

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.

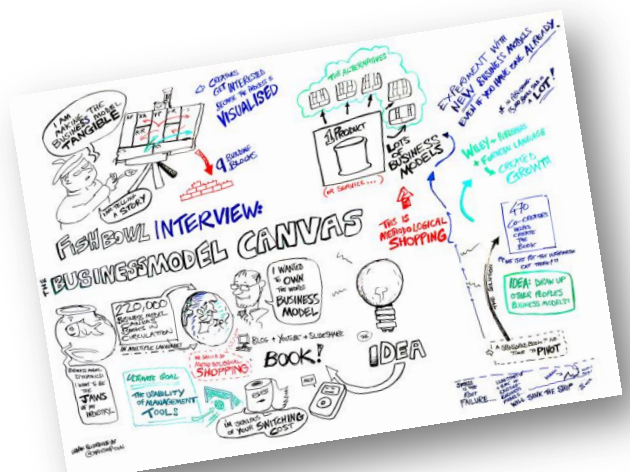
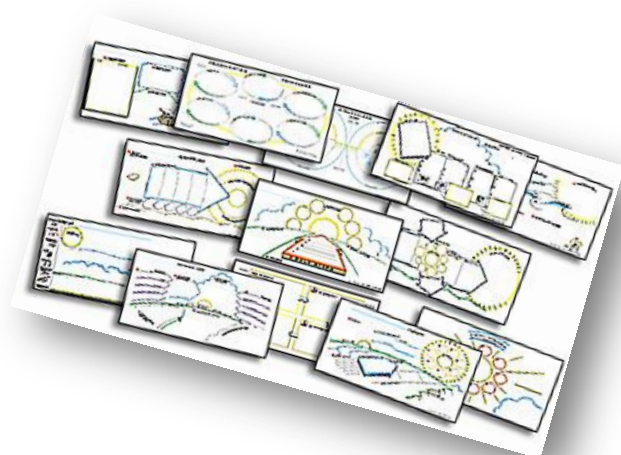
To be able to think strategically will enable your organisation to cope with an ever changing business landscape by gaining fresh perspectives and devising new approaches to familiar and unfamiliar challenges.

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

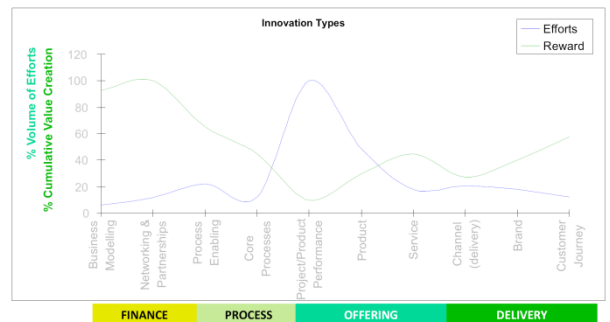
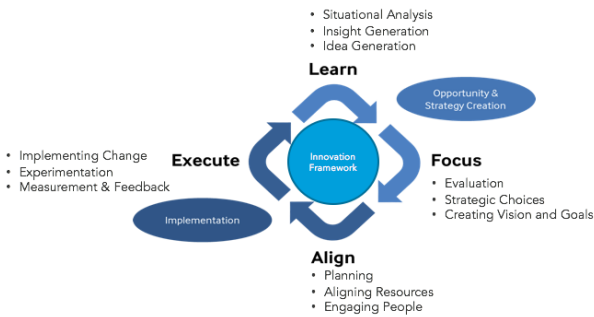
We view innovation as a way of taking an idea on a journey to add value or make money. Innovation can happen in every area of a business and is not limited to new products or services.

