



**Team members are able to step outside normal roles, push themselves and strive for greater effectiveness and efficiency.**

***“Very well organized, very eye opening and worthwhile experience; a chance for team and personal growth. Excellent!”***  
**- Stratford Family Health Team**

InnerSee is a Waterloo Region based organization development and change management consulting firm that focuses on Employee Experience, Team and Group Development, Leadership, Culture Transformation, and Organizational Transition. Our work is influenced by a diverse theoretical foundation and utilizes a participant driven model. Our consulting services and programs cover a wide range of content from our areas of focus, allowing our clients to experience custom designed interventions to meet the needs of the individual, the group or team, and the organization.

### ***What is the InnerSee Challenge Course?***

Located alongside the Conestogo river, the 20 acre InnerSee Challenge Course is home to our team and group development programs. These programs are designed to create experiences that allow groups to work together to achieve a shared objective where the overall goal is to become a high performing team. Each program is delivered and debriefed by a highly trained facilitator to enhance the learning. Applying one of the many assessment tools InnerSee offers can provide even more clarity about what was experienced in the program. We offer full or half day sessions that can take place at our teaming facility or we can come to you with our portable programs.

### **Outcomes**

The increased awareness and understanding of group dynamics that are an outcome of these programs leads to higher levels of commitment and engagement from individual members. Our team and group development programs foster a wide range of outcomes including:

#### **Personal**

- Skill development
- Increased self-awareness
- Better understanding of complexities involved in working with teams

#### **Interpersonal**

- Increased morale and sense of team identity
- Strengthened relationships within the team
- Greater understanding of the needs of other and the team itself

#### **Organizational**

- Healthy team processes created
- More positive, effective and satisfying workplace environments
- Stronger employer-employee relationships



***“It is always a pleasure to go through the Innersee team building activities. We’ve participated in the past and we still learn something new.”***

***- WLU Student Union***

## **Off The Grid Challenges**

**Half or Full Day**

**Min Participants: 6**

**Max Participants: N/A**

These outdoor custom designed programs focus on creating a fun environment designed to highlight the strengths and ability of a team. They also encourage members to collaborate and work together to achieve a shared goal. As a result these experiential programs boost team morale and help create, or further cement, the shared identity of a team. Interacting in an different environment and solving unique problems or challenges, team members are able to step outside normal roles and push themselves to strive for greater effectiveness and efficiency.

### **Investment**

Your team building event is custom designed based on your goals and desired outcomes. We often recommend the use of a profile assessment tool to enhance the learning and increase the impact of the day. For more information regarding which individual and or team profile assessment tools we offer, contact our office.

Prices are dependent upon full day or half day pricing specific to your desired location.

Please contact InnerSee to discuss your program details, pricing, logistics and any add on assessment tools that you may be interested in..

This is the flagship program that InnerSee offers to highlight team and group development. **Off The Grid Challenges** allows clients the most customization which helps to ensure their goals are achieved. This program combines three types of activities to create a unique and powerful experience.

The day begins with *Cooperative* games, which are fun activities that are designed to break down barriers and assumptions that may exist in the team. After a warm up, teams will experience a mix of *group initiatives* and or *low ropes elements*. Both types of these obstacles are designed in a way that the group has to work together in order to be successful.

How a team communicates, manages resources, trusts and supports one another and uses leadership skills can be emphasized and addressed in this dynamic program.

Put your team through the same challenges that many corporate executives, municipalities and tech companies have experienced over the years.

*This program is available at The InnerSee Challenge Course or as a portable program offered on site of the client's desired location.*



## GeoTeaming

**Half or Full Day**

**Min Participants: 5**

**Max Participants: N/A**

This half-day or full-day **GeoTeaming** activity brings the traditional scavenger hunt into the 21st century. It provides an opportunity for participants to practice leadership skills, communication styles, and engaging in problem solving.

A large group will be given a task and then split into sub-groups consisting of 5-8 participants. Each sub-group will be equipped with a GPS unit. These GPS units will be used to find caches scattered within a large perimeter. Once the hidden caches are found, participants will need to work together in their sub-groups to complete a problem solving activity. Once the activity is complete the sub-groups will receive a resource that is beneficial to to large group task.

GeoTeaming can also be facilitated as a fun competition where sub-teams compete to see who can accumulate the most points before time runs out!

*Please note this activity can only be facilitated outdoors, and as result is weather dependant. This program is available at The InnerSee Challenge Course or as a portable program offered onsite of the client's desired location.*

## Team Projectiles -Blowdart

**Half Day**

**Min Participants: 12**

**Max Participants: 48**

Ready... Aim... FIRE!! The **Team Projectiles** program provides teams with the opportunity to hit their targets, literally!

