

DEVELOPING NEW WORLD LEADERS

...join the leadership revolution

We believe that in today's competitive, volatile, uncertain and ambiguous world there is a better way to lead organisations. We believe in **awakening possibility** in your leaders and creating **Leadership Catalysts** who deliver outstanding results, consistently. So much so, we started a **Leadership Revolution**.

In times of fast change organisations need outstanding leaders, not just great managers. We focus on developing your leadership capability in **5 critical areas**:



Leadership

We have worked out what successful leaders actually do to deliver outstanding results. We have decoded this into a system of pragmatic tools and techniques that we want to share with you.

Strategize

Hope is not a strategy! We help you to create and translate strategy into action. We will share with you the latest techniques for developing New World strategies at all levels in the organisation.

Innovate

We help you to create a culture and process where people consistently develop great ideas to improve results. We can help you ensure innovation is part of your DNA.

Change Agents

Great leaders know how to operate with speed, agility and to make change happen. We show you how to do this. We will show you how to lead change by taking people with you.

Elite Teams

We will teach you a powerful range of tools and techniques to ensure you know how to build high performance teams. We ensure that you know how to set up your teams for success and sustain high performance.





LEADERSHIP

Our world is changing and as leaders we need to be ready. Whether you are looking for a fully bespoke leadership journey programme, or our tried, tested and proven range of stand alone modules, we have a solution for you.

Our sticky approach to all our programmes is to:

Inspire → Educate → Enable → Embed

We approach learning as a change process. We believe you get a better result when you build awareness and desire to want to change first. Then build knowledge and ability to be able to change. Then ensure it sticks.

Our leadership solutions are organised into 5 leadership levels:

- 1. Leading Self** – understanding the fundamentals and building your leadership brand
- 2. Leading Teams** – enabling first time leaders to achieve results through people
- 3. Leading Managers** – building capability and confidence to translate strategy into action through management teams
- 4. Leading Functions** – how to lead for organisational impact.
- 5. Leading Organisations** – how to create a cohesive team at the top, create and communicate strategy, and ensure alignment

Specific leadership skill development areas:

- Coaching
- Delegating
- Directing
- Group Work
- Planning
- Running Meetings
- Facilitation
- Influencing
- Building Trust
- Managing Energy and Flow
- Stakeholder Management
- Negotiation
- Presenting with Impact
- Story Telling
- Communicating to Engage
- Vitality
- Being Authentic
- Report Writing
- Visual Management Techniques
- Action Learning

We also develop leadership skills in specific areas of Strategy, Innovation, Leading Teams, and Leading Change. See further information.

"If you want real transformational change Graham is the person you're looking for. Graham is very effective in getting managers and senior leaders to really take up the challenge and transform their organisations. I have worked with Graham on a number of assignments over the past decade and have found it very impressive the way he has made major shifts in performance culture and leadership in a wide range of companies including many household names"

Prof. Eddie Obeng
Director, Pentacle Virtual Business School



STRATEGIZE

Our world is changing and as leaders we need to be ready. Strategy has changed, outdated methods don't work anymore. We need to find new ways to create compelling strategies that inspire action in a coordinated way. Strategies that evolve and keep up with the fast pace of change. Strategies that make it clear and unambiguous. Strategies that engage and enable our teams to perform.

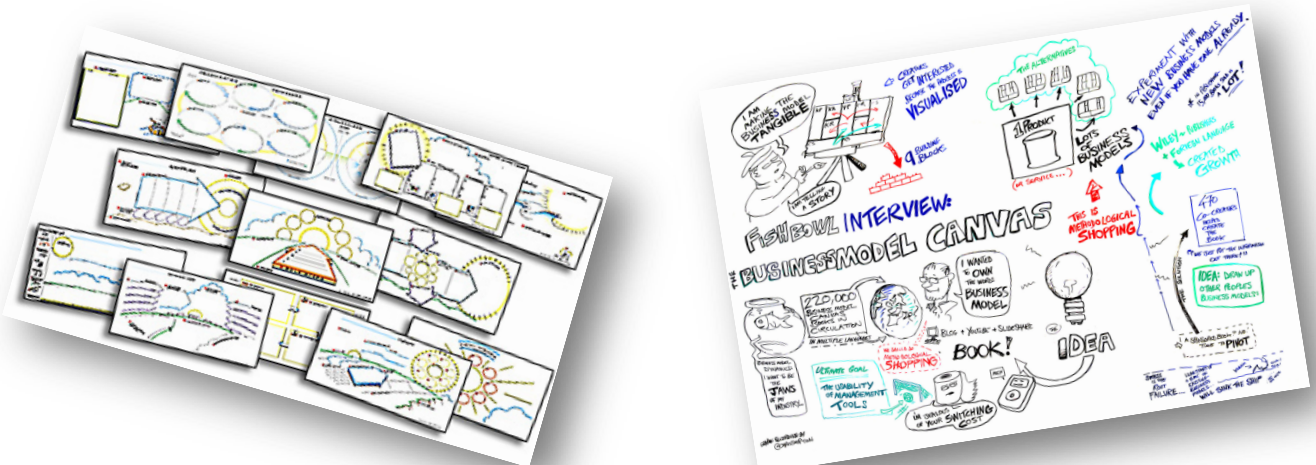
To be able to think strategically will enable your organisation to cope with an ever changing business landscape by gaining fresh perspectives and devising new approaches to familiar and unfamiliar challenges.

Our range of strategy programmes will enable you to create, execute and drive sustained business change in your organisation. These programmes will ensure that you have the latest tools, techniques and models required by today's successful strategist.

There are several programmes to choose from, meeting different requirements. We attract participants from many different functions and businesses, creating a highly stimulating and energised learning environment.

Tools, Frameworks and Models taught include:

- Customer Journey Mapping
- Service Design
- Systems Thinking
- Alignment
- Culture Mapping and Development
- Decision Making
- Leadership Agility
- Communicating Strategies
- Learning Maps





INNOVATE

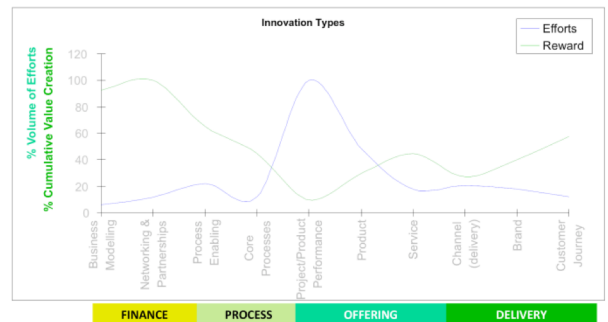
We view innovation as a way of taking an idea on a journey to add value or make money. Innovation can happen in every area of a business and is not limited to new products or services.

Innovation should be part of your DNA where you have created a culture where people regularly come up with good ideas and have the skills to implement them. To enable this we have created a strategic innovation methodology that we teach.