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	Evaluation 5 Hurdles Voice of Customer DFV Analysis Circle of Influence	Plan ADKAR Sticky Steps Six Action Shoes Game Plan 4 Types of Change	Implement Project Management Change House Leader Manager Coach Meetings
	Insights/Foresights Waves of Innovation Data Wheel World Café	Strategic Choices Ease Impact Grid Decision Matrix Customer Feedback	Align 6P's Business System Alignment Organisational Alignment	Experimentation Action Replay Action Learning Here2There Mood O Gram
	Ideas Creative Mindset 4 Rs 6 Thinking Hats Disney Technique SCAMPER Radiant Problem Solving	Vision & Goals Visioning Process 7 C's Mandala Visioning Cover Story	Engage Stakeholder Map Energy Investment Model Future Familiar Example Point The Golden Circle	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

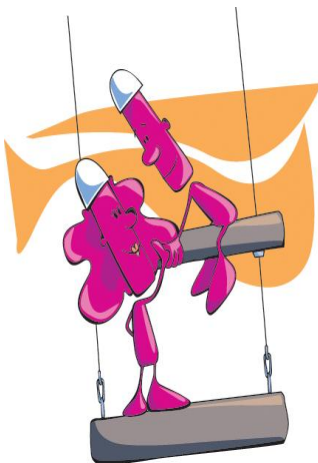
A wide range of bespoke teambuilding events including experiential, outdoor, charity, overseas, journey, business, and consultancy approaches

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.

SUCCESSFACTORY™ ... THE PLACE WHERE MAGIC HAPPENS!

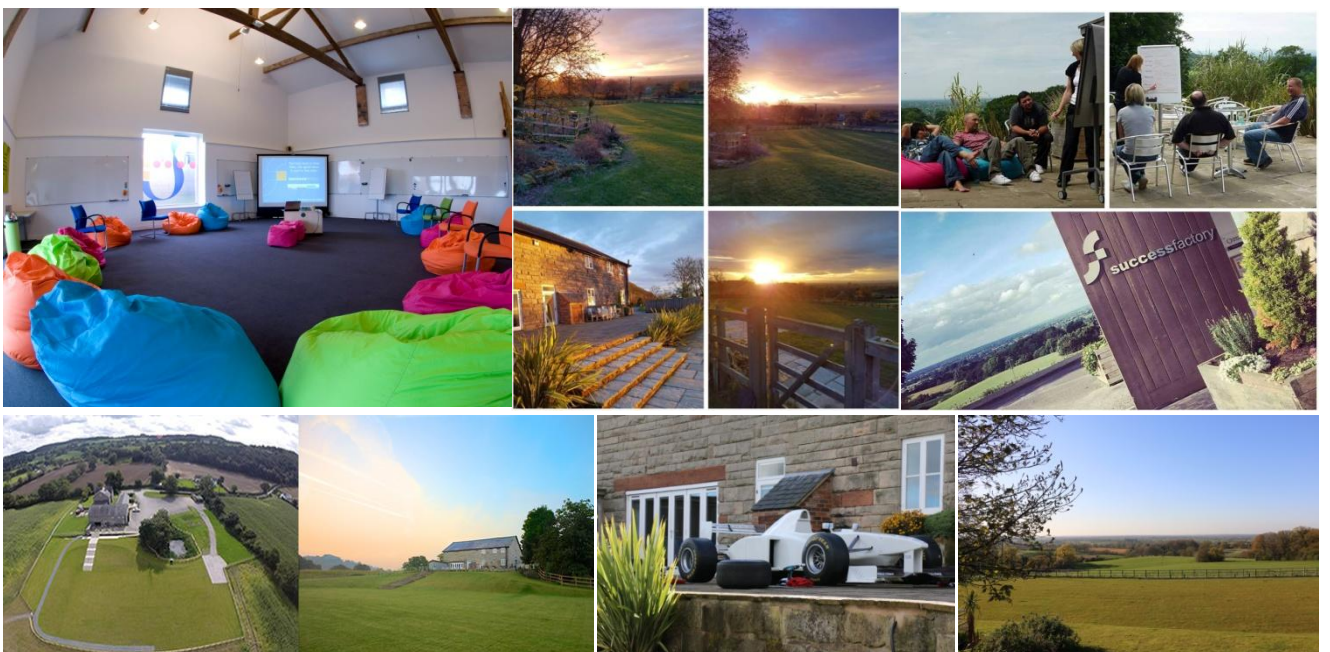


The Successfactory™ exclusive training and conference venue/retreat is based in a beautifully converted sandstone barn, surrounded by rolling meadows and woodland. It can be found in a most beautiful part of Cheshire with stunning views across the Cheshire plain to the Welsh Hills and beyond... and it's only 15 minutes from the historic city of Chester. Designed from a learners perspective it's the perfect place for creating the energy for learning.

