

CASE STUDY : Sample Corporate Training Day

Brief: Preparing staff for an upcoming internal change programme

A day including a series of activities that will stimulate thinking around facing new challenges. Each activity will be a chance to explore habits and skills that help embrace change.

Change creates a number of challenges – reluctance to letting go of old habits and behaviours, and the initial dip in performance as new skills are developed.

The four activities will be an opportunity to explore four behaviours that are essential during any change programme: communication, leadership, innovation and enthusiasm.

Proposal:

3 groups (3*9) completing 3 activities in rotation

Activity 1:

Climbing

Challenge: this is a timed activity. Get two people to up (ring a bell) and down two routes. Time will start and finish once the first person steps on the carpet square, the clock will stop when the second person returns to the carpet square. An hour is given to this challenge, make as many attempts as possible, the best time will be recorded.

Activity 2:

Weaselling

Challenge: a route has been marked for you to follow, it will take you under, over and between a variety of rock obstacles. The rope has been placed by the instructor, he has been able to pass through all the obstacles.

Safety Rules: all participants must wear a helmet. Participants must not begin the next obstacle until all participants are through the previous one.

Activity 3:

Problem Solving

Objective: A timed activity: time taken to solve the challenge to pass a full bucket of water under the bridge using the equipment provided.

Debrief

All activities asked the teams to face new challenges. To complete the challenges the teams required elements of leadership, communication, innovation and enthusiasm. The teams are asked to review each challenge against these four headings and discuss the performance of the team. What skills and learning can be taken from today's activities into the change programme in the work place?