We teach our tried, tested and proven strategic innovation framework to guide action and inspire innovation to happen for all innovation types:

Strategic Innovation Framework

Turning insights into competitive advantage



Tools, Frameworks and Models taught include:

	Learn	Focus	Align	Execute
Why	To ensure we create breakthrough strategies	To make sure we allocate resource to the right idea	To remove barriers and make execution easier	To deliver value in an efficient way
What	Generating insights, ideas and analysing situations to identify and create opportunities <ul style="list-style-type: none"> Situational Analysis Insights Ideas 	Evaluating options, making decisions and creating the vision and goals <ul style="list-style-type: none"> Evaluation Decisions Vision & Goals 	Making it possible by creating an alignment plan to remove barriers and risks <ul style="list-style-type: none"> Plan Align Engage 	Making it happen by implementing the solution, experimenting and measuring impact <ul style="list-style-type: none"> Implement Experimentation Measure & Feedback
How	Situational Analysis 5 WHY's Gap Leap Context Map Cause and Effect Force Field Analysis SWOT Insights/Foresights Waves of Innovation Data Wheel World Café Ideas Creative Mindset 4 Rs 6 Thinking Hats Disney Technique SCAMPER Radiant Problem Solving	Evaluation 5 Hurdles Voice of Customer DFV Analysis Circle of Influence Strategic Choices Ease Impact Grid Decision Matrix Customer Feedback Vision & Goals Visioning Process 7 C's Mandala Visioning Cover Story	Plan ADKAR Sticky Steps Six Action Shoes Game Plan 4 Types of Change Align 6P's Business System Alignment Organisational Alignment Engage Stakeholder Map Energy Investment Model Future Familiar Example Point The Golden Circle	Implement Project Management Change House Leader Manager Coach Meetings Experimentation Action Replay Action Learning Here2There Mood O Gram Measure and Feedback Benefit Mapping Reporting Journey Map
Output	New Insights and Ideas	New Opportunities and Clear Visions	Change Plan and Engagement	Action and Feedback





SECRET AGENTS OF CHANGE

To succeed in our New World organisations need the capability to make change happen fast. Everyone in your organisation should have the ability to continuously manage and positivity thrive with change. We offer a range of in-house change management workshops specifically tailored to the specific needs of key stakeholders in your organisation to ensure change agility is part of your DNA.

Our change capability solutions are organised into 5 areas:

1. Secret Agents of Change Practitioner Programme

Intensive journey for programme and project managers

2. Executive Sponsorship of Change Programmes

For senior executives tasked with sponsoring and leading strategic change and building sustainable organisational change capability

3. Leading Change

For managers in organisations tasked with leading change effectively within their functions/teams

4. Thriving on Change

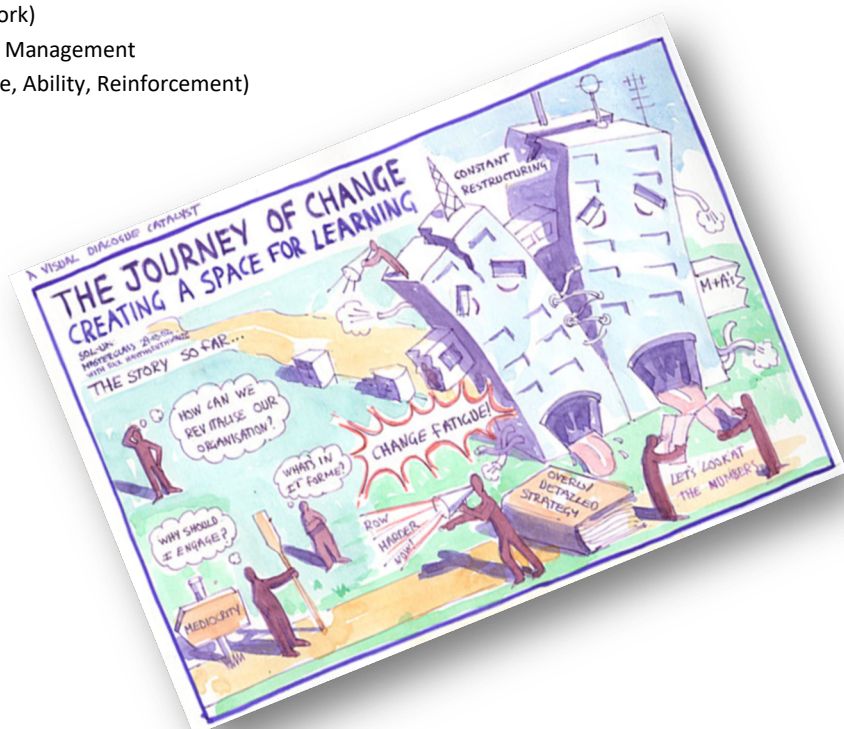
For individuals to ensure they have the ability to thrive during change

5. Coaching Skills for Change Agents

In-depth programme to hone world-class coaching skills

Typical tools, frameworks and models taught include:

- ICMF (Integrated Change Management Framework)
- ChangePro approach linking Change and Project Management
- ADKAR Approach (Awareness, Desire, Knowledge, Ability, Reinforcement)
- 8 STEP Approach
- SCARF
- 4 Change Types
- Leading4Results
- Endings & Beginnings
- Managing the Transition
- DRIVERSCAP
- Letting Go
- Vitality Model
- Resiliency using Heartmath
- Change Compass
- Coaching Skills
- Communication Approaches
- Energy Investment
- 6 Needs
- 4 Hurdles of Execution and 3 E's for Fair Process





ELITE TEAMS

A strong leader develops high performance teams, we show you how. Team working, collaboration and cross functional/organisational working is vital in our fast moving and ambiguous world.

We have an exciting range of unique team development solutions for you to explore.

Our team development solutions are organised into 7 key areas:

Top Team Development

Unlocking exceptional results for leadership teams

Building High Performance Teams

How to build teams on an on-going basis in the workplace

Creating High Performance Sales Teams

How to create and sustain high sales performance

Remote/Virtual Team Leadership

Working with multi site, multi cultural teams

Teambuilding Events

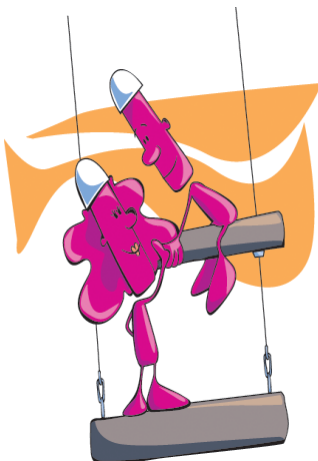
A wide range of bespoke teambuilding events including experiential, outdoor, charity, overseas, journey, business, and consultancy approaches

Teamworking Skills

How to work in a high performance team

Running Innovation Teams

How to set up and run an innovation team





SALESFORCE TRANSFORMATION

In our competitive world we need outstanding sales professionals who build trust in your brand and deliver extraordinary results. We work with you in 6 critical success areas:

1. Leading Sales Teams
2. Creating and Delivering Winning Strategies
3. Building Elite Sales Teams
4. Winning Sales Process
5. Enhancing Sales Skills
6. Salesforce Motivation



We work with many of the leading salesforces in the world, so our credibility is second to none. We have been tried, tested and proven! To ensure you gain maximum impact from your training our sticky approach to all our programmes is:

Inspire → Educate → Enable → Embed

Leading Sales Teams:

We believe that sales leaders should 'awaken possibility' in your sales force. They should operate with boldness, simplicity and speed. We work with your sales leaders and show them specifically how they can build winning departments/functions/teams. We have decoded what successful sales leaders actually do to achieve success. We will show them how they need to behave as a sales leader and they will learn all the techniques, tools, processes they need to build high performance sales teams quickly and effectively. Over the past 20 years of developing sales leaders we have found that with effective leaders who know how to engage their people and ensure they are enabled for success; profit from sales can increase by a factor of 4.5.

Creating and Delivering Winning Strategies:

In today's complex world we believe that simplicity and clarity is key. We believe that any sales strategy should be on one page. It also has to be developed in an inclusive way to ensure commitment. Your sales leaders will learn how to develop winning sales strategies in a collaborative way. We will teach strategic modelling techniques that ensure effective strategic thinking and then create clarity and focus. A great strategy is useless unless it is understood, so we show your leaders how they can translate strategy into meaningful action and achieve outstanding results. We also teach agility and leading change skills to ensure your strategy and plans evolve whilst still ensuring engagement and enablement of people.

Building Elite Sales Teams:

We run a variety of high octane outdoor and indoor team development programmes specifically designed to build winning teams. We have been building business, sports and military elite teams for over 20 years and have perfected a dynamic way to ensure your team leaves with new insights, feeling inspired, confident, aligned and energised for success.

