



Beaver Hollow
CONFERENCE CENTER

Building Teams through Experiential Activities



A Comprehensive List of Activities & Programs



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Overview



Experiential Activities performed as a group are an invaluable tool in trying to create or strengthen a Team. Those organizations that realize this are often the ones that achieve a higher degree of success.

Beaver Hollow advances Teambuilding the next step forward with activities designed to improve the performance of your people and organization. We offer a complete solution for your event that includes:

Choices
Facilitators
Facilities
Value

Choices

Beaver Hollow offers a variety of activities that are designed to address common workplace challenges. They range from simple energizer type activities to more complex critical thinking challenges.

The Individual Activities generally run from 30 to 45 minutes in length.

You can also choose from any of the Sample Multi-Activity Programs. These Sample Programs are outcome based, designed to address specific challenges identified by an organization.

If your organization is undergoing one of the personality assessment tools, we have paired activities that underscore the results of those tools.

We have designed activities based on themes; these include wellness, stress relief, and an Olympic themed activity.

The last section of this brochure presents our team challenge activities; a number of fun yet competitive activities. Most of these can take place indoors as well as outdoors and offer your group the chance to let their inner competitor out!

Facilitators

We provide Facilitators for your event with the knowledge and experience to deliver a program that is specific to the needs and expectations of your organization. Our skilled Facilitators help your leaders, managers, teams and individuals learn experientially and to integrate their experiences at Beaver Hollow into the culture of your organization.

Facility

Beaver Hollow is unlike any Teambuilding setting with an ever-expanding facility and array of equipment. We integrate the activities and elements into the beautiful natural surroundings. Being outside, either in warm weather or colder weather, engaging in a fun and exhilarating program is incomparable.

Picture some of the following scenarios on our beautiful property as possibilities for your group:

The Catapult Challenge taking place on our Beach overlooking our beautiful Lake

Enjoying an exhilarating zipline across our creek while competing in our Trail Challenge

Helping a co-worker succeed in one of the many activities that take place amongst the majestic cherry trees in our Teambuilding Park

Relaxing around our Bonfire while sharing your group's experiences of the day

Our property truly offers the perfect setting to allow real bonding and real breakthroughs to happen.

Value

Beaver Hollow will work with your group to create an event that is enjoyable, relevant and meaningful. This is accomplished by integrating your challenges and goals into thought-provoking interactive activities.

For little investment so much can be gained by your group through the interaction they have with each other outside of the typical workplace. You will walk away from the experience confident that the effort and resources that went into coordinating a group event has lasting positive results.

Your group will not forget their experience at Beaver Hollow!



Individual Activities



6 BOX SOLUTION

The group is divided into smaller groups and challenged with working together to determine the solution to a difficult task. How does that solution then get conveyed to all of the groups.

Concepts:

Communication, Problem Solving



A-FRAME

The Group is supplied with a large wooden A-Frame and one rope per person. The objective is for the team to transport one of its members across a length of ~50 feet with strict limitations in place.

This Activity challenges the creativity of the Group, and once a solution is uncovered, the Group only succeeds through careful coordination amongst the participants

Concepts:

Communication, Trust, Roles and Responsibilities, Problem Solving, Competition/Cooperation, Energizer

A WORK OF ART

An illustrative example of how effective communication occurs within an organization. The Group is challenged with trying to replicate a 3 dimensional 'work of art' as accurately as possible, relying solely on verbal communication. Some key learning areas include communication and change management.

Concepts:

Communication, Energizer

BEAVER RETRIEVER

Standing outside a circle approximately 30 feet in diameter the group is challenged to create a system of retrieving a specific object placed within the circle. The group is provided with a 100-foot length of rope. Neither the rope nor any person may make contact with the ground inside the circle.

Concepts:

Communication, Trust, Leadership, Roles and Responsibilities, Problem Solving

BEAVER TRAP

Participants are placed into groups of 2 – 6 people. Each group is given a number of Mouse Traps and shown a picture. Groups are challenged to replicate the picture in the fastest time possible.

Concepts:

Communication, Trust, Roles and Responsibilities, Problem Solving, Competition/Cooperation, Energizer

BLIND MILE

The group is asked to partner into groupings of two. One partner is blindfolded and led by the other through a walk in the woods with some obstacles to navigate around. The partners switch blindfolds and the other partner walks a different course in the woods led by their partner going over and under some obstacles. This activity initiates trust, differing forms of communication and interpretation of communication within the group.

Concepts:

Communication, Trust, Leadership, Roles and Responsibilities, Process Improvement, Know Others Better

CHALLENGE WALL

The group is presented with a 12 foot tall and challenged with deciding how many members of the group will successfully climb up and over the wall. They also decide if the group will use a rope that is attached to the wall as an additional tool to assist their effort.