The venue offers exceptional service, excellent healthy food and a learning space to enhance your outcomes - ensuring a great return on investment. It can be exclusively yours so completely private and no interruptions. No diversion of energy, simply freedom to focus on your event in ideal conditions that makes Successfactory™ a truly awesome venue retreat that you'll want to come back to time and time again – all our clients do!

The location adds enormous value to your event, so why settle for less. It's an ideal venue for skills and leadership journeys, conferences, meetings, product launches and team building. All focused on supporting you in achieving your outcomes. And the best bit... extremely cost effective! It's the perfect place to bring people together to relax, reflect, learn and grow.

SPECIFICALLY DESIGNED FOR POSITIVE ENERGY AND LEARNING...



SUCCESSFACTORY™ ... THE PLACE WHERE MAGIC HAPPENS!

Introducing a beautiful space for large team events

Reward your team/organisation for all their hard work with an inspirational team event



Typical Themes:

- Team planning and strategy
- Team values
- Energy and motivation
- Communication and collaboration
- Dealing with ambiguity and change
- Celebrating team successes
- Understanding and valuing differences
- Enhancing trust and decision making
- Unleashing innovation
- Testing and implementing new learning
- Having fun with serious intent!



Team Energisers

Short fun activities designed to create the right mind-set for learning

Team Juggle

Great fun and fast moving. Team members stand in an inwards facing circle, they are asked to pass juggling balls amongst the group in a specific order. As the activity develops more juggling balls are introduced and the pressure to work well as a group increases.



Span The Gap

Your team has to create a human bridge to span a distance set by us. The challenge is there can only be a limited amount of contact points with the ground and some of them must be different body parts. Good physical fun that requires great planning, communication and execution to demonstrate success.



Dilemma

Individual challenge – Do I go for the capture and risk being captured. Or do I go for the defence and loose out on the attack? Or do I do both? An intriguing puzzle for team members to solve that involves quick thinking and lightening reflexes.



Plates

This is about balancing and controlling the dynamics of a prop. It requires a keen eye and sense of touch along with lots of coordination. Coaching from other team members is also introduced to enhance performance.



Gordian Knot

Teams are challenged to unravel the human Gordian Knot. This requires great communication and problem solving in the moment for the team to be successful.



Sling It

Multiple teams are challenged to race against each other to transport two slings around an inwards facing circle without letting go of each others hands. This activity is fun, physical and requires great teamwork to ensure success!



SHORT ACTIVITIES

45 minutes to 1½ hours – a selection of short activities to choose from with powerful results guaranteed.

Trebuchet



As the name suggests in this activity teams have to build a giant trebuchet or catapult type device, then score points by getting as close to the target as possible. Solving problems and managing resources are key to your success!

Rollarball



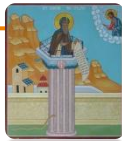
Using only a limited supply of bamboo canes, drainpipe and elastic bands you must construct a robust structure that will allow a tennis ball to journey from the start line to the finish without being aided by human touch. The journey must include twists, turns and free fall drops.

Leonardo's Bridge



Sometimes a man is ahead of his times, and sometimes a man is ridiculously far ahead of his times. Your teams' task is to realise the dream of Leonardo da Vinci (only on a slightly smaller scale) and construct a bridge which will span the gap using only the materials provided.

Stylites



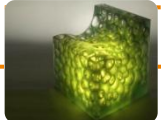
The goal is to recover a bucket from the top of a tall pole, without spilling any of the contents! However, the pole stands in the centre of a deep chasm, which nothing may enter. Using the equipment provided the team has to design and build a suitable device to retrieve the bucket safely.

Dome Challenge



Your team must be good at following instructions or success will be hampered. Geodesic dome's offer best shape and space for the resource used. Your challenge is to recreate a geodesic dome just like the Eden Project.

Bubble Chair



Can your team adapt to change? Working with time deadlines and limited resource you must build a sofa for a member of your team to sit on. Team roles must be allocated and a plan submitted before construction can begin.

