



**nextteams**  
the next step in team development

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## **NEXTeams Team Development**

**The NEXTeams Process** is a program designed to give teams the tools for effective change. Combining trust building and problem solving activities creates an environment that welcomes honest dialogue and fosters innovation. Within this setting, teams will discuss their teamwork pros and cons – what is working, what needs reworking, and how they can best support the vision and goals of both the individuals within the organization, and the organization as a whole...

- *Deinhibitizers* are activities that serve as icebreakers - encouraging participants to relax, lower their guard, and remove some of the barriers that normally keep individuals from cooperating with one another. Games are the simplest form of team challenge.
- *Initiatives* are activities that require group members to identify a problem, make a plan for solving that problem, and initiate their plan. These challenges foster communication, commitment to the group, and leadership roles among the group members.
- *Trust Activities* require significant commitment and communication from members of the group. Trust activities are designed to encourage personal vulnerability – a key component of overcoming barriers to change within the organization. This additional risk often ranks *trust activities* among the most intense and powerful experiences in the *NEXTeams Process*.
- *Full Value Contract* is a way of identifying the group's agreed upon "rules of engagement." When team members enter into the Full Value Contract, it allows them to take part in open communication between individuals and the team as a whole. The Full Value Contract allows honesty and vulnerability – the root of trust.

### **Sample Itinerary** (can be tailored to suit your goals and time restrictions...)

9:00 am – small group introductions – “tap-a-hand” – name game  
9:15 am – ice-breakers – “group juggle” – easy, fun, ‘getting to know you game’  
9:30 am – trust level one – “personal history” activity – vulnerability-based trust exercise – discussion of trust as a foundation of teamwork  
10:00 am – full value contract/team scoreboard – ‘how will we interact as a team?’  
10:20 am – group initiatives level one – “warp speed”  
10:45 am – trust level two – “the quality journey” – problem-solving trust initiative discussion of productive conflict as a necessary step in building a high performance team.  
11:30 am – initiative level one – “gutterball” – problem-solving activity  
12:00 pm – LUNCH  
12:45 pm – re-energizer – “electric coin toss”  
1:00 pm – check in with full value contract – ‘where are we now?’  
1:15 pm – commitment level one – “helium stick” – commitment exercise. discussion of the benefits of committing to a group and a group goal.  
1:45 pm – trust level two – “minefield” – commitment, communication and trust exercise.  
2:15 pm – final challenge and debrief – ‘what happened and where do we go now?’  
3:00 pm – END

Between activities the group discusses how they are meeting their goals, improving communication skills, and developing teamwork. The activities we choose can be easily related back to “the real world” (work, family, friends, etc...). *People learn better when they are engaged in fun and challenging activities.*

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### **Terms of Service –**

**GO-Adventures** will provide facilitation and equipment for **The NEXTeams Process**

Date: TBA

Location: TBA

Reservations: 50% deposit due to reserve your program date, with balance due on the day of the program.

Cancellation Policy: If making cancellation more than 14 days prior to the program date, full refund available. If making cancellation within 3 and 14 days of the program date, \$300 of deposit will be forfeited. Cancellation within 72 hours of the program date will forfeit your 50% deposit.

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We require a 50% deposit to reserve your program date, and the final payment is due prior to the program. Should you require some other payment plan, please let me know prior to the program date.

Payment can be made via cash, check, money order, VISA, or MasterCard.

If making payment by check, please send to:

**GO-AdventureSports**  
10203 Carson Place  
Silver Spring, MD 20901

If you have any questions, please call (240) 603-4150 or e-mail: [eriq@go-adventures.com](mailto:eriq@go-adventures.com)

Thanks very much, and I look forward to working with you.

Eriq Powers

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