Concepts:

Communication, Leadership, Roles and Responsibilities, Competition/Cooperation, Conflict Management, Energizer

CIRCLES OF INFLUENCE

The group will be split into three or four teams. Each team has the same objective; maximize points by placing their resources into their hoop. Each team has its own types of resources that create the score, although some team's resources overlap. This activity leads to a discussion of resource allocation and possible outcomes for negotiations within the organization.

Concepts:

Communication, Leadership, Roles and Responsibilities, Problem Solving, Competition/Cooperation, Conflict Management



CREATE YOUR OWN...

The group is divided into smaller groups. The groups are presented with a unique opportunity to create their own teambuilding activity. The challenges, though, are to develop a unique activity in which their group is the best at, but also having the ability to as a group to succeed in the challenges developed by the other groups. Resources / props are made available to all the groups. This is an activity that can yield interesting and exciting outcomes and strategies.

Concepts:

Communication, Leadership, Roles and Responsibilities, Problem Solving, Competition/Cooperation, Process Improvement, Goal Setting

ELECTRIC SNAKE

Participants are asked to stand on specified locations on the ground, and pick up a rope. They are then challenged to guide a member of their group holding a hoop and blindfolded from end to end of the rope while not coming into contact with the rope or the other participants.

Concepts:

Communication, Trust, Leadership, Roles and Responsibilities, Problem Solving

FINDING BALANCE

The group must determine a process that allows them to balance 14 nails on the head of one nail, which is placed upright in a block of wood.

Concepts:

Communication, Leadership, Problem Solving, Energizer

FRENZY

Groups are placed into teams and challenged to gather all of the objects placed in a center Hoop and place them into their teams Hoop within a given amount of time.

Concepts:

Communication, Know Others Better, Energizer

GENETIC ACTORS

The group is divided into smaller groups and presented with a scenario for them to discuss. One member of the group acts as an observer, remaining silent throughout the group's discussion. The scenario relates to deciding what is the most ideal step to take once a single-purpose entity outlasts its usefulness. This activity yields thought provoking discussions.

Concepts: Communication, Leadership, Roles and Responsibilities, Know Others Better, Conflict Management



GEOCACHING

The group is divided into smaller groups and given a handheld GPS Unit. Their challenge is to use the Units in assisting the groups in successfully locating hidden "caches" located throughout our Nature Trail. This is a fun activity that presents the group with the opportunity to enjoy the natural beauty of our property while working together to achieve success.

Concepts:

Communication, Leadership, Roles and Responsibilities, Problem Solving, Competition/Cooperation

GOTCHA

Participants stand in a circle, arms out to the side. Left hand palm up, right index finger pointing down and touching your neighbor's outstretched palm. "When I say the word Gotcha, do two things.... grab the finger in your left hand, and prevent your right finger from being grabbed"

Concepts:

Communication, Know Others Better, Energizer

GYROSCOPE

Participants are placed into groups of 6 people. Groups are challenged to rotate someone on the team head over heels while holding a cup of water, and not spill the water.

Concepts:

Communication, Trust, Leadership, Roles and Responsibilities, Problem Solving, Know Others Better

HOOPDOM

Participants are split into groups of 3 – 6 people. Each group are given six hoops and 30 feet of rope. They are challenged with the task of constructing a geodesic structure that is shown to all groups, and then weave the rope through all 20 openings within this geodesic structure. Participants may not come into physical contact with the structure, only the rope may come into contact with the structure. The first group to build the geodesic structure, run the rope through all 20 openings and raise their flag is declared the victor.

Concepts:

Communication, Leadership, Roles and Responsibilities, Process Improvement, Competition/Cooperation



HUMAN OVERHAND

This group is divided into smaller groups with each participant being given a length of rope. The groups are challenged with attempting to create a specific type of knot within their groups without letting go of their individual lengths of rope.

Concepts:

Communication, Leadership, Roles and Responsibilities, Problem Solving, Know Others Better, Energizer

LABYRINTH OF DARKNESS

Participants are blindfolded and led to a labyrinth using ropes and trees. Upon arrival participants must hold the rope and find their way out of the labyrinth. Once participants leave the labyrinth their blindfold is removed, so is their ability to communicate with the group

Concepts:

Communication, Trust, Process Improvement, Problem Solving, Conflict Management

LEAN ON ME

Each participant is given three knives and three marshmallows. They are shown a picture and asked to recreate the picture. In the second sequence participants are asked to partner with someone and then shown another picture

using six knives and six marshmallows and asked to recreate a second photo. The third sequence participants are asked to create teams of four individuals; they are then shown a third picture and asked to recreate the photo using 12 knives and 12 marshmallows. Groups that are physically capable are asked to create the photos using their bodies, using their arms as marshmallows and their and feet as knives

Concepts:

Communication, Leadership, Roles and Responsibilities, Process Improvement, Know Others Better

MOONWALK

Participants are lined up single file and given carpet squares. The group must go from one location to another location only stepping on the carpet squares and reach their destination with their group in its entirety with all of the original carpet squares 25.

