



Experiential Training and Development--at your Organization's Campus

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It is not always necessary to go offsite for fun and engaging experiential training and development. Especially in the current economic climate, our clients are choosing development initiatives that cost less, but generate tremendous organizational value.

Over the years we have customized our experiential training and development activity: Maximize to work on clients' campuses, in shopping malls, in urban centers, and almost any other location you can imagine. There is no "ropes course;" it is a physical navigation activity that poses two fundamental challenges to the participants: a cooperation challenge, and a coordination challenge. For organizations interested in cross-boundary collaboration, breaking down silos and destructive politics, Maximize is a perfect choice. And because the per employee cost is low, the activity can fit most budgets.

Our clients are also surprised to learn that Maximize can be run for hundreds of employees. The largest group we have run Maximize for was 1,300, and we didn't experience anything to suggest a limit to the group size for this activity. And

contrary to some client's fears about working with larger groups, we find that large groups offer the potential of creating immediate, fundamental, and lasting changes to how employees interact to produce organizational value.

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Maximize causes individuals to shift thinking and behaviors to leverage productive collaboration in the organization. The lessons are not about collaboration for collaboration's sake, but collaboration to increase value for the organization.

Please watch for future announcements. We often offer open enrollment opportunities to experience Maximize with a few of your colleagues before investing in a large group experience. We will keep you updated. And feel free to call or email with any specific questions you have about bringing Maximize to your organization.