Signlines



Your team has a puzzle to solve! You all have information to work with, but cannot share it with other team members. You must form a strategy to overcome the barrier to communication and implement this strategy successfully within 30 seconds.

Levitation



Using only naturally occurring minerals and the equipment provided you must transport an object from A to B. The challenge, is that you can't get close to the object. How can you make mercury rise or objects levitate? Creativity, ingenuity and good planning will prove the key to success.

Communicate



Effective communication is always a challenge. This activity requires you to pass a coded message from one half of your team to the other, who will then decode it. As soon as your planning time is up you may not talk or use paper and pen to pass a message.



Results

Team Values

Communication

Problem Solving

Conflict

Performance

Celebration

Dealing with Ambiguity and Change

Project Management

45 Minutes to 1 ½ Hours

Trebuchet

X

X

X

X

X

X

Stylites

X

X

X

X

X

X

Bubble Chair

X

X

X

X

X

X

Signlines

X

X

X

X

X

X

X

Leonardo's Bridge

X

X

X

X

X

X

Communicate

X

X

X

X

X

Dome Challenge

X

X

X

X

X

Rollarball

X

X

X

X

Levitation

X

X

X

X

X

Mission imPossible

Your Experience

A deadly virus is threatening the survival of our planet and your cover is blown! Your **true identities** must be revealed because your skills as secret agents are needed to **save the world** before it's too late!

You will face a variety of **challenges** on and around our high and low ropes courses, testing your: ability to **work together, challenge and support** each other, **communicate** really effectively and achieve **great results**. Individuals and teams will have the opportunity to stretch their comfort zones in order to collect enough **vital clues** to enable them to reveal the location of the bomb.

Teams are then challenged to **share knowledge and learning**. As the deadline looms will they remember that they are working towards a **shared goal** - to 'Save the World'?

Overview

Mission imPossible uses our **high and low ropes course**, replicating the real pressures of work whilst having a great time and learning about yourself and your colleagues. The group is divided into separate teams who *perceive* themselves to be in competition, they must then work to **deadlines** and **manage and support** each other effectively.

Once the world has been saved the successes and challenges are then played back with our unique Comic Strip **review**, ensuring that **important learning sticks and providing a unique reminder of the event**.



Results

Mission imPossible will help your team in the following areas:

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



Robin Hood

Your Experience

The Sheriff of Nottingham has been up to his old tricks again and this time he has managed to kidnap Maid Marion. Larger teams will be split into smaller groups and team members will take on the role of Robin's merry men as they successfully complete challenges to get enough gold to persuade the Sheriff to release Marion.

Teams will be given a selection of challenges testing everyone's comfort and stretch zones. They will be given opportunities to demonstrate their levels of high performance and to share learning.

As their deadline looms will they have produced the goods to free Marion from her captor?

Details

Overview

Robin Hood will draw challenges from our high and low ropes course and from our catalogue of experiential activities, replicating the real pressures of work. The group is divided into separate teams who *perceive* themselves to be in competition, they must then work to deadlines and manage and support individuals with differing comfort zones and abilities.

To succeed teams must work as one team and share the information. Participants have a great opportunity to recognise the comparison with workplace silos, where focus is upon the task, forgetting overall purpose and goals.

Key Learning Points

- The value of trust within teams.
- Support versus challenge and when to use.
- How stretching our comfort zones enables us to learn and grow and increase achievement.
- The importance of retaining a shared vision and goal.
- The importance of continuous review and sharing of information.

Practical Details

Typical group size 10 +
Half or whole day including introduction and review
Suitable for all types of teams



Results

Robin Hood helps your team by working on the following areas:

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



Archery

Perfect as a break out activity at a meeting, conference, or as an ice breaker with meaning. Archery is a great metaphor for goal achievement, learning and focus. It is a fantastic energiser during a leadership or team development workshop. Archery requires controlled and smooth movements allowing the mind to relax as it focuses on the target – exactly what we need back in the business!



Benefits of Archery

Participants learn to:-

- Overcome distractions and obstacles
- Have a plan of action
- Be coached
- Relax:- Archery provides a fundamental relaxation quality in that the archer must be focused on the immediate moment.