Concepts:

Communication, Leadership, Problem Solving, Process Improvement, Energizer

NOODLE PRESS

Participants are divided up into smaller groups and are given a large number of 1 inch cut foam noodle pieces. They are then challenged to compile the noodles into a large “press”, larger than any other group’s. The guideline is that every time a noodle piece is added the individual adding the noodle piece must reveal a fact about themselves or ask a question of the group.

Concepts:

Communication, Problem Solving, Process Improvement, Know Others Better, Competition/Cooperation, Energizer

PUZZLE CONNECTION

One member of the Group is shown a diagram of a puzzle in which the rest of the Group is challenged with building. There is a specific time frame in which to complete the project during which they may be switching jobs and/or location. This is a great Activity that illustrates problem solving and communication skills, increase the understanding of the need for constant communication between existing teams.

Concepts:

Communication, Problem Solving, Role and Responsibilities, Energizer

PUZZLED VISION

As the group sits to start their meeting one of our facilitators enters the room and begins a lesson on the importance of a shared vision. Participants are asked to look under their chairs and remove an envelope. They are informed that this envelope contains a piece of a puzzle. Participants are asked to assemble the puzzle, then challenged to take their piece of the puzzle and assemble it on the ceiling of the meeting room. We can use the companies Vision, Mission, or any pertinent statement for the puzzle.

Concepts:

Communication, Roles and Responsibilities, Problem Solving, Know Others Better, Goal Setting

RINGER

The group is challenged to place a tire over a 12-foot tall pole and place it on the ground while not coming into contact with the pole

Concepts:

Trust, Communication, Leadership, Roles and Responsibilities, Process Improvement, Problem Solving



ROPE HANDCUFFS

Participants are asked to partner and stand facing each other. One person places the rope cuff over both of their wrists. The second person places one hand into the wrist loop; they pass the middle of their rope through the other person's rope and place the loop on their other wrist. They are now connected together. The challenge is for the partners to become separated, while still handcuffed, without altering the ropes at all.

Concepts:

Communication, Process Improvement, Know Others Better, Competition/Cooperation, Energizer

SHUT YOUR TRAP

Using mousetraps and teamwork the group is guided through three sequences of loading and unloading the traps. This activity is a powerful tool, requiring trust and communication, used to grow leadership and open communication within your team.

Concepts: Trust, Communication, Leadership, Roles and Responsibilities, Know Others Better, Conflict Management

SKY HOOK COMMANDER

Groups are challenged to transfer items and drop them into a target zone using a system of ropes and pulleys. Participants must work in unison to accomplish this task.

Concepts:

Communication, Leadership, Roles and Responsibilities, Process Improvement, Conflict Management, Goal Setting

THE GRASS IS GREENER

Participants must all move while attached to a large puzzle by a rope from one end of the puzzle to the other side, while not breaking contact with the rope. This puzzle requires people to learn for themselves the best way to solve the puzzle.

Concepts: Communication, Leadership, Problem Solving



TOWER CHALLENGE

The group is divided into smaller groups and presented with a pile of material to be used to build a tower. The goal of the activity is to build the highest freestanding tower of any other group's. The real challenge for each group, though, is when they are presented with a surprise item(s) that they must incorporate into their design.

Concepts:

Communication, Leadership, Roles and Responsibilities,
Process Improvement, Problem Solving, Goal Setting

TOXIC WASTE

The group must transfer a bucket full of "Toxic Waste" from one bucket to a different bucket, using only ropes and an inner tube. If any of the waste is dumped the team must begin again

Concepts: Communication, Leadership, Roles and Responsibilities, Process Improvement

TRAFFICKING TRAPS

Replicating a factory process the participants are challenged to load mousetraps and transfer the loaded traps to an assembly area to create mousetrap structures. These trap structures are then routed to loading and shipping where they await inspection. This activity touches on many aspects of the workplace and leads to discussions from process improvement, to cross training, to high stress and the challenge of dealing with these situations.