SALESFORCE TRANSFORMATION



Winning Sales Process:

Is your sales process killing sales and damaging results? Many sales processes evolve and change over many years. We have found that many are over complicated and are not aligned to organisational strategy. Have you ever worked out how much time your sales force spend filling out forms, completing reports, and attending update meetings when they should be out selling? How much of your annual wage bill is spent on highly paid sales people inputting data that is already on your system? We work with you to challenge your process and support you in ensuring it is simple, effective, aligned to your strategy and enhances your brand.

Enhancing Sales Skills:

We believe that every sales force is different and require a tailored solution. We offer a range of bespoke workshops covering the following areas....

- Authentic Selling
- Solution Selling
- Consultative Selling
- Building Trusted Advisers
- Confidence Building
- Territory Planning
- Using Social Media
- Building your Brand
- Building a Prospect List
- Networking
- Questioning Skills
- Facilitation Skills
- Running Needs and Solution Workshops
- Getting to the Decision Maker
- Creativity for Selling
- Proposal Writing
- Influencing and Persuading
- Presenting with Impact
- Winning Pitches
- Negotiation Skills
- Commerciality
- Winning the Business
- Key Account Management
- Mental Toughness
- Peak Performance
- Resiliency

Salesforce Motivation:

We believe that celebrating success and feeling valued is important to sustaining success. We also believe that your meetings and conferences should be learning events and inspire action. We design and deliver outstanding solutions for your sales meetings and annual conferences.

What we do is only limited by your budget and our imagination! We work with you to theme the event and align all the activities and messages to your strategy – we ensure our learning events are fun with a serious intent!

Tried, tested and proven transformational salesforce development...



SOCIALLY IMPACTFUL TEAMBUILDS

We have developed an exciting range of bespoke teambuilding challenges that give companies the opportunity to make a difference in their communities – and improve performance of their teams.

An added advantage of the Successfactory approach is that as well as making a difference to your community or charity we also facilitate learning to enable improved performance of your teams. Our highly skilled “team builders” work with you before and after the team challenge to ensure your event is a catalyst for enhanced performance.

Making a real difference to:



Bespoke solutions...

Every team is different so to achieve the best results from your event we listen to your challenges and co-build a solution that achieves the best outcomes.

We run a range of one day events from building bikes for charities, planting trees for communities, gaining prizes for charity dinners, organising fashion shows, creating survival packs for vulnerable young women, fundraising challenges, maintenance work, celebrity bake offs, dry stone walling, youth work and mentoring young people.

We can also design and deliver global projects such as school building in Africa, helping with disasters, well building, irrigation projects. We are only limited by our imagination to the type of event we can design for you!

Merlin's Challenge:

B&Q asked us to deliver an innovative project management skills programme to align to the massive changes happening with their business. We designed a new project and change framework with them and then ran a series of 3 day project management courses to teach the process and people side of running projects. The last day of each workshop was a charity project designed to be a competitive team challenge – run as a project to apply the learning – and raise money for Barnardo's Young Carers. The programme was an outstanding success for both B&Q and Barnardos, over £175m savings from projects and £80,000 raised for Barnardos!

Inspiring Excellence:

We run an innovative 12 month cross company, cross cultural leadership programme which teaches the New Leadership Manifesto and then we challenge the leaders to apply their new skills and behaviours to consultancy challenges in Charities. Massive innovation and improvements are made to the Charities. We also give free places to CEOs of Charities – value £5,000 each. They develop their leadership skills and they build strong relationships with corporate leaders on the programme.

BUILDING HIGH PERFORMING TEAMS



HOW TO CREATE PURPOSE AND PERFORMANCE IN YOUR TEAM

Take your team performance to new heights by learning to balance your team more effectively. The aim of this interactive day is to provide teams with the awareness of how balanced their team actually is and to focus the minds on shared goals. The day uses the Life Orientations™ behavioural profiling tool (*optional*) along with group discussions and exercises to gain insights which provide value to both the individual in respect of self-awareness and the team in shared awareness of each other's contribution. The outputs of this new awareness can lead to improved working relationships (*less conflict, more teamwork*), better utilisation and deployment, higher performance and increased engagement. The analysis can also reveal where the team might be lacking in a particular area and take steps to rebalance the team by encouraging dormant skills and roles to come to the fore.

Come and spend the day with Successfactory™ and explore how we can help you to achieve so much more. **This is an experiential programme so expect to be challenged (in a good way).**

Life Orientations™ offers such valuable insights. It can accelerate the path toward common understanding and ensure people play to their strengths and those of others in the team. The values of teamwork and empowerment are strongly in evidence on this programme.

Outcomes:

This programme will:

- Build awareness of self and others
- Build relationships within the team
- Focus on what makes a team successful
- Get below the surface of any team issues/challenges and create real actions that get real results
- Be highly participative and fun!

TEAMWORK



TO TAKE ADVANTAGE OF THIS AMAZING COURSE BOOK NOW: INFO@THESUCCESSFACTORY.CO.UK OR 01829 771770

A sample of clients who have already benefitted from our workshops ...



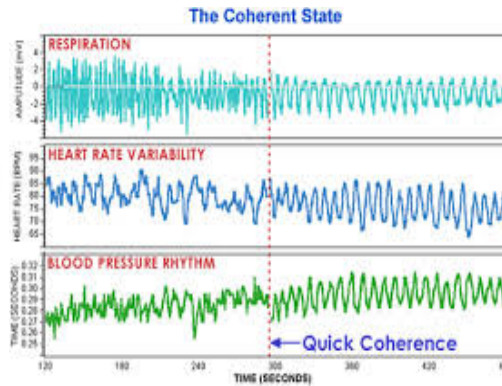
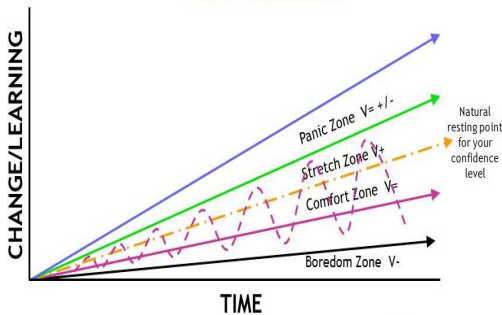
UNLEASH YOUR MENTAL TOUGHNESS!

Your Experience

You will take part in an inspirational and thrilling session that can create within teams and individuals the mental toughness and resiliency to make success inevitable. During this session you will be taught and given the tools and techniques to help you make calm, confident decisions in challenging environments and remove your limitations for good!



Mind-Set Zones



Overview

Board and arrow breaking is a great fun activity that can help you and your team be future orientated and focused! You will learn about yourself, each other's strengths, how to support each other and how to face tough challenges as a team and as individuals!

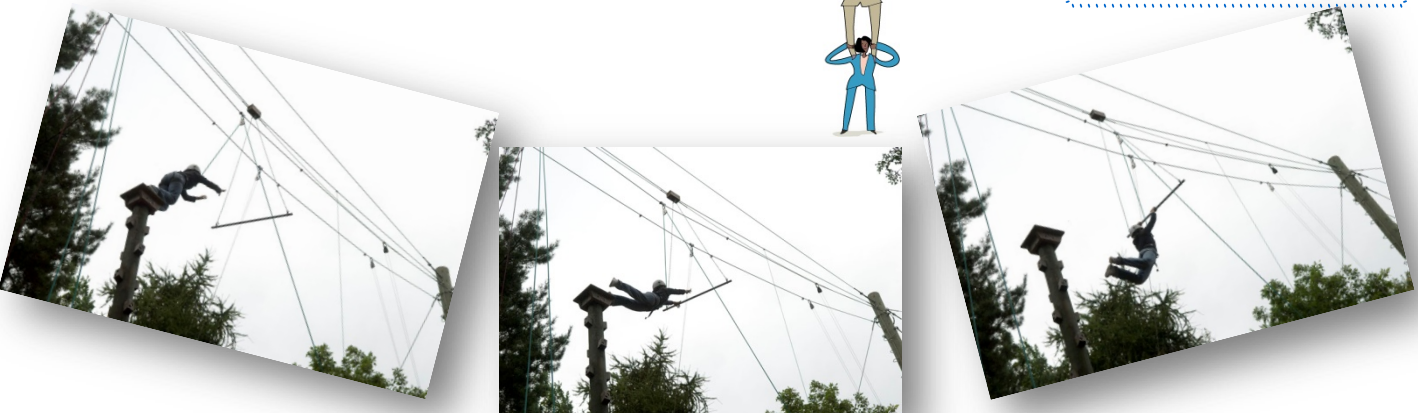
HeartMath was founded by Doc Childre in 1991 and is now used as a reliable tool to greatly reduce stress, build resilience and unlock natural intuitive guidance for making better choices. We use HeartMath to develop elite teams, unleashing innovation, change management, sales team development and for building mental toughness.