Archery is also a self-challenging and rewarding activity allowing people to draw upon physical and mental resources.

Learning a new skill... quickly

Learning new skills quickly is important in today's world. Using our 'recurve' bows which are ideal for target practice, you will be taught how to use the equipment by our skilled facilitators and then you can take aim at the target. It doesn't matter how strong you are, the key to success is focus and concentration.



Segway Challenges

Built using the technology that keeps aeroplanes level in the sky, off road Segway experiences are amazing. Learn a new skill, compete against friends and colleagues and demonstrate how finely tuned your team is in the pit stop change-overs.



Fast Exciting Competitive Skilful
Fresh Air Thrilling Adrenaline
Energetic Challenging Awesome

“Our team really enjoyed the Segways, the staff are friendly and professional. Their safety procedures are also 1st class.”

Segway Experience

Using a unique off road course in our woods, teams are given full instruction, time to practice and then challenged to complete the course in the best time possible.

Segway Rally is a great way to break up your meeting and enable the team to experience something completely different!

A Segway experience at Successfactory™ lasts between 1 and 1 ½ Hours.

Segway Rally

Training will be given to ensure teams can safely undergo pit stop changes and negotiate their way around the slalom course.

Your group will be split into teams and challenged to beat the other teams on the Slalom. In and out between the cones without making contact with them, followed by a pit stop change over, safe dismount, exchange of safety equipment (helmet, knee and elbow pads). Which team will be first across the line?!



High Ropes

Your Experience

The Successfactory™ ropes course is designed to create a dynamic learning environment where strong emotions prevail, real learning happens and positive changes are made to dramatically increase performance.

The excitement of tackling a series of team challenges suspended 20 - 40 ft. in the air can be life transforming. Trust, communication, behaviour, commitment, confidence, ability to work under pressure, attitude, drive, and teamworking are all explored in a challenging yet extremely supportive environment. At Successfactory™ our successful experience shows that challenge with the right level of support is when real learning and changes occur. Without the stretch it is difficult to break free from limiting beliefs and old world habits; and no matter what the participants age or physical ability they will find the rewards of spending time at Successfactory™ highly beneficial.



Details

Overview

Your team will be guided by our inspirational activity leaders to the High Ropes area set in our peaceful woodland. Here they will be kitted out with all the necessary equipment to take part in this energising activity.

The facilitators will set appropriate challenges and goals in order to achieve the best possible learning outcomes.

Once the individual and team challenges have been conquered, the team can take a well earned break in our purpose built training venue where tea, coffee, biscuits and cordials are available to refresh and revitalise. Participants will then spend time in one of our training rooms: Inspiration or Creatagy; where the lessons they have learned and life changing reflections can be shared and explored.

We operate a 'challenge by choice' philosophy which means the level of participation always remains with the individual.

Practical Details

Requires At least 2 hours

Group Size 5+

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

Benefits

Successfactory™ will prepare your team for the future by:

- Creating high performance teams
- Developing inspirational leadership behaviours
- Unleashing innovation
- Stretching beyond comfort zones
- Testing and implementing new learning
- Enhancing trust and decision making
- Having fun with a serious intent
- Understanding and valuing differences
- Taking action to improve performance

Low Ropes

Our fantastic low ropes trail is a powerful learning experience and a great way to have fun together. Will you be able to overcome the Burma Bridge, complete the Multi Vines, balance your way across the Rickety Bridge and get all your team through the Spider's Web?



Your Experience

Our enlivening Low Ropes course set in the woodland of Successfactory™ will challenge you both individually and as a team. Using balance, agility, critical thinking, planning, communication, and courageous actions, teams complete the low ropes course with a new set of skills to add to their armoury.

The facilitators set tasks for the teams which will require using all of the participants skills and abilities. Quickly teams begin to identify individual attributes and the necessity to use all of these qualities to build a successful and efficient team. Only when the group as a whole help individual members to overcome their separate challenges will the team conquer the assignment set.

Key Learning Points

- The value of trust and respect within teams.
- How stretching our comfort zones enables us to learn and increase achievement.
- The importance of developing shared visions and goals.
- How to build dynamic and inclusive teams.
- Effective planning and problem solving.
- The importance of continuous review and sharing of information.
- Recognising barriers to team efficiency and how to overcome them.