Concepts:

Trust, Communication, Leadership, Roles and Responsibilities,
Process Improvement, Problem Solving, Conflict Management, Goal Setting

TRAP TOWERS

Participants are challenged to stack pairs of loaded mousetraps on their edge with the metal spring facing towards the inside. Each new level is stacked on top of the other and perpendicular to the pair below. The challenge is to see how tall of a structure can be created.

Concepts:

Trust, Process Improvement, Problem Solving, Energizer

TROLLEYS

Group members are challenged to move across a stretch of ground while standing on a set of long beams with hand ropes attached. The key to their success is coordination.

Concepts:

Communication, Roles and Responsibilities, Process Improvement, Know Others Better, Competition/Cooperation, Energizer



TRUST DIAMOND

Participants are asked to once again partner up. While standing on the diamond-shaped structure facing each other the pair locks hands and must travel from one end of the diamond-shaped structure to the other end. As the pair reaches the middle or widest portion of the Diamond they must lean in against each other while extending their arms and bodies.

Concepts:

Communication, Trust, Goal Setting, Leadership

TRUST FALL

This activity is one of the most powerful experiences that collectively a group can have. Standing on a platform of varying heights, one member of the group falls backwards into the waiting arms of the rest of the group. This activity requires clear communication amongst all participants and also allows the “faller” to determine the height from which to fall.

Concepts:

Communication, Trust, Goal Setting, Leadership



TRUST LADDER

While members of the group hold a ladder section straight up, one member of the group climbs up to the top of the ladder and back down the other side of the ladder. This activity requires coordination amongst all participants.

Concepts:

Communication, Trust, Goal Setting, Leadership

TYING THE KNOT

Each participant is given a length of rope. They are asked to tie an overhand knot in the rope (the kind you tie when tying your shoes). Participants are then joined together each participant holding a piece of another persons rope. They are asked to tie an overhand knot in the center rope without releasing the ropes.

Concepts:

Communication, Leadership, Roles and Responsibilities, Process Improvement, Problem Solving, Know Others Better

UNIFIED VISION

Participants are asked to write the correct word or phrase from the list read. After all the phrases are read the answers are used to illustrate the importance of each member having a clear vision of what they are working towards or a unified vision.

Concepts:

Communication, Process Improvement, Goal Setting

WALK OF FAITH

The group is presented with a meandering path (of loaded mousetraps!). They are asked to form groups of three or four. One member of the group walks along the path, a second member holds eye contact with the walker throughout the entire walk. The third and fourth members assist the walker along the path, helping the walker, in bare feet, avoid the mousetraps!

Concepts: Trust, Communication, Leadership, Roles and Responsibilities, Know Others Better



Outcome Based Programs

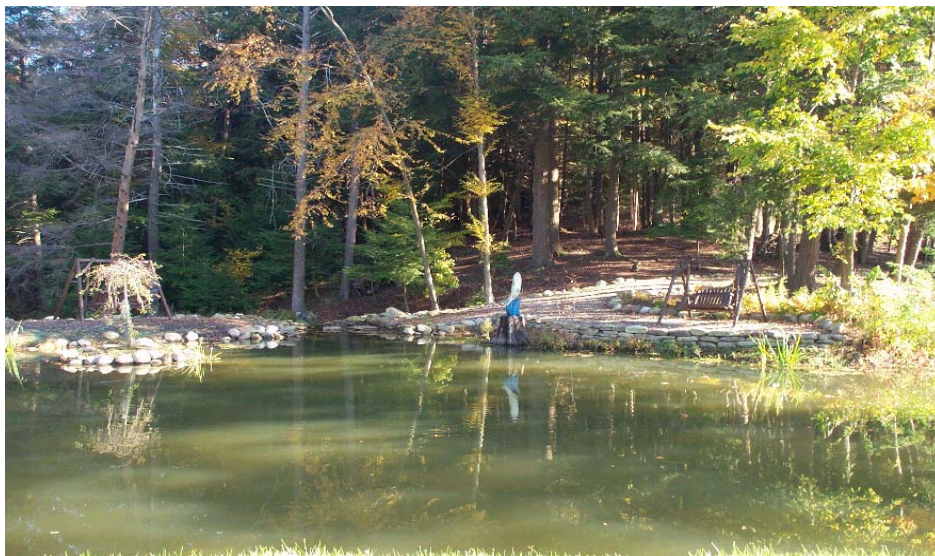


Often times organizations have the insight as to what challenges related to their human resources are, or what is holding the organization back from truly achieving the success they strive for. Also they are ill equipped to provide a setting for members of their organization to visualize what these challenges are and to observe how the behavior of the group creates the challenge. By engaging in experiential activities, participants experience some of the traits or tendencies or other behavior manifestations that create these challenges within their organization.