TEAMWORK



Benefits

- Develop mental resiliency
- Have a shared team experience
- Increase motivation
- Improve focus
- Improve confidence
- Gain understanding of how to support each other
- Enhance motivation
- Have fun with a serious intent!
- Be stretched safely beyond comfort zones
- Strengthen mental toughness
- Enhance trust
- Develop actions to improve performance



COACHING FOR HIGH PERFORMANCE

HOW TO GET THE BEST FROM A TEAM WITHOUT TELLING THEM HOW



How often do you find yourself doing all the thinking?

How often do people ask you questions and expect you to come up with all the answers?

This is a result of unconscious reliance. After all – isn't it the 'boss's' job to do all that kind of thinking stuff?

Well no...

This is where coaching comes in. Coaching is not about telling people what to do, instead it seeks to **empower** others to define goals and plans; become more autonomous in their decision-making and take more responsibility for their actions. Coaching focuses individuals and teams on creating plans to measure and deliver results. Coaching helps people engage their imagination to come with new and **innovative** ways of doing things. Coaching is a supportive joint venture, which encourages collaboration and **teamwork**. Coaching promotes continuous learning and improvement - learning from when things go well and not so well, it encourages openness and transparency. In a nutshell, **coaching unlocks the power of thinking**.

Employees, who are managed by a skilled coach, tend to have the highest levels of engagement and an engaged culture is a high performing culture. Coaching for High Performance has been designed to equip leaders at all levels, with the knowledge and skills necessary to achieve this objective.

Come and spend two days with Successfactory™ at a venue of your choice, and explore how we can help you to achieve so much more. The Coaching for High Performance programme is run over two days (each day separated by approx. 4 weeks) and can be delivered at a site of your choice.

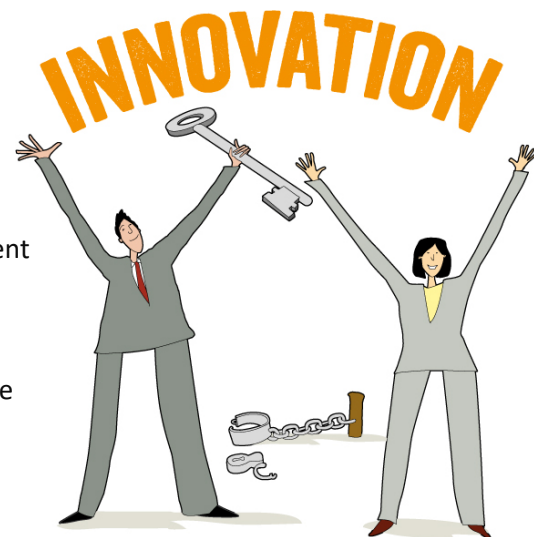
This is an experiential programme so expect to be challenged (in a good way).

Outcomes:

By the end of this programme you will have:

- A clear understanding of what coaching is and how it can be an effective tool in fostering high performance
- Practiced & developed the key skills of an effective coach
- Practiced using the GROW model as a useful framework
- Techniques to generate ideas for problem-solving and improvement from your team
- Skills for 'chunking down' big goals to make them manageable
- Tools to help bring coaching a team to life
- Explored coaching applications that help you manage performance

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A sample of clients who have already benefitted from our workshops ...

INFLUENCING BEHAVIOUR TO IMPROVE PERFORMANCE



HOW TO COLLECTIVELY CREATE DIFFERENT THINKING TO IMPROVE PERFORMANCE IN YOUR TEAM

There can often be a tendency for businesses to operate as a collection of individuals and at an individual level, a reluctance to take ownership and responsibility, an absence of trust and generally a lack of innovation from employees. There is a need for teams to start utilising their existing strengths and build on areas where there are gaps in order to achieve their goals and ambitions. Any team's performance is their potential minus any interference – in order to get below the surface and really analyse all of the interferences and to achieve a mind-set change, **behaviour and teamwork is key.**

We will craft an approach that gets people actively involved in creating ideas and moving beyond simply talking about problems/issues/challenges but also creating tangible, observable and repeatable behaviours that will lead to success. This programme is aimed at managers who need to influence the behaviour of people in their teams and has proven to be successful in areas such as **behavioural safety, team building, strategy planning and communication.**

Come and spend the day with Successfactory™ and explore how we can help you to achieve this and so much more. **This is an interactive programme so expect to be challenged (in a good way).** This programme can also be delivered on your site(s) as required.

In order to change outcomes one must first change thinking. To paraphrase Einstein *'If you continue to do the same thing and expect a different result, that is insane'*.

Outcomes of this programme.

You will:

1. Be clear about the results that the team want/need to achieve and how they will be measured.
2. Have looked at how you and others think and how it affects team results.
3. Have broken down goals into observable and repeatable behaviours – focusing on the key behaviours that will have the most impact.
4. Have analysed current barriers to behaviours taking place and engaged at all levels to identify all the forces that can potentially influence the behaviours you need..
5. Have created actions that are owned by the entire team.



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A sample of clients who have already benefitted from our workshops ...



INFLUENCING, NEGOTIATING & COMMUNICATING

THE ABILITY TO INFLUENCE OTHERS IS ONE OF THE MOST IMPORTANT CAPACITIES THAT WE POSSESS IN BUSINESS



What is it that influences human thinking?
What motivates us to do some things but not others?

Wouldn't it be great if you could get into the mind of others and then influence their thoughts? I mean, just imagine the impact this could have in the world of **sales** for example.

Well let us put your mind at rest – we have designed the **Influencing, Negotiating & Communicating** course to help you answer these very questions.

This powerful course takes you on a journey learning about your own and other people's thinking and how influencing thinking can impact the modern world of business. The course gives you amazing tools and techniques to enhance your influencing, negotiation and communication skills.

But wait...it's not just sales that this course can positively impact. Do you have children and/or teenagers? (*We feel your frustration*). Maybe this could help. On a more serious note, this course can also help you to look at ways that you interact with customers and the team around you. It will profile your own negotiating style and assess the implications that this has for different negotiating situations you may find yourself in.

Come and spend the day at Successfactory™ our inspirational venue in the heart of Cheshire and explore how we can help you to achieve so much more. This course can also be delivered at a site of your choice.

Outcomes:

By the end of this programme you will have:

- Explored the principles of influencing and negotiating and understand their importance and benefit
- Recognised the importance of successful communication as a core element of negotiating and influencing
- Explored the negotiation cycle - from the planning and preparation of negotiations through to their closure
- Profiled your own negotiating style and assess the implications that this has for different negotiating situations you may find yourself in
- Explore your circle of influence - identifying where and how to influence more effectively during negotiations



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JUGGLE!



DISCOVER THE HIDDEN SECRETS OF EFFECTIVELY MANAGING YOUR TIME

Juggle! is a journey of discovery that will help you make the most of your time. It explores both the physiology, behavioural and planning aspects of effective time mastery.

Come and spend the day at Successfactory™ our inspirational venue in the heart of Cheshire and explore how we can help you to achieve more from your life with practical tools you can use straight away.

Speeding up by slowing down!

