



## What is it?

A **TOP SECRET** Government message is hand delivered to your team...it tells you that a vital communications tower has crashed to ground in your area and it must be retrieved and rebuilt. Your team has been hand picked to perform the search and rescue mission and with little information to go on you manage to form a plan that will see the rescue mission complete by the end of the day. Will your team perform?

## How does it work?

This activity is unique in that it focuses on a shared goal and mission and completion by 'one' team. Even though that one team may be split into several dispersed search and rescue teams, completion relies on their collaboration. There are 3 key phases:

### Phase 1: Planning and Skill Training:

The mission outline is given to the team. Planning and training begins as the group;

- Clarify the mission and challenges
- Decide on leadership and the way they will work together
- Match people to roles
- Allocate resources
- Learn tasks and skills such as search patterns, navigation, radio communication etc

### Phase 2: Reconnaissance and Retrieval of Tower Pieces:

Sub teams depart to find the missing tower pieces, completing as many as 30 separate challenges to earn additional information and to assist others that are relying on their intelligence. Each individual task requires leadership and everyone has an opportunity to lead at least one program element throughout the day.

Once all of the pieces have been found and challenges to retrieve them solved, the team will need to erect the tower to its specific specifications. In order to broadcast, the team will need to follow and interpret the clues to get it just right. Time will need to be carefully managed to make it before the deadline.



### Phase 3: Debriefing, Feedback and Coaching

There is a unique and immediate debrief and feedback element following each Experiential Activity that gives participants direct and immediate reflection on their performance. This structure, held during the challenge, allows for growth and development by participants during the program itself. These 'mini' debriefs comprise of:

- The leader's self reflection
  - What did I do well?
  - What did I struggle with and why?
- What could I do better next time?
- Feedback from their team
- Feedback from the facilitators

A secondary outcome of the feedback process is that it will build the leaders' skills and capacity at giving effective feedback to their team members in ways that improves performance. At the completion of the program a facilitated debrief session takes place that involves the entire team.

### What do you get?

Qualified senior facilitators, planning, activity equipment, outcomes in line with organisational / team outcomes., insurances and WHS analysis, location / venue suggestions, post activity report. Options for follow up meetings / coaching sessions to transfer the learning are available.

**Duration:** Half to two days.

**Location:** Able to be run in almost any location, usually outdoors and away from suburban streets.

**Who should participate?** Perfect for groups of up to 40 participants looking to build leadership, coaching and mentoring capacity.



\* The photos shown here are outdoor elements, however, tasks will be chosen according to the location and audience suitability and may include indoor and outdoor elements.