These Programs are designed to respond to specific issues or challenges an organization may be faced with. They are designed to address specific challenges by combining and sequencing a series of different experiential activities into one 3-hour Program. They are designed to offer samples but can be modified by replacing the listed activities with other activities in this brochure. In many cases organizations face a multitude of

Improve Communication
Building Trust
Unifying a Team
Critical Thinking
Problem Solving and Decision Making
Building Consensus
Innovation
Execution

Some of the activities designed into one Program can be equally relevant for another Program. In other words many activities are interchangeable which illustrates the value of planning your event with our Teambuilding Coordinator.



Activity Sequence:

A WORK OF ART

An illustrative example of how effective communication occurs within an organization. The Group is challenged with trying to replicate a 3 dimensional 'work of art' as accurately as possible, relying solely on verbal communication. Some key learning areas include communication and change management.

ROPE HANDCUFFS

Participants are asked to partner and stand facing each other. One person places the rope cuff over both of their wrists. The second person places one hand into the wrist loop; they pass the middle of their rope through the other person's rope and place the loop on their other wrist. They are now connected together. The challenge is for the partners to become separated, while still handcuffed, without altering the ropes at all.

PUZZLE CONNECTION

One member of the Group is shown a diagram of a puzzle in which the rest of the Group is challenged with building. There is a specific time frame in which to complete the project during which they may be switching jobs and/or location.

This is a great Activity that illustrates problem solving and communication skills, increase the understanding of the need for constant communication between existing teams.



NITRO CROSSING

The Group is presented with a challenge to navigate a short course while being handicapped with a communication barrier. Participants are grouped into 2's or 3's each being handicapped in a different way. The entire Group must traverse the course, consisting of a series of landing area platforms, and successfully arrive at a specific destination. In order to succeed the Group must overcome their communication handicap and must execute a process that provides a safe and efficient method to complete their goal.

Building Trust

Sample 3-Hour Session

Outcome Based Program

Activity Sequence:

WALK OF FAITH

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GYROSCOPE

Participants are placed into groups of 6 people. Groups are challenged to rotate someone on the team head over heels while holding a cup of water, and not spill the water

SHUT YOUR TRAP

Using mousetraps and teamwork the group is guided through three sequences of loading and unloading the traps. This Activity is a powerful tool, requiring trust and communication. It is also helpful in identifying leadership qualities and encouraging open communication within your Team.

TRUST LADDER

While members of the group hold a ladder section straight up, one member of the group climbs up to the top of the ladder and back down the other side of the ladder. This activity requires coordination amongst all participants.

Activity Sequence:

FRENZY

Groups are placed into teams and challenged to gather all of the objects placed in a center Hoop and place them into their teams Hoop within a given amount of time.

HUMAN OVERHAND

This group is divided into smaller groups with each participant being given a length of rope. The groups are challenged with attempting to create a specific type of knot within their groups without letting go of their individual lengths of rope.

MOHAWK WALK

The group is presented a challenge which, by the combined skills of the participants, can successfully accomplish a specific goal that they set for themselves. The Group must successfully traverse a Mohawk Walk Course consisting of a variety of low to the ground elements.

A fun, safe, yet challenging activity that yields real applications.

CHALLENGE WALL

The group is presented with a 12 foot tall and challenged with deciding how many members of the group will successfully climb up and over the wall. They also decide if the group will use a rope that is attached to the wall as an additional tool to assist their effort.



Activity Sequence:

A DAY AT THE RACES

The group is shown the results of a sequence of same day horse races. They are challenged with correctly determining the winning horse in the final race of the day.

TRAFFICKING TRAPS

Replicating a factory process the participants are challenged to load mousetraps and transfer the loaded traps to an assembly area to create mousetrap structures. These trap structures are then routed to loading and shipping where they await inspection. This activity touches on many aspects of the workplace and leads to discussions from process improvement, to cross training, to high stress and the challenge of dealing with these situations.

A-FRAME

The Group is supplied with a large wooden A-Frame and one rope per person. The objective is for the team to transport one of its members across a length of ~50 feet with strict limitations in place. This Activity challenges the creativity of the Group, and once a solution is uncovered, the Group only succeeds through careful coordination amongst the participants

CREATE YOUR OWN...

The group is divided into smaller groups. The groups are presented with a unique opportunity to create their own teambuilding activity. The challenges, though, are to develop a unique activity in which their group is the best at, but also having the ability to as a group to succeed in the challenges developed by the other groups. Resources / props are made available to all the groups. This is an activity that can yield interesting and exciting outcomes and strategies.

Activity Sequence:

GENETIC ACTORS

The group is divided into smaller groups and presented with a scenario for them to discuss. One member of the group acts as an observer, remaining silent throughout the group's discussion. The scenario relates to deciding what is the most ideal step to take once a single-purpose entity outlasts its purpose. This activity yields thought provoking discussions.