We believe in utilising your strengths to maximising performance and to find YOUR way to manage time. You will discover:

- The best way to structure your work to capitalise on the time available.
- The best way to manage yourself.
- What new approaches to managing time you need to try.
- What new approaches to managing time will add value to the way you work.
- What things do you need to do to manage the time you currently have difficulty with.
- What kinds of time pressures and conditions create stress for you.
- How your boss and your colleagues can help you improve your time management.
- What new strategies will assist you in managing time better with key people in your life.

Purpose of the workshop:

Learning how to **Juggle!**

Outcomes:

By the end of the workshop you will be able to:

- Understand your time traps and what to do about them
- Determine which of the things you do are important, and which can be dropped
- Control the distractions that waste your time and break your flow
- Apply the secrets of getting things done
- Use goal mapping techniques
- Reduce stress
- Discover the habits of highly effective people

**TO TAKE ADVANTAGE OF THESE AMAZING COURSES BOOK NOW:
INFO@THESUCCESSFACTORY.CO.UK OR 01829 771770**

A sample of clients who have already benefitted from this workshop ...

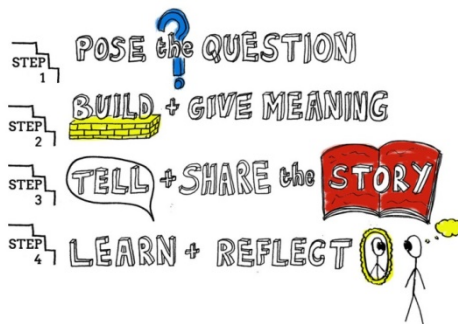


DEVELOP YOUR STRATEGY with LEGO® Serious Play®

The most important aspect of any strategy or plan is what happens after they have been created. They need to be communicated with meaning and must inspire action. Using LEGO® Serious Play® methodologies we have created a way of making this happen. We work with you to design and facilitate a Real Time Strategy/Planning session.

The workshop ensures you use all the 'intellectual capital' in your team and enables you to fully explore your context, strengths and then create winning strategies.

With a series of models, connections and conversation we explore how to really drive your business forward at pace.



How it works

Strategy and planning sessions with LEGO® Serious Play® use techniques of building individual and shared models, creating a landscape, making connections and building a system.

The thought provoking sessions begin with skill building to ensure we increase confidence by using metaphors, modelling, crucial dialogue and thinking with your hands. We then move into model building exercises to take participants on a journey to explore where you are now, where you want to be and how you are going to get there.

Sessions can be a ½ day to 3 days depending on the outcomes you are looking for. The outcome is a well crafted strategy or plan, buy in from the team and the next steps agreed.

Intrigued and want to find out more? Email our Certified Facilitator:

martin.peterson@thesuccessfactory.co.uk



Benefits

- 100% participation from everyone in the group.
- Hear and appreciate everyone's unique insight on area being discussed.
- Focuses on the message not the messenger.
- A bottom up approach that unlocks personal insights and experiences.
- Builds emotional connections to the vision and aspirations.
- Gets deeper and broader into content in less time.
- Generates maximum ideas.



Certified Facilitator
 LEGO® SERIOUS PLAY®

ELITE TEAM DEVELOPMENT with LEGO® Serious Play®

In today's fast paced and ever changing world, high performance teamworking is vital for your success. Teams are required to be created and set up for success; hope is not the only strategy!

One of the ways to help you do this and ensure success is to take part in our facilitated team sessions using the extremely effective methodology of LEGO® Serious Play® (LSP).

Our LSP workshops ensure that when defining your team's aspiration and goals, you build a winning team which is high on trust, communicates clearly, is committed and accountable for great results.

By creating models from well known bricks in answer to specially set questions and using great conversation we build an extremely effective springboard to your team's success!



Certified Facilitator
LEGO® SERIOUS PLAY®

Benefits:

- 100% participation from everyone in the group using all the intellectual capital in the team
- A collaborative bottom up approach which unlocks personal insights and experience
- Builds emotional connections to team aspirations
- Ensures feedback focuses on the message and not the messenger
- Generates maximum ideas



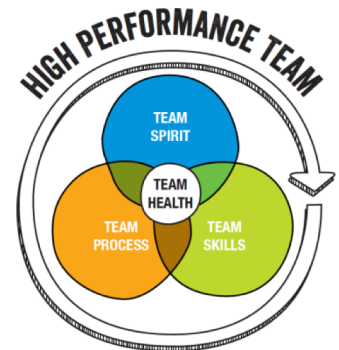
What it looks like

The outcome of the day is a clear set of agreed actions to drive your team performance to the next level.

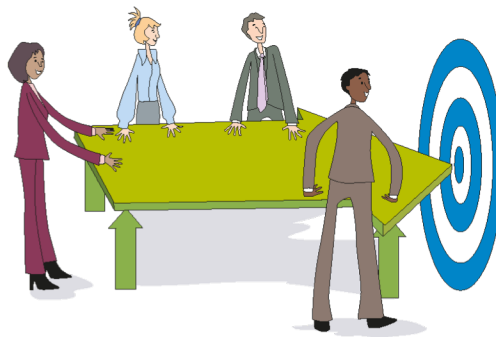
The workshop begins with skill building to increase confidence in using metaphors and modelling to tell your story. This allows you to create rich dialogue to explore how your team works at a deep level.

As your journey unfolds we look at team identity, both as you see it and as others see it. We explore team life and team spirit and what this means for each individual and as a collective. Using these insights we then guide you through a powerful process of 'playing emergence' to create a team 'ways of working.'

With sessions from ½ day to 2 days depending on your desired outcomes we can help build a fully aligned team who have shared accountability for your results.



MEETINGS THAT ROCK!



At Successfactory™ we believe there is only one outcome from a meeting – inspired action! Learn how to transform your meetings with this one day workshop. We'll ensure your future meetings are relevant, efficient and full of positive energy for taking action. You'll learn how to plan, prepare and facilitate effective meetings that inspire action.

Come and spend the day with Successfactory™ and explore how we can help you **make your meetings rock!** We model world class meetings during the workshop so you get to experience what we teach first hand.

Never be in a bad meeting again!

How many times have you been in a dreadful meeting? What about one that adds no value? Or a meeting where you could have been doing something more productive?

Sadly it has been estimated that we spend 6 years (yes years) of our working life in meetings that add no value. **We're on a mission to change that by sharing powerful ideas to run MEETINGS THAT ROCK!**

We get asked many times about how to make meetings more exciting and more productive. So we wanted to share with you a number of simple and effective ideas taken from **Graham Wilson's 'Making Your Meetings Rock!'** that will save you time and help make you more productive.

Purpose of the workshop:

Learning how to **Make your Meetings Rock!**

Outcomes:

By the end of the workshop you will have the tools to:

- Understand the different types of meetings.
- Design the right process for the type of meeting and outcomes required.
- Know how to facilitate meetings effectively.
- Have a range of tools for group problem solving such as World Café and Radiant Problem Solving.
- Implement a meeting process which has been well designed.
- Ensure your meeting has healthy challenge, confrontation and high rigour.
- Create commitment so that participants want to take action after the meeting.



PLAN	START	CONDUCT	CLOSE	FOLLOW-UP
<ul style="list-style-type: none"> • Clarify meeting purpose and objectives • Identify meeting participants • Select methods to meet purpose • Develop and distribute agendas • Set up room 	<ul style="list-style-type: none"> • Check in • Review agenda • Set or review ground rules • Clarify roles • Handle any negatives early • Facilitate process 	<ul style="list-style-type: none"> • Cover one item at a time • Manage discussion • Maintain focus and pace • Maintain energy • De-briefing review early • Facilitate process 	<ul style="list-style-type: none"> • Summarise decisions • Review action items • Solicit agenda items for next meeting • Review time and plans for next meeting • Evaluate the meeting • Thank participants • Urge for action 	<ul style="list-style-type: none"> • Distribute notes and action promptly • File agendas, notes and other documents • Do assignments • Review, learn, apply • Hold each other accountable

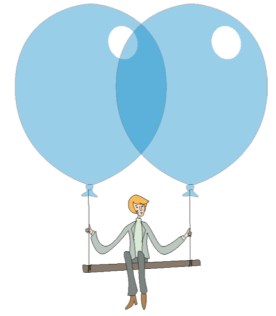


A sample of clients who have already benefitted from this workshop...



