



Team members are taken out of their comfort zones to facilitate learning.

The purpose of a ropes course is to identify and develop a participant's behaviors and attitudes that can optimize a team's collective force. DMA can provide a range of program ideas, components and experiential activities that can be adapted into any program format that meets your needs.

### Team Camaraderie Programs: Corporate Retreats, Company Fun Days, and Sales Meetings

The focus of these programs is to bring employees together to work in a neutral, nonthreatening setting. This setting allows employees to have fun together, get to know each other and share a common experience. The ropes initiatives are facilitated to promote fun, relaxation, and celebration. Team Camaraderie Programs can be conducted to kick off a retreat, bring together people who don't know each other, form a new team, reward employees for a job well done, or support organizational planning or strategy meetings.

### Team Foundation Program

Design Management Alliance will customize a team development program geared toward building a strong and effective team process and



Without communication and cooperation, many exercises cannot be completed successfully.

## Building an Effective Team

Effective teams have members who trust one another. They share a sense of membership and attachment, both emotionally and professionally. Contributions of all team members are encouraged, acknowledged, and supported. Effective teams tend to demonstrate honesty, belonging, quality of relationships, and participation.

Design Management Alliance offers several experiential-based programs designed to provide "real-time impact learning" where participants learn teamwork by attempting to complete tasks together in an environment away from the team's normal setting. During each initiative they learn the necessary skills required to effectively participate as a team member and to enhance the processes that drive teams toward success.

**What I hear I forget  
What I see I remember  
What I do, I know.**

*—Chinese Proverb*

## What is a Ropes Program?

A ropes course is a series of individual challenges and group problem solving initiatives designed to develop teamwork skills and individual confidence. Ideally, the entire course provides a framework for significant interpersonal learning.

system, based on specific organizational values and norms. A program is usually two to four days in length, and it targets teams that desire to improve communication and effectiveness with proven results.

Teams identify the critical skills, operating processes, and other founding principles required to be successful and fully functional within the organization. During the program team members analyze both individual and team performance. Then they work to bridge any identified gaps in performance. At the end of the session teams will have a workable plan of action for improving performance back on the job.

### High Impact Teamwork

DMA offers a one-day program designed to heighten a team member's knowledge about team dynamics and what is required to be a valued contributor to the team. Often members throughout an organization attend these programs to begin to understand how teams and individual team members can contribute to the success of their organization. The session is oriented toward helping the participants understand their roles as team members, as well as the pitfalls and rewards of teams. It is both fun and intense.

A High Impact Teamwork program is often conducted in conjunction with other skill development. This may include enhancing team communication, collaboration, decision making, and conflict resolution, just to name a few.

### Course Expectations

Will an experiential-based, ropes program permanently change how your group works together? It is our experience that no ropes program by itself can have a lasting effect on work behavior or organizational



Exercises such as the Cycle Time Puzzle stress team collaboration and decision making.

culture. To have a lasting impact, three additional factors must be in place.

1. The program must be a part of and reflect existing organizational objectives and goals.
2. The program must be part of an organizational initiative or intervention to reinforce existing skills training in a particular content area.
3. The program must be designed with follow-up sessions that renew experiential learning, reexamine content areas, and review ongoing issues.

### Program Safety

The theme of a ropes initiative is for people to challenge their preconceived limitations. However, our courses are designed to consider each participant's physical and mental conditioning. Our "Challenge by Choice" philosophy allows participants to decide their level of physical and emotional involvement.

We have found that there is no age or strength level that prevents people in generally good health from fully participating. Safety is our number one priority and comes first for the individual and for the team as a whole. All of our staff members are certified in first aid at the First Aid First Responder level or higher.

## Unique Goals and Objectives

DMA's approach to learning during a ropes program is to remove each participant from their comfort zone. In doing so, participants discover they are "stretching" preconceived limitations that have been placed on them, either by themselves or other team members. It is in this stretch zone that learning takes place, expanding a person's comfort zone to new horizons.

While the emphasis on skill development varies and is based on team and organizational needs, DMA works with teams to develop skills in the following areas:

- Communication
- Navigating Change
- Time Management
- Team Problem Solving
- Collaborative Decision Making
- Setting Goals
- Measuring Performance
- Providing Feedback
- Giving Recognition.

### Program Logistics

We have the ability to conduct a ropes program virtually anywhere. Most of our programs are conducted at a conference center of the client's choosing. All of our initiative programs can be done in either a conference setting or in the work site itself. Our portable equipment allows us to provide a variety of initiatives in a diverse setting—indoors or outdoors—with large or small available space.

## Program Cost

Because all our programs are customized, there are many cost variables. The primary variable is group size. Our base fee is \$2400 per day per group of 8-12 participants. This fee can vary, depending on the complexity of the program.

Special services like 360 degree feedback and administration of DiSC Behavioral Profiles or other assessment materials are charged as additional fees. The client is usually responsible for site rental fees, lodging, meals and travel expenses. For large groups or multi-day programs or programs contracted for more than 3 months in advance, discounts may apply.

**The confidence which we have in ourselves engenders the greatest part of that we have in others.**

*—La Rochefoucauld*

## Contact DMA

We offer a range of activities including ice breakers, portable climbing equipment, problem solving, communication tools, and trust-related events. All DMA program activities are facilitated and debriefed in a manner that participants find refreshing and invigorating. Call us for more information on how you can jump-start your group or team.



Courses and activities are selected based on the teams' physical abilities. Participants are not asked to