BEAVER RETRIEVER

Standing outside a circle approximately 30 feet in diameter the group is challenged to create a system of retrieving a specific object placed within the circle. The group is provided with a 100-foot length of rope. Neither the rope nor any person may make contact with the ground inside the circle.

ELECTRIC SNAKE

Participants are asked to stand on specified locations on the ground, and pick up a rope. They are then challenged to guide a member of their group holding a hoop and blindfolded from end to end of the rope while not coming into contact with the rope or the other participants.

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Activity Sequence:

ROPE HANDCUFFS

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WALK THIS WAY

Group members are challenged to move across a stretch of ground while standing on a set of long beams with hand ropes attached

UNIFIED VISION

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BEAVER RETRIEVER

Standing outside a circle approximately 30 feet in diameter the group is challenged to create a system to retrieve an object placed within the circle. The group is provided with a 100-foot length of rope. Neither the rope nor any person may make contact with the ground inside the circle. This Activity challenges the creative problem solving skills of the Group to arrive at a safe and efficient solution.

Activity Sequence:**6 BOX SOLUTION**

The group is divided into smaller groups and challenged with working together to determine the solution to a difficult task. How does that solution then get conveyed to all of the groups.

HUMAN OVERHAND

This group is divided into smaller groups with each participant being given a length of rope. The groups are challenged with attempting to create a specific type of knot within their groups without letting go of their individual lengths of rope.

MOONWALK

Participants are lined up single file and given carpet squares. The group must go from one location to another location only stepping on the carpet squares and reach their destination with their group in its entirety with all of the original carpet squares.

CREATE YOUR OWN...

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Activity Sequence:**TOWER CHALLENGE**

The group is divided into smaller groups and presented with a pile of material to be used to build a tower. The goal of the activity is to build the highest freestanding tower of any other group's. The real challenge for each group, though, is when they are presented with a surprise item(s) that they must incorporate into their design.

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RINGER

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Assessment Tool Pairings



Many organizations undergo one of several psychological profile tools available to assess and understand the diversity of their human resources. Understanding the assessments is unquestionably useful, however, they merely provide a measurement.

The activities paired with the following assessment tools offer organizations the opportunity to illustrate and highlight the culture and diversity of its human resources through experiential activities designed specifically for the assessment tool applied. They offer a format for insightful evaluation of the unique profile of the organization.

We have highlighted and created a sampling of experiential activities that help to underscore the results and findings of the particular tools. The following are the most common tools used:

DiSC Assessment
Myers Briggs Type Indicator
Big Five Model

DiSC provides team members with practical information about their personal styles and behaviors to more effectively interact with other team members and customers.

These activities empower team members to understand individual styles of behavior and group dynamics. Through dynamic and highly interactive activities participants will experience their DiSC styles, as they engage in the experiential activity. Additionally they will have the opportunity to adjust behaviors to improve individual and team effectiveness.

Fun, powerful and immediately applicable in the workplace, these activities provide a foundation for further organizational development. The respect, teamwork, and trust created by this approach develops a framework in which all team members can excel.

The activities will help team members:

- Build trust and respect between individuals

- Understand individual behavior and its impact on personal and group productivity and morale

- Improve communication by breaking down communication barriers

- Adapt behaviors based on the individuals they are working with

- Agree on the key challenges that inhibit optimal team performance

Activity Sequence:

PUZZLE CONNECTION (D + C and I + S are teams)

The group is shown a puzzle then they challenged to complete the puzzle in the given time frame while switching jobs and locations.

Focus:

Practice problem solving and communication skills; increase the understanding of the need for constant communication between existing teams.

Concepts:

Clarity of Purpose and Clarity of Roles

As a team initiative, which elements of high performing teams were evident and which elements needed more emphasis?

CHANGE UP (entire group)

Participants are given playing cards and lead through a series of initiatives based on the cards and their quick thinking.

Focus:

Communication and working within a “change” dynamic while still improving upon performance.

Does the group sharing and accept different views on how to improve performance?

Concepts:

What strategies did the group develop to implement an effective solution?

What was the consequence of change during the activity?

What strategies did the group develop to adjust to change?

What recommendations does the group have for managing change at work based on the experience?

PIPELINE (entire group)

The group is challenged to transport different objects down a “pipeline” with communication blockers, and deceptive information.

Focus:

Proper and creative use of resources. Participants ability to quickly switch roles. Explore relationship to customer expectations.

Concepts:

Was there a workable plan?

Was the time spent planning adequate?

Was there a clear goal?