PEAK PERFORMANCE!

HOW TO CREATE VITALITY AND RESILIENCE IN YOUR LIFE



Take your performance to new heights by identifying **the difference that makes the difference!** You'll explore the principles of peak performance and how to apply them to your life. You'll learn how to increase energy and vitality, be clear about your vision and leave with a focussed plan to enhance your performance.

Come and spend the day at Successfactory™ our inspirational venue in the heart of Cheshire and explore how we can help you to achieve so much more. **This is an experiential programme so expect to be outdoors and challenged.**

“Bouncebackability”

Resilience is the ability to recover and bounce back from adversity and hardships, feeling stronger and more capable to cope than ever before. In today's volatile, uncertain, complex and ambiguous world being resilient is a key to your success.

Resilient people with high vitality demonstrate great flexibility, high energy, mental agility and consistently perform at their highest level. They have strong relationships and support networks that help them to amplify their productivity and results.

The great thing about both vitality and resiliency is that they can be taught. We will share with you the latest thinking to enable you to stay ahead of the game.

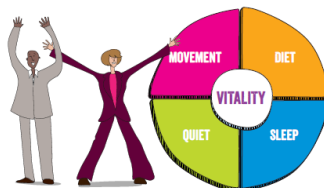
Purpose of the workshop:

Learning how to be more resilient!

Outcomes:

By the end of the workshop you will be able to:

- Understand the importance of health and well being.
- Know how to use tools and techniques to overcome adversity.
- Have explored your beliefs and barriers to success and know how to overcome them.
- Have strategies to create positive thinking.
- Be able to reduce stress.
- Know how to increase resiliency and vitality.



TO TAKE ADVANTAGE OF THESE AMAZING COURSES BOOK NOW:

INFO@THESUCCESSFACTORY.CO.UK OR 01829 771770

A sample of clients who have already benefitted from this workshop ...



PRESENTING WITH IMPACT!



At Successfactory™ we believe that presentations should inspire action! Learn how to deliver your message magically and with total confidence in a one day workshop. We'll ensure you are full of confidence and enjoy presenting! You'll learn how to plan, prepare and present in the most effective way for you.

Come and spend the day with Successfactory™ and explore how we can help you **Present with Impact!** The team have been presenting to global brands for the past 25 years so have plenty to share!

Daring to be YOU!

The ability to speak to groups is one of the prime assets of successful business people. The only thing that stops us is confidence in our ability to do so. This course is for you if you have a fear of:

- making a fool of yourself
- not getting the message across
- awkward questions
- being tongue-tied
- losing your place and forgetting things
- another speaker will do better
- failure
- jokes you tell will not be well received
- relatives or friends in the audience
- drying up
- under or over-running
- reaction of others
- the unknown

We can remove these fears and replace them with the confidence to magically present your message with meaning.

Purpose of the workshop:

Learning how to **Present with Impact!**

Outcomes:

By the end of the workshop you will have the tools to:

- achieve and maintain the ideal “state”
- add real power by removing the act
- use body language to increase your impact
- use metaphor and nested loops to increase the power of the message
- structure the presentation for best effect
- interact with the audience
- add the emotional content
- use the power of your voice
- use prompts effectively
- handle complex questions

**TO TAKE ADVANTAGE OF THESE AMAZING COURSES BOOK NOW:
INFO@THESUCCESSFACTORY.CO.UK OR CALL: 01829 771770**

A sample of clients who have already benefitted from this workshop...



SALES MASTERCLASS!



HOW TO ACHIEVE EXTRAORDINARY SALES RESULTS

Perfecting Your Sales Skills

The **Sales Masterclass** provides the perfect environment to hone your sales skills to perfection and learn about the latest tools and techniques; and importantly how to apply them to your context.

The enjoyable and action packed day of intensive teaching and coaching develops new skills in a programme designed to dramatically enhance sales and personal performance. A holistic approach is taken to embrace all learning styles.

The pre course work ensures that the course will deal with your issues and your context.

You'll learn the latest proven thinking in dynamic sales development, delivered in an enjoyable and interactive learning event. The programme is designed for sales professionals wanting to fine tune their skills and capitalise on experiences.

Purpose of the workshop:
Learning how to **sell more!**

Outcomes:
By the end of the workshop you will be able to:

- Understand how marketing, sales and business growth interact.
- Identify and engage with new customers.
- Make appointments by a variety of approaches including the telephone.
- Handle yourself in a sales meeting.
- Ask questions that build desire.
- Overcome objections.
- Negotiate better outcomes.
- Deliver exponential sales growth.
- Use a variety of sales tools to boost sales such as OPEN, QUAPMAC, NETPOSC and Windows of Opportunity.

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A sample of clients who have already benefitted from this workshop...



F1 CHALLENGE

Your Experience

In today's fast moving, ever-changing, complex and competitive business arena, high performance teamworking is becoming increasingly important for the success of teams.

The F1 challenge is designed to be a fast paced and competitive team event to celebrate success and inspire high performance in the future.

Pit Stop Challenge

A full sized replica F1 car is supplied with 8 wheels; 4 silver and 4 gold, the challenge is to change from the 1 set of genuine, brand new F1 slicks to a set of genuine part worn slicks and vice versa. Each team is equipped with a special power wrench, light and easy to handle and operate as well as sets of gloves and goggles for each player. Experienced staff are deployed at each side of the car to brief the players, oversee safety and make sure there is no cheating, record the scores and identify winners.



Results

The F1 Challenge will help your team in the following areas:

- Team Strengths
- Communication
- Problem Solving
- High Performance
- Celebrating team successes
- Fun
- Increased cross-team sharing of learning and information
- Energy and motivation



CACHE IT!

A sustainable team challenge which enables the use of technology, social media and **CONNECTS** you with the outdoors.



An exciting strategic challenge where teams are challenged to use technology to locate, find and share a series of Geocaches placed in and around the beautiful Cheshire countryside.

Each Cache will have a value and the team is to record their attendance at as many of the Caches as possible. The team also has the opportunity to raise money for their chosen charity. Can you cope with technology and our digital world?



Details

Overview

Cache IT uses technology and social media to engage teams in a strategic challenge. Teams will receive a challenge brief by text message and provided with all the equipment needed to logon, locate geocaches and share their findings and evidence in our social media group. Just because they're using smart phones doesn't mean they can achieve without exploring the area and visiting various sites. To be successful teams must collaborate, share their results and work at pace.

Key Learning Points

- The importance of continuous review and sharing of learning/information
- The value of collaboration
- The management of information flow between individuals, sub groups and entire teams.
- Working to time deadlines, being accurate and paying close attention to detail

Practical Details

Typical group size 10+ (Suitable for all types of teams)

Timings

Half to full day event requiring a minimum of 3hrs 30mins.

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Results

Cache IT helps your team and its members by working on the following areas:

- Team Values
- Communication
- High performance
- Corporate Social Responsibility
- Celebrating Team Success
- Project Management
- Strategy
- Energy & Motivation
- Having Fun

SANDSTONE CHALLENGE

Your Experience

Bodgit and Leggit's Auction House is renowned for its rather bizarre and unique sales. During the Sandstone Challenge you will visit this famous auction house and experience just how quirky its Lots are! Your challenge is to maximise your credit balance by purchasing at auction and visiting sites around the beautiful Cheshire countryside.

Taking into account their different skills, strengths and abilities, teams will have to develop and implement the best strategy for success. Work to time deadlines and adapt to the ever changing environment.