Practical Details

Typical group size 8 – 16
 1 to 2 hours including introduction and review
 Suitable for all types of teams
 Can be linked with other experiential activities to make a whole day event



Results

Low Ropes helps build strong and effective teams by working on the following areas:

- Trust
- Collaboration
- Communication
- Support
- Accountability
- Problem Solving
- Increased cross-team sharing of learning & information
- Energy & motivation
- Effective planning
- Task management
- Understanding and valuing difference
- Having fun together
- Caring

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. Mixed teams will have 3 tough challenges to face throughout the challenge.

The 3 challenges are:

1. The Pit stop Challenge
2. Off road Segway racing
3. Big Board Creativity



Pit Stop Challenge

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

Off Road Segway Racing

A great team challenge, because after familiarisation riders are blindfolded and it's up to the team to help navigate each other around the slalom course in a relay race with each team member taking a leg.

Big Board Creativity

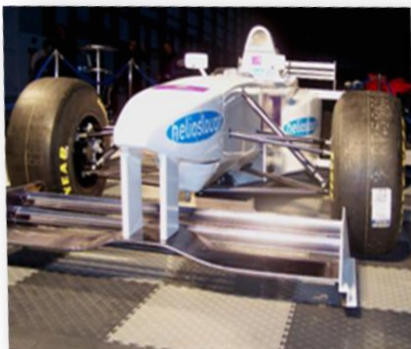
Teams are challenged to put their creativity to the test and design and draw a new F1 circuit with corners representing team member's names and the strengths of the team.



Results

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

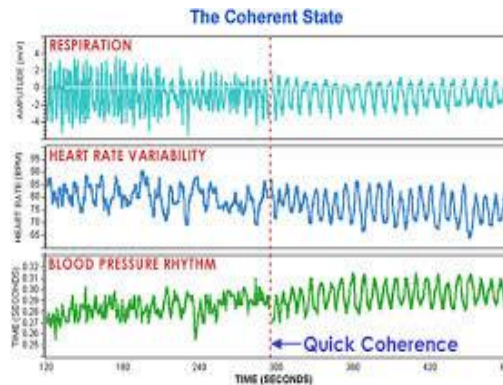
- Team Strengths
- Communication
- Problem Solving
- High Performance
- Celebrating team successes
- Fun
- Increased cross-team sharing of learning and information
- Energy & motivation



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!



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.

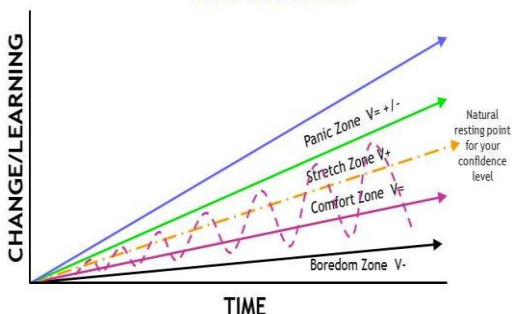
Trust Falls are a fantastic tool for building team cohesion and building mental resilience. You will have the opportunity to apply the tools and techniques learned and use them to push yourself to new levels of awareness and mental resiliency!

Benefits:

By taking part in this awesome activity individuals and teams will:

- 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

Mind-Set Zones



Details

- Typical group size 8+
- Suitable for all types of teams
- Can be run at Successfactory™ or your site

Cache IT!

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



An exciting strategic challenge aimed at Generation Y. Born between the advent of the Walkman and the founding of Google. The members of Generation Y are unsurprisingly shaped by technology; some have made fortunes from it. 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.



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.

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 from 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 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.



Creating Confidence with Colour and Clothes

We've joined forces with Sally Inkster, an expert Personal and Corporate Style Consultant based in Chester, Cheshire. Sally helps individuals, women *and a growing number of men*, to find their personal and unique dressing style. Sally is passionate about making you look and feel fabulous. Before founding Diva Dressing, Sally spent many years in uniform: school, nursing and then nurse specialist and at the age of 35 she panicked, not knowing what or how to wear clothes.