How were the objects chosen?

Was every ones voice heard and acknowledged?

How could you improve performance?

FOCUS RING (more than 1 team)

Each team writes out their goals on separate tennis balls, they will also determine some areas that may block the groups from reaching their goals. Each team will have to negotiate how to successfully navigate through the obstacles to achieve their goals.

Focus:

Sharing leadership, everyone’s voice is needed for success. Focusing on a goal all the way to the end. Learning and moving forward from setbacks and working as a team.

Concepts:

Each team shares a different view on how success was achieved.

The Myers-Briggs Type Indicator (MBTI) increases self-understanding and appreciation of personal differences in order to improve one-on-one interactions. This assessment tool focuses on an individual's personality and identifying the four preferences in their behavior:

Where does one prefer to direct their energy; E, I

How does one prefer to process energy; S, I

How does one prefer to make decisions; T, F

How does one prefer to organize their life; J, P

Our experiential approach to the Myers-Briggs Type Indicator uses the personal insights gained from this classic personality type indicator coupled with eye-opening and engaging activities to yield powerful new understandings at the individual and team levels.

To collaborate effectively, especially under pressure, people need to understand each other better and appreciate personal differences. Converting these differences from a source of team conflict to a source of team strength dramatically increases the productivity of the team and the bottom line.

The activities will help Team members

Identify areas of strength and possible areas of weakness

Clarify team behavior

Help to match specific task assignments according to preferences

Supply a framework in which team members can understand and better handle conflict

Help individuals understand how different perspectives and methods can lead to useful and effective problem solving

Maximize a team's diversity in order to reach more useful and insightful conclusions

Activity Sequence:

FLOATING CUBES

The group divided into smaller teams. Each member must physically pass into and out of a large three-dimensional Cube within a specific time limit.

Key learning areas include resource utilization, problem solving and creative planning, as well as bringing strength and gender stereotypes to light.

Focus:

Proper and creative use of resources. Participants' ability to realize the strengths and weaknesses of the group.

Concepts:

Problem solving and creative planning.

Was there a workable plan?

UNIFIED VISION

The participants are presented with some pairs of words and phrases. For each set, they are to select the *correct* word or phrase. There is a correct word or phrase in each set.

Focus:

This Activity illustrates vision and the need for everyone on the Team to have the same understanding of the group Goal.

Concepts:

There are differing points of view on common concepts.

TOWER CHALLENGE

The group is divided into smaller groups and presented with a pile of material to be used to build a tower. The goal of the activity is to build the highest freestanding tower of any other group's, even when presented with a surprise item(s) that must be incorporated into their design.

Focus:

How is information gathered and processed?

Were there specific task assignments?

Concepts:

Illustrates different types in action.

Uncover current problem-solving approach.

The **Big Five** or **Five-Factor Model** is a personality tool used to identify decision making styles. "Big Five" factors of personality are five broad dimensions of personality which have been scientifically discovered to define human personality. They are:

- Openness
- Conscientiousness
- Extroversion
- Agreeableness
- Neuroticism

Team members need to be good listeners so they can hear all ideas being discussed which can then lead to other ideas. If team members are good listeners, their peers can feel free to express themselves freely. It is also important to be able to achieve consensus through discussion. Team members need to be able to question the objectives of the team and to be able to collectively exchange and defend the ideas until consensus is achieved. Finally, team members need to respect the other ideas that are presented by their peers and make effective decisions. In the team environment, it is important to help others on the team and to be able to share the responsibility. Team members also need to be fully engaged participants for the team environment to work. Finally, for a team to work effectively it is essential team members use effective communication skills to enhance decision-making/

The activities will help Team members

- Listen
- Discuss
- Help
- Persuade
- Question
- Respect

Activity Sequence:

PUZZLE CONNECTION

One member of the Group is shown a diagram of a puzzle in which the rest of the Group is challenged with building. There is a specific time frame in which to complete the project during which they may be switching jobs and/or location.

This is a great Activity that illustrates problem solving and communication skills, increase the understanding of the need for constant communication between existing teams.

Focus:

This Activity illustrates vision and the need for everyone on the Team to have the same understanding of the group Goal.

Concepts:

There are differing points of view on common concepts.

NITRO CROSSING

The Group is presented with a challenge to navigate a short course while being handicapped with a communication barrier. Participants are grouped into 2's or 3's each being handicapped in a different way. The entire Group must traverse the course, consisting of a series of landing area platforms, and successfully arrive at a specific destination. In order to succeed the Group must overcome their communication handicap and must execute a process that provides a safe and efficient method to complete their goal.

Focus:

Proper and creative use of resources. Participant's ability to quickly switch roles. Explore relationship to customer expectations.

