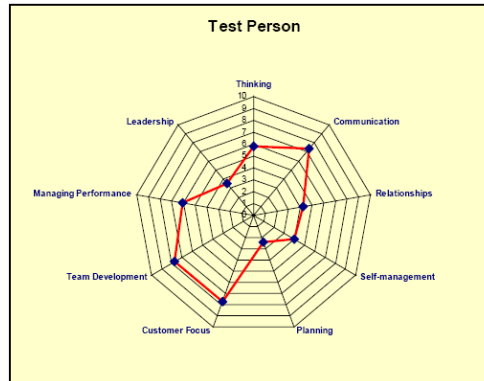


24 Hours –A Team Challenge

A highly interactive, engaging and absorbing way to assess and develop essential team working qualities such as;

- Thinking
- Communication
- Relationships
- Self-Management
- Planning
- Customer Focus
- Team Development
- Performance Management
- Leadership



Highly Adaptable

24 Hours is a very flexible team challenge and learning framework that can be adapted to focus on the specific performance goals, real issues and behaviours of teams and individuals. In essence, it is a points based challenge that can be run at differing levels of challenge and complexity. Points are earned from task completion, but also from performance review, learning identification, performance feedback, coaching and behaviour change. It also provides an opportunity for delegates to make their learning event a sponsored one, raising money for a specific cause.

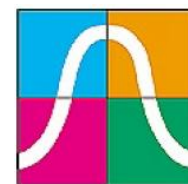
Engagement



Delegates quickly become immersed in the challenge, allowing real performance issues and behaviours to surface and to be challenged. Early involvement through pre-challenge self assessment instruments can be used to help participants actively engage in looking for and giving feedback on their own and others team performance. These instruments can be extended to include line manager and peer level feedback to build relevancy, meaning and understanding around effective team performance behaviours. Throughout the 24 hour challenge delegates will receive personal feedback from both the participants and the facilitators against any agreed frameworks.

Best Practise Models

Supporting team performance competencies within the 24 Hour Team Challenge are robust models and principles accepted by many as best in class, such as; The Balanced Scorecard and Michael Porters PEST model to assist planning and risk assessment, the GROW model as a Coaching Guide and Situational Leadership to assist the adjustment of personal style



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Team Performance by Example

The delegates quickly become involved in assessing themselves and others, reviewing individual and team performance and working out ways to improve behaviour and results. The normal team development curve is accelerated by the nature of the challenge and the activities involved. By the end of day one everyone will be pushing themselves and others to give of their best while the challenge and the pressure mounts under the changing dynamics of the 24 Hour Team Challenge. The group has to respond to the constantly changing environment, reviewing, re-planning and inviting improved performance and new behaviours from all. Without realising it each member of the group is “doing team performance” using and stretching the very qualities they wish to enhance.



How it works

Delegates meet at the agreed workshop location for coffee on the morning of day one and after introductions and initial briefings they have literally 24 hours to agree personal development and team goals, determine a strategy to deliver those results and complete the tasks they determine will deliver those results. The group decide which, activities they can fit into the 24 hours and when. Through the successful completion of the activities the team accumulate four different types of points which reflect the key dimensions of the balanced scorecard; dimensions which drive long term business success. Along the way the facilitators adjust the environment making the challenge more difficult in selected ways. Through the rewards of points for demonstration of the desired individual or team behaviour delegates quickly adjust their approach.

Long term improvements

Typically, around lunchtime on Day-two the 24-hour challenge is complete, leaving the team and the facilitators two hours to reflect on the learning throughout, design a personal development plan for the next few months and select a peer level coach from amongst the group to ensure progress and accountability.

Adding Value

Why not add to the interest and engagement for your delegates and encourage your group to support a good cause and get sponsorship for the challenge. It adds another motivational dimension to the learning activity and brings learning to life.

What other participants say

I would compare 24 Hours with a 4 days leadership development programme I once did. I think in terms of outcomes 24 Hours compares favourably with the 4 day programme being slightly more academic and 24Hours being more pragmatic and “immediate”. The team dynamics made 24 Hours very enjoyable and it was interesting to share experiences and ask questions in a way that helped others to achieve their goals. I surprised myself in how much I learned – not because I think I have little to learn (on the contrary) but because I got drawn by the process into full participation. – Richard Perry, Managing Director MLR.

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