This workshop will help you to choose clothes that will make you look and feel fabulous. How you feel makes such as difference to your Drive, Attitude and Confidence. Learning how to find your fashion and dressing style are skills that help you project confidence and success. Those skills will last you a lifetime of shopping, *even if your weight changes, and whether you're male or female!*



Outcomes

Through a fun and thought provoking team build you will gain:

- Increased self confidence
- Stronger team and personal identity
- Increased rapport
- Enhanced personal image
- Increased energy
- Higher levels of motivation



Overview

During the event you will explore:

- Why looking good makes such a difference to your mental and physical health
- How looking good is so important to self and company representation
- Branding for self and company
- Individual body shape analysis (non threatening and effective)
- Individual colour analysis and individual swatch
- Tips and ideas for looking good, shopping and wardrobe assessing
- Time saving techniques and tips
- Putting everything to use for own work/company benefit and for self benefit and development

Content can be altered or emphasised depending your objectives!



Details:

Suitable for all types and size of team.

Duration:

Approximately 3hrs



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 store 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 & information
- Energy & motivation



Chocolate Masterclass

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**.

Every one 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.

Results

A Chocolate Masterclass will help your team by working on the following areas:

- Team Values
- High Performance
- Celebrating team successes
- Project Management
- Energy & motivation



Details 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.

Practical Details

Group size: 4 to 20

For larger group sizes please get in touch.

Duration: 1 to 3 hours



Bread of Heaven

Your Experience

Enhance your team's performance by taking part in this culinary team challenge. Don't just eat lunch – create it as a team! Fill our kitchen with the aroma of freshly baking bread, homemade soup and inventive salads. All the best parties end up in the kitchen so why not share some creative time and enjoy the results of your team's efforts.

Bread of Heaven will provide opportunities to enhance teamworking, learn new skills with your colleagues, and share personal and group success.



Overview

Your team is challenged to learn new skills and then produce a culinary delight for their lunch. Our experienced facilitator will explain each ingredient to you and you'll be shown the perfect bread making technique before rolling up your sleeves and crafting your own dough.

As the dough rises you'll improve your knife and garnishing skills as you put together salads and other bits to share with colleagues over a relaxed lunch. Artistic salads done, it's then time to mould, shape and glaze your dough creations onto the baking tray.

The event can be a stand alone team build or added spice to your team meeting – the choice is always yours. Make a day of it and we can spend a few hours in the morning sharing the latest thinking around high performance teams, then put your team to the test with the Bread of Heaven Challenge and you can also use our skilled facilitators to draw out the learning and ensure it is applied back into the workplace to enhance performance.

Practical Details

Group size: 10 -20
 Duration 4 hours

Team Learning

Bread of heaven helps your team by working on the following areas:

- Team Values
- Problem Solving
- Communication
- Resource Allocation
- Playing to Position
- Fun

Personal kitchen skills

- Bread making
- Moulding
- Knife Skills
- Garnishing



THE GREAT MARBLE CHALLENGE

Your Experience

This is a highly competitive, fun and fast-moving team building event involving problem solving, collaboration, negotiations and competition. It is a great metaphor for working as one team and communicating the need for one vision!

The challenge is to transport marbles by pipeline through each team's allocated area in a seamless way. Teams need to design and construct a marble runway to transport the marbles and connect each team together.

The Details

Overview

Teams each have access to a set of construction materials. Teams receive incoming marbles from one or more neighbouring teams and then pass them on to the next team. This requires collaboration between teams to pool and exchange resources to ensure that the pipeline works as a complete entity.

Individual teams can improve their pipeline by building in special features (drops, bends etc.) by paying attention to structural integrity and by the decoration and adornment of their pipeline with emblems and symbols that represent their strengths. At a specified time, marbles are released over the whole pipeline.

An Award Ceremony at the close recognises a variety of achievements such as ambition demonstrated, artistry, engineering innovation and of course whether the pipeline works or not!