Concepts:

Was there a workable plan?

Was the time spent planning adequate?

Was there a clear goal?

TRAFFICKING TRAPS

Replicating a factory process the participants are challenged to load mousetraps and transfer the loaded traps to an assembly area to create mousetrap structures. These trap structures are then routed to loading and shipping where they await inspection.

This activity touches on many aspects of the workplace and leads to discussions from process improvement, to cross training, to high stress and the challenge of dealing with these situations.

Focus:

Proper and creative use of resources. Participants' ability to realize the strengths and weaknesses of the group.

Concepts:

Problem solving and creative planning.

Was there a workable plan?

BEAVER RETRIEVER

Standing outside a circle approximately 30 feet in diameter the group is challenged to create a system of retrieving a specific object placed within the circle. The group is provided with a 100-foot length of rope. Neither the rope nor any person may make contact with the ground inside the circle.

Focus:

Communication and working within a "change" dynamic while still improving upon performance.

Does the group share and accept different views on how to improve performance?

Concepts:

What strategies did the group develop to implement an effective solution?

What was the consequence of change during the activity?

What strategies did the group develop to adjust to change?



BEER TASTING & PRETZEL MAKING CHALLENGE

The group is divided into smaller teams of 4 - 6 people. Each team is presented with a variety of different beer types. There are 2 different brands for each sample beer type. An example for a lager type beer would be Heineken brand vs. Yuengling brand. These samples are provided to the teams to practice distinguishing the differences and unique characteristics of each type (and brand) of beer.

Following this practice period the samples removed. Each Team is then presented with similar 'competition' beer samples. These are similar to the samples that they practiced with. They will compete against each Team to identify each 'competition' beer!

During the beer competition proceedings the Pretzel Making Competition will take place.

Each Team is presented with the required materials needed to create pretzels. Teams will be challenged with creating the most creative and unique version of a pretzel.

Judging the pretzel creations will be members of our culinary staff.

BUILD A CRAFT CHALLENGE

This Activity is designed to be a Retrieve, Build, Capture, and Disassemble Challenge.

Each team is presented with a set of clues that allow the teams to find and Retrieve materials that can be used to Build a waterborne craft.

Once retrieved, the teams then assemble or Build their craft. The craft should be built of such integrity that it can transport at least (4) members of the team out onto the Lake to a buoy, Capture their Team Flag and return back to shore.

Once back at shore, the craft must be fully Disassembled.

Teams will be scored on the Total Time that elapsed to Build, Capture and Disassemble their craft.



CATAPULT CHALLENGE

The goal of this activity is to create a launch-ready catapult propel an object into the lake more effectively than any other team. Each team collects their materials through a draft process, constructs a machine of their unique design, tests the integrity of it, and performs any final modifications. Each team launches a designated projectile and competes with the other team machines for Design, Distance and Accuracy.

This is a fun and challenging activity that builds strong team characteristics in their competition with other teams

CULINARY CHALLENGE

The Group is divided into smaller working Teams, presented with similar ingredients, tools and equipment and challenged with creating their own unique product. Our Chef offers his assistance as a Co-Facilitator and also as a resource for any Team. Judging criteria for each Team's final product can be established on a variety of outcomes; Timeliness, Creativity and Innovation, Visual Presentation, Taste, Equitable Team Member Participation, etc. In the spirit of honest and objectivity the Beaver Hollow Chefs conduct the judging of each Team's final creation.

SCAVENGER HUNT

We at Beaver Hollow have created a Scavenger Hunt that is truly unique to Beaver Hollow! We divide the Group into smaller Teams, present the challenge, distribute the instructions, establish the time frame, and start the Hunt! Teams must use their collective resources to search for various items as well as completing other aspects of the Hunt.

This Activity builds teamwork while being a lot of fun!

Team Challenge Activities



TRAIL CHALLENGE

The goal of this activity is a race to successfully complete every challenge found on the Nature Trail course in the most time efficient manner. The skill lies in each Team's ability to assess the unique attributes of the Team members and match those strengths with the various challenges on the course. Critical to the successful completion of each challenge is for each group to work as a team.

The Trail Challenge course encompasses our 1-mile Nature Trail. It is a walking path that takes the Teams through our Teambuilding Park, both up and down a short hill, over a creek, ending at our Tennis & Basketball Court Area. In some spots the Trail has wood chips in other spots the Trail is more natural with dirt pathways. There are 4 different Challenges posted at different intervals along the course. At each challenge the Facilitator will monitor and score the Team's scores to ensure the integrity of each performance.

This is an exciting activity that offers a certain level of physical challenge for most members of the Group.