus can be on:

- Giving and receiving encouragement
- Stretching comfort zones
- Building trust
- Cross team collaboration
- Bonding by succeeding together

CO-OPERATIVE ACTIVITIES

The co-operative activities are designed to highlight collaborative teamwork between individuals and work groups who depend on each other for information and support. Break down the “silos” and reinforce a “one team” culture.

COMPETITIVE CHALLENGES

We offer a set of challenges that are designed to develop strategic thinking, persistence and teamwork as the tools to achieve market leadership.



The all-important belaying team supporting the challenged team member.

TEAM & LEADERSHIP WORKSHOPS

We will help you select the best mix of team & leadership workshops and activities. Our workshops help your employees develop their existing leadership skills or uncover hidden leadership potential. Some of the team and leadership workshops include:

- Team Foundation Workshop
- Team Skills Development
- Team Project Management – Countdown
- Team Planning Workshop
- Team Performance Review
- Values Alignment Workshop
- Cross Team Collaboration
- Personal Awareness Profiling
- Leadership Programs

The facts are compelling. Team building improves employee engagement and company performance, while all aspects of employee interaction have an opportunity to shine at team building events. Dedicating time to team building is a win-win situation for both companies and their workforce.

HIGH ROPES CHALLENGES

The hi-ropes activities, towering almost 10 mt above the ground, in the Olinda State Forest, at CountryPlace, are a true challenge for most.



The High Ropes course at CountryPlace has been a challenge and a triumph for many.

But, the challenge is tempered by the support of a belaying team below. Trust is built by knowing the team is there below for safety and support.

The ultimate challenge may be the “Leap Of Faith.”



The fear of getting to the top to stand on the tiny platform is a human test of internal courage and achievement.

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Those who dare to try are rewarded in so many ways.

LOW ROPES CHALLENGES

Closer to the ground are the Lo Ropes.



Skill, courage, support and trust are all important elements of team building at CountryPlace.

Again, teamwork is paramount. Bonding and succeeding together brings out the best in people who learn that cross-team collaboration and support will always provide an improved performance.

SEGWAY

Many clients just want to reward their team with an activity that is lots of fun and can be enjoyed together.



Other clients are keen to achieve or reinforce certain organisational goals through their team building activities. Here's a case in point.

CASE STUDY A - LEADERSHIP

The client was keen to build communication between their group members who were participating in a leadership conference. The conference focused on -

- communication,
- delivering high quality outcomes and
- workplace safety.

The coordinators were keen to theme their activities in line with some of the organisation's business practices. In communication with the facilitator of the leadership program, Segway arranged a set of activities that would meet their corporate aims. These included:

One team member communicating instructions to others.

For each activity, a team had to nominate a "chief communicator." Instructions were then provided to these participants only and it was their job to relay the instructions to their team mates. Teams were evaluated on their ability to follow the instructions provided by the chief communicator.

CASE STUDY B - SEGWAY DELIVERIES

As parcel delivery was a key component of the client's work, the coordinators were keen to theme an activity around delivery of postal items. Participants were required to sort through a collection of items for delivery and while riding a Segway had to deliver the items into some cardboard "mail boxes".

CASE STUDY C - RISK MANAGEMENT

Workplace safety was a priority. Participants were asked to monitor their team's behaviour throughout the course of activities to identify any areas where safety might be compromised by their actions. Participants were required to highlight risks they identified in their own or others' activity. At the end of the activities, a debrief was conducted to draw attention to behaviours that could compromise safety, as well as identifying areas where participants had met or exceeded expectations.

SEGLYMPICS

This is a kind of Olympic Games with many games activities. It can be as structured or unstructured as the client desires. There is a strong group performance element that fosters working together and encourages teamwork.



ARCHERY

A fun, safe, and challenging team building activity with expert tuition and quality equipment.

Archery provides the perfect activity for team building in that participants become familiar with the activity, develop and practice skills, then use those skills to achieve a result.

Teams learn archery skills in a safe environment, then, after a short practice session, are given challenges to test their target archery ability.

Every round has a different challenge and all team members contribute to the team result.



Instruction is provided throughout the session by experienced staff and all activities are fully insured.

We have the expertise and equipment to make this activity accessible for everyone.

So, what will your staff take away from a team building archery session

- Fun, fresh air and exercise
- Camaraderie and a sense of achievement
- New strengths and skills
- Get to know colleagues in a new environment
- Learn to draw on team for getting results that benefit everyone



INDOOR ACTIVITIES

CORPORATE FENCING

“Get to the Point” is a Team Building activity that gets right to the point of achieving your team-building goals. CountryPlace, working with Chris Jones, champion fencer and accredited coach and Instructor, offers a safe and controlled environment for your team.

A fencing workshop is designed for teams who wish to challenge both their body and mind. Routine can stifle employee interest and stymie business development. Chris Jones will develop programs that take participants out of their comfort zone and provide rewarding challenges.



Get to the Point offers a unique opportunity to experience an unusual activity, with numerous individual and team outcomes. Whether you are looking for a fun experience or for transferable business skills such as focus and beating your competition, you'll be guaranteed to GET THE POINT!!

Group fencing sessions can be tailored to your requirements:

- suitable for groups of 2 – 100
- participants of any age and fitness level and with no experience required
- all equipment provided
- run by top international fencers

The experience begins by learning all necessary skills for sword fighting: focus, balance, timing, attack and defence.

DRUMMING

Come alive to the primitive sounds of the drum. Lots of drums. All beating (with good teamwork) in unison. A range of services from one hour to full-day formats and can be applied in your conference, seminar or retreat. These can include a Pre-dinner activity, to icebreakers, energisers or just pure entertainment from Team Brazil.

Speak to our conference manager to arrange a session to suit your agenda.



TASTE TEST CHALLENGE

Multi medal-winning chefs from CountryPlace will prepare a dish to test your taste buds. Challenge your team as individuals or in groups to identify all the ingredients in the dish before them.

This activity can be organised to fit your conference agenda. Winning this neck and neck competition can often be determined by those able to identify the difference between brown sugar and palm sugar.

At the end of the allotted time our chef will unveil the ingredients and satisfy curiosities. Those who find themselves with the least number of correct ingredients earn our encouragement award ... the wooden spoon.



HELP IS AT HAND

At CountryPlace we of course appreciate that all events are unique, and help is certainly at hand whilst you navigate the challenges of your specific event. This Team Building guide will help you understand the many options for team building programs and activities that are available. So please reach out to the CountryPlace team for further guidance and assistance.

CONTACT US TODAY!



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