Key Learning Points

- The value of collaboration
- The need for innovation and creativity
- The importance of retaining a shared vision and goal
- The importance of continuous review and sharing of information
- The need for a seamless customer journey

Practical Details

Group Size: 15 – 150

Duration: 60 - 90 minutes



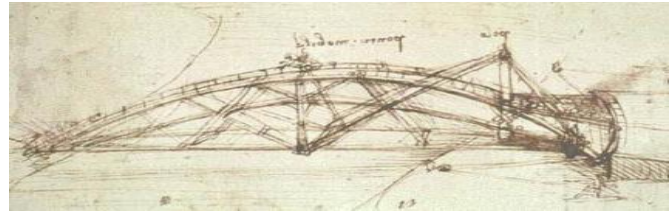
Results

The Great Marble Challenge helps your team by working on the following areas:

- vision and values
- communication
- problem solving
- high performance
- celebrating team successes
- project management
- increased cross-team sharing of learning and information
- energy and motivation



Leonardo's Bridge



Your Experience

The idea for this construction challenge comes from the universal genius Leonardo Da Vinci. Around 1480 he designed a transportable bridge, which can be mounted without tools. Important goals in team development are creating stability within the group and the ability to bridge gaps and overcome obstacles. So let your group face this challenge! Leonardo's Bridge will result in a visible success that will promote the team spirit.



Overview

The participants' task is to construct a stable bridge of 4 meters size, using only the 28 sticks provided. It is not allowed to use any other tools. After brainstorming in smaller subgroups at first, all participants start constructing the bridge.

The key factors for succeeding are coordination within the group, creativity and sharing know-how. The result will be a self-supporting construction, which may serve as a metaphor for internal and external team stability.

Another issue that can be addressed is a team growing closer; for instance, in an intercultural environment. The participants start constructing the bridge, beginning at two ends. The bridge brings them closer together; in the end, the two parts of the bridge become one.

The key factors for success are coordination, cooperation and adjustment (as regards the method of construction) between the two subgroups.

Practical Details

Group Size: 6 - 14

Duration: 45 minutes plus review

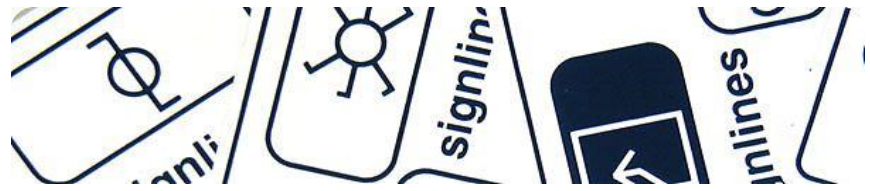
Team Learning

Leonardo's Bridge helps your team by working on the following areas:

- Problem Solving
- Communication
- Project Working
- Creativity
- Process Thinking
- Fun



Signlines



Your Experience

Signlines is a lively team exercise to explore communication, the management of information, planning, and implementation of a strategy. It is a challenging activity for a group to use well-organised communication systems and processes to sort and remember the information needed to complete team and project based work from individual components.

Signlines increases awareness of:

- Information seeking and explanation
- Working under time pressure
- The relevance of effective planning
- The effectiveness of process reviews in team activity

Overview

The element of competitiveness that inevitably develops raises energy, which does not detract from the sense of 'whole team' which is sought due to the inbuilt review process.

Tiles bearing a set of symbols are distributed amongst the participants, which together form a complete grid of 30 cards. After 40 minutes discussion and planning, the task of the team is to assemble a pre-defined grid with the tiles. They must do this correctly in under 30 seconds. Each team member may not show or exchange their tiles and no written or recording of symbols is permitted during the planning period. Information exchange is verbal only.

Signlines develops:

- Communication of a common meaning, through emphasis upon feedback and active and reflective listening to ensure understanding
- The management of information flow between individuals, sub-groups and the entire team by building upon existing sorting, and structuring of, information skills
- Problem solving skills, specifically: eliciting and evaluating possible courses of action; the capacity to complete simultaneous activities; and illustrates the need for rehearsal of processes before they 'go live'
- Understanding of team organisation and effective group management
- Awareness of individual needs, contributions and input within a pressured team environment

Team Learning

Signlines helps your team by working on the following areas:

- Problem Solving
- Communication
- Project Working
- Creativity
- Process Thinking
- Fun



Practical Details

Group Size: 6 - 30

Duration: 45 minutes plus review

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**.