After some simple instruction, everyone will practice throwing axes. Then they will get into their teams and be split into sub-groups. Each sub-group will be tasked with building part of their teams blowdart launcher, and will receive most of the materials needed. At regular intervals the sub-groups will be allowed to meet and discuss their plans to make sure their individual components will be compatible. At this time a member from each team will throw 2 axes. The additional resources each team receives will depend on how well they throw their axes. After building separately, the sub-groups will bring their components together, test their launcher, and then compete against the other sub-groups.

Communication and creative problem solving are required to successfully complete this activity

*This program is available at The InnerSee Challenge Course or as a portable program offered on site of the client's desired location.*

## Going Full Cycle

**Half Day**

**Min Participants: 8**

**Max Participants: N/A**

**Going Full Cycle** is the 'service learning' program that combines social responsibility and team-building.

The entire group will be divided into smaller teams (Max 8 people/ team), and complete smaller team building initiatives in order to accumulate the pieces and tools required to build a bike! The challenges focus on team-work and communication, and teams can only be successful when everyone works together.

The best part of this program is that when the bikes are all completed, they are donated to a local charity who will deliver the bikes to children in need.

*This program is available at The InnerSee Challenge Course or as a portable program offered on site of the client's desired location.*



## Space Mission

**Half Day**

**Min Participants: 8**

**Max Participants: 85**

**Space Mission** lets you travel to the Innersee Space Station with your team to complete an out of this world mission.

Working as one large group, your team will have the opportunity to work on communication, managing roles and limited resources, and multi-tasking while getting satellites back online. The team will be trained on the different roles and their specific tasks that are required to complete the mission on the space station.

Once everyone has been trained, the team will have to consider everyone's strengths and assign roles to each member. In space, some team members will have the blueprints to the puzzles, and others will have the access and the resources to complete them. The team's mission is to work together and use their resources effectively to solve a variety of puzzles before time runs out! However, in space things don't always go according to plan and your team will need to keep an eye out for any other problems that may emerge.

Does your team have the skills to repair the satellites and avoid a major communication crisis back on earth?

*Please note this activity can only be facilitated outdoors, and as result is weather dependant. This program is only available at The InnerSee Teaming Facility.*

## Ship Wrecked

**Half Day**

**Min Participants: 12**

**Max Participants: N/A**

The large team must work through a series of initiatives in smaller sub-groups while they are **Ship Wrecked**. Here they will earn the resources necessary to complete the large team task.

Working together in assigned sub-groups, each small group will solve a unique set of challenges to acquire the planks needed for traveling to a central landing zone. Groups find that they arrive at a "dead-end" and need the assistance of another group. While some groups may have more boards than they need to arrive at the landing zone. Even as the groups work to earn their resources, groups can share learning as other groups will be working on similar problems. The overall measure of success will be the shortest time span it takes to arrive at the landing zone, from the first person's departure to the last person's arrival.

This challenge requires the team to problem solve in an integrated manner, using all the materials and information that each sub-group possesses, in order to achieve the shared objective.

*This program is available at The InnerSee Challenge Course or as a portable program offered on site of the client's desired location.*



## Sample Schedules

### Innersee Challenge Course Full Day Sample Schedule

Time	Activity	Description
8:30-9:00	Arrival	Client arrives on the course. Coffee, tea, and breakfast snacks are available
9:00-9:15	Welcome	InnerSee staff introduces themselves to the client. General housekeeping notes are explained, and an overview of the day is provided.
9:15-12:15	Program #1	Varies depending on the program selected by the client
12:15-1:15	Lunch	Provided by one of our partner caterers, or the client can bring their own
1:15-4:15	Program #2	Varies depending on the program selected by the client
4:15-4:30	Wrap-up	InnerSee staff provide closure to the day
4:30	Departure	Safe Travels!

### Innersee Challenge Course Half-Day Sample Schedule\*

Time	Activity	Description
8:30-9:00	Arrival	Client arrives on the course. Coffee, tea, and breakfast snacks are available
9:00-9:15	Welcome	InnerSee staff introduces themselves to the client. General housekeeping notes are explained, and an overview of the day is provided.
9:15-12:15	Program #1	Varies depending on the program selected by the client
12:15-12:30	Wrap-up/ Departure	InnerSee staff provide closure to the day

*\*Please note that Lunch can be added to a half-day if you prefer to eat at our location. For Programming occurring at the clients location, the Schedule would begin at 'Welcome'*



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How can we help you maximize the potential of your organization? You can contact our office by phone, **519-653-2337** or send us an email at [info@innersee.com](mailto:info@innersee.com)

**Experience. Explore. Empower.**