Will auction fever take over as Lots are sold or will the teams keep their cool and manage their resources? With unlimited credit at the start the winning team will have the best account balance at the end once all credits and debits have been reconciled.



Results

Sandstone Challenge helps your team by working on the following areas:

- Team Values
- Communication
- Problem Solving
- High Performance
- Celebrating team successes
- Having Fun
- Project Management
- Increased cross-team sharing of learning and information
- Energy and motivation
- Dealing with ambiguity and change



Details

Overview

The Sandstone Challenge uses the beautiful local countryside to stretch teams to:

- develop and plan a competitive strategy
- communicate effectively within the team and manage complex information
- work to time deadlines
- set realistic team and individual targets
- be accurate and pay close attention to detail
- manage people and resources under pressure
- adapt to change

Practical Details

Minimum group size of 8 – teams of 4 to 7 participants.
 3 hours to a whole day including introduction and review.
 Suitable for cross functional and intact teams at all levels.



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THE BIG PICTURE

Your Experience

Test your team's creativity, ingenuity and communication skills in this unique and exciting challenge. Each stage of this challenge will test different strengths within the team, first you have to earn some money by completing activities in our 'Nice Little Earners'. 'Nice Little Earners' could be anything from brain scrambling puzzles to recreating events from the winter Olympics, creating a contender for 'loud tie of the year' competition, solving mysteries and creating awesome paper aeroplanes. Will you earn enough money to buy art materials to re-create your Team Vision? Once the shop is open each team will have the chance to purchase the materials they need to produce their part of the picture – good negotiating skills come in handy here! Will each canvas match up demonstrating organisational alignment? Do all the team's colours match showing you all have the same vision? Find out by getting all creative with The BIG Picture.



Details

Overview

Your team will be split into smaller groups and given the brief to complete a large piece of unique artwork to add to your organisation's collection.

Phase 1 will be Nice Little Earners. Challenges, puzzles, conundrums and role play will be the order of the day, judged by our experts before payment is given.

Phase 2 is the Chalk-Off Challenge. Each group will be given 2 or 3 small sections of the art piece. With the money earned from phase 1 they will have to buy canvases, chalks, aprons, pens etc. to enable them to complete the masterpiece. The clock is ticking and high quality is essential – how will each team deal with the pressure?

The completed artwork is yours to take away, providing a bright new addition to your office and a great reminder of the fun you had.

Practical Details

Requires At least 2 hours

Group Size 20+

Can be linked with other experiential activities to make a whole day event.

Results

The **BIG Picture** will help your team in the following ways:

- Team Values
- Communication
- Problem Solving
- High Performance
- Celebrating team successes
- Project Management
- Increased cross-team sharing of learning and information
- Energy and motivation

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CHOCOLATE MASTERCLASS



Results

Our Chocolate Masterclasses will help your team by working on the following areas:

- Team Values
- High Performance
- Celebrating team successes
- Project Management
- Energy and motivation
- Presentation Skills
- Having Fun
- Sharing learning and collaboration
- Building trust through shared experiences
- Creativity
- Dealing with ambiguity and change

Your Experience

A Chocolate Masterclass with Successfactory™ can be tailored to suit your team's needs. Timescales and outcomes can be built into your event, be it a team meeting with an hour of chocolate fun or a development event looking at how you work together when developing new products and take them to market. Learning something new together is a great way to build a team. Whatever you want we know that the chocolate events with us will be fun, high energy and a huge success.

Everyone will be involved and will get the chance to take away what they have produced. A great treat to take back to your family and enjoy whilst you tell them about your day.



Overview

In this exciting event you have opportunities to learn new skills, try new things, produce high quality chocolates and watch them go to market. Teams will receive explanations and watch demonstrations of how top quality chocolates are made. A chance to try something new and make your own.

An extremely interactive and hands on session. Your group will be split into teams and introduced to the delights of chocolatiering. You will make a variety of chocolates using milk, dark and white chocolate. You'll learn to pipe, cut, roll, dip and decorate your work.

Your chocolates must then be packaged before giving a sales pitch to a panel of prospective buyers who will make their choice and declare a winning team.

Our professional highly experienced Chocolatier can spend time honing your chocolate making skills or your chocolate tasting skills.

Both of which will provide fantastic learning experiences for your team, build trust, enhance communication and allow time to reflect on team performance.

Practical Details

Group size: 4 to 20

For larger group sizes please get in touch.

Duration: 1 to 3 hours



UNBEATABLE ENERGY: DEVELOPING HIGH PERFORMANCE TEAMS

Your Experience

Drumming events from Successfactory™ inspire teams by using rhythm to improve performance. We provide unique high energy interactive events that harness the power of group creativity, communication and team work. This is achieved using a variety of authentic drums and percussion instruments from around the world. Exercising and energising sessions are created as delegates become part of an amazing ensemble, creating a group sound that is electrifying!

These events motivate, inspire, connect people and generates an awesome 'feel good factor' and is a great way to celebrate success. Below are some examples of how we can bring this unique energy to your next team event.

Drum Talk Drum Circle

Interpersonal skills and **understanding the value of communication** in business are at the centre of our 'Drum Talk Drum Circle' team-building session. The session explores the correlation between making music and good **team communication** by improvising with drums in a way that creates a strong sense of **group dialogue**.

We create an environment which facilitates **individual creativity** and **rapid learning** to enable delegates to really be able to listen to those around them and work together; skills essential in today's business environment. Our approach bypasses the fear of getting it 'right or wrong' by taking delegates out of their normal roles and putting everyone on a level playing field. Great music is about **great listening**. The sound of everybody listening to each other and everybody being heard is **amazing!**



Results

Our drumming workshops and sessions develop your team by working on the following areas:

- Individual expression
- Better listening skills
- Increased rapport
- Breaking down barriers
- Facilitating new heights of team achievement
- Creating shared experiences to build trust

Practical Details:

Group Size: 5 to 150
 Timings:
 20 minutes – 2 hours



Boom Whacker Challenge

Designed to encourage **positive dialogue** and **collaboration** between delegates who may not always work together, this session is perfect for organisations who wish to integrate new staff or merge teams. Using the boom whacker tubes participants learn the basics, then split into smaller teams to work together to devise a short rhythm, chant or choreographed piece. The **teams** return to play together again, each showcasing what they have achieved. The final outcome is the creation of a musical piece, built up from the 'core' rhythm and each groups **unique composition**.

HOP TO IT – BUILD YOUR TEAM THROUGH BEER



Your Journey

The “Hop To It” team experience is run by one of the UK’s limited number of beer Sommeliers and founder Director of Purecraft Bars, winner of the UK Pub Award for Best Beer Pub 2015. You will take a journey through the wonderful world of beer, to not only learn more about our national alcoholic drink but also on how to collaborate and make decisions as a team.

Individuals will learn about the best techniques to taste, pair and judge beer, will gain beer knowledge to impress friends, partners and colleagues. They will learn what hops and malts do, how to pair beer with food, how to pour and to taste to the full. Individually you’ll never look at beer in the same way again after this event.

As a team you will work together to agree decision methodology to judge and decide upon your favourite beer, best food pairing and who should face the blind taste test to identify your chosen beer. This presents an opportunity to play to position if you and your team like a little healthy competition. You’ll have lots of fun and create memories with your team. The Hop To It beer teambuild lasts around 2 hours, and includes tasting between 4 and 6 beers and includes special gifts for each individual to take away including of course a beer to enjoy in full.

The Experience

During this amazing activity you will explore decision making to set the criteria and required standards for choosing the right beer. 4 to 6 beers will be introduced and taught, giving you insights into idea food pairing, hops and malts. Our expert Sommelier will share top tips and take you through the journey to a blind tasting. Winners will leave with a special prize just for them.

Practical Details

Group size: 6 plus (Price based on a minimum of 10 participants)

For large group sizes please get in touch.

Duration: 1 to 2 hours

Everyone will receive a branded beer glass, bottle opener and a bottle of beer to take away.

Results Gained

Your Hop To It Beer Tasting Experience will help your team by working on the following areas:

- Team Values
- High Performance
- Celebrating team successes
- Decision Making
- Conflict Management
- Energy and motivation
- Presentation Skills
- Having Fun
- Sharing learning and collaboration
- Building trust through shared experience



FOOD FOR THOUGHT!

FEED YOUR TEAM'S ENERGY

Your Activity Menu:

Choose one of the following foody challenges and we'll work with you to craft an exciting session flow to whet your appetites, foster creativity and fun, generate high performing team work and create awesome results!

The Whoops Challenge!

Here's the challenge - how creative can you get with a mish mash of left over and 'stickered' ingredients, you know the ones that are reduced just as they are about to expire. Your decision making skills, time management, communication, presentation and crisis management skills will be tested to deliver a tasty project on time. You'll need to decide which style to go with - **Street, Structured or Social?** The pressures on to deliver tasty results on time for your team.



Pasta Pronto

Relax over a plate of pasta with colleagues as you discuss the events of the day; conversation, hand crafted pasta and time are the foundations of Italian eating.

First you'll form your own pasta dough and filling before moving onto knife skills to slice and dice the ingredients for your sauce. As it simmers away we'll move to the pasta machines creating sheets of pasta for you to carefully fill making your own plump ravioli. **Cook, coat, plate, sprinkle, talk, enjoy!**

Hill's Kitchen

We promise not to 'Ramsey' you but you must work together and communicate as a team to get dinner to your colleagues. Communication and timing are critical so that each course is served at its peak. Working as a whole team crafting a meal together, and then as a micro team to prepare, serve and describe your course.

Whilst you will naturally want your dish to stand out, it must harmonize with the whole meal experience. This will test your planning, preparation and production skills, plus time management and communication skills as you complete your piece of the jigsaw to deliver an edible project. **Collaboration is king!**



Griller Royale ... for the Kings and Queens of Barbecue

Ramp up your grill skills with your colleagues on our scenic terrace and together we'll help you create and cook a four course feast. Each of you will be responsible for a tasty course cooked on one of our barbecues, along the way you'll learn about controlling heat, smoking and different cookery methods. So what will be on the menu? **Stone baked pizza; Smoked beer can chicken with herb and butter paprika rub; Rubbed pork loin and crackling; Grilled broccoli with chilli and garlic; Coal roasted sweet potatoes with salsa verde finished with Chocolate molten puddings.**

In partnership with:



If you're hungry to develop your team and want to know more ... get in touch with any of our sous chefs on 01829 771770 or email info@thesuccessfactory.co.uk

“HAVE YOUR CAKE ...” TEAM CHALLENGE

Your Experience

Cake decorating workshops are a great way to develop your team. The workshops are themed to your current needs and specific projects you are working on. Your team will be guided by an award winning cake designer and baker and will create masterpieces way beyond what they thought possible.

Your team will watch demonstrations and with further guidance make edible fondant decorations. The pieces they create will either be for individual cakes or one larger cake which the whole team will work together to decorate.

The workshop is competitive, fun, development-focussed and as messy as you like! Learning new skills such as these form a creative and flexible activity to suit all ages and abilities.

Themes can be based on creating your team brand, on charity events or on seasonal themes! Why not try your hand at Christmas Cupcakes, Easter Bunny Biscuits or Devilish Halloween Fancies?



Overview

Option 1 - Groups will learn the skills required for modelling and also how to fix and secure their work to the cake provided.

They will model different items to the other groups, but all keeping to the workshop theme. The finished cake will be an amalgamation of all the groups work - to be cut and served at the end of the day.

Option 2- Groups will learn the skills required for covering cupcakes and modelling an item as a topper. The groups will be given different items to make, but keeping to a workshop theme. The finished cakes will be displayed, perhaps with a winning team announced, then served at the end of the day.

Themes for your cakes could include something topical like movie releases, Christmas, Easter or linked to your company's core values and principles.

What others thought:

"I would highly recommend the workshop as part of a team away day. Taken at its simplest form the ability to be able to produce what seems impossible at first is a vital part of the course. The teaching is excellent and you will be amazed at what can be achieved. As part of a more complex teambuild day this activity can be worked into an annual end of year day or other event with the emphasis on collaboration and teamwork."

Laura Hothersall, Business Coach, Trainer and Facilitator.

Results

- Enhanced trust through shared experiences
- Learning new skills together
- Having Fun
- Increased cross-team sharing of learning and information
- Energy and motivation
- Celebrating team successes
- Process thinking
- Team Values
- Unleashing creativity

Investment:

Prices from: £21 to £84 per person (please contact us for an accurate quote)

Duration: 1 Day

... AND EAT IT!

READY STEADY COOK

Your Experience

Your team will be challenged with producing an awesome taste sensation dish for everyone to enjoy. You are up against the clock as you have to use your skills and creativity to complete a range of tasks involved in the challenges. Based on Graham Wilson's Leadership Manifesto, points will be awarded for the 7 Truths needed to become a great leader:

100% authentic: no ordering from the local pizza restaurant!

Purpose: Bold creations that inspire everyone's appetite

Teamwork: How did you work together?

Innovation: How different is your dish?

Eliminate risk: Evolving the plans and anticipate complications.

Educate: Bringing new food combinations and tastes to the table.

Deliver with speed: It's all about timing!



Results:

- Collaboration
- Communication
- Problem solving
- Creativity
- Celebration
- Project management
- Time management
- Team working skills
- Planning



Overview

The team will be given a box of ingredients which will include a variety of locally sourced fruit and vegetables and a selection of traceable meat from our local butcher. The team are then given 40 minutes to devise their plan of action. They will need to assign the different tasks to each other, decide on the ingredients and the resources to produce a 3 course meal ready to be served in 90 minutes.

Working together the teams must use their individual and team working skills to problem solve, deal with ambiguity and change, organise their time, be creative and execute their plan. Communication and collaboration will be key to ensuring that they create a scrumptious dish and it's on the table in time.

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TEAM'S THAT ROCK!



At Successfactory we utilise fun and dynamic exercises to deliver our results. One way we achieve this is by offering a fantastic session for our clients called Rock 'n' Roll Team Building. This involves delegates learning a popular song to develop some of the key skills featured in our clients needs; building relationships, communication, operational management, project-management, self-awareness, problem solving and decision making.

Why focus on fun?

Rock 'n' Roll Team Building is an engaging and fun way to learn. It is widely accepted, on a scientific level, that embracing music is a very powerful and effective way to learn new skills. Lessons learnt through Rock 'n' Roll Team Building will resonate stronger and last for longer.

Lasting Impressions?

An important element of the Rock 'n' Roll Team Building session is the opportunity it provides for learners to reflect on both their group's performance and their own contribution to it. To achieve this, we film key elements of the course, including the final performance. This also enables the trainer to facilitate discussion about the session and provide feedback to promote further learning opportunities.



Results

By taking part in these sessions, you and your team will develop:

- Listening skills
- Increased rapport
- Breaking down barriers
- New heights of team achievement
- Shared experiences to build trust
- Reduce stress through music
- Improve focus
- Fun (with serious intent)
- Strengthen mental toughness
- Develop mental resilience
- Improve confidence
- Value of collaboration

Who does it suit?

Rock 'n' Roll Team Building is suitable (and enjoyable) for every "type" of learner, from "Reflectors" through to "Activists". Whilst everybody **is** required to take part, nobody is forced to do anything they don't want to. A very simple musical contribution (keeping a steady beat on the tambourine, for example) can make a big difference to the quality of the group's final performance. Importantly, there is no need for anyone to sing if they do not want to.

What the experts say!

"Music reaches parts of the brain that other things can't. It's a strong cognitive stimulus that grows the brain in a way that nothing else does." (Neuropsychologist, Catherine Loveday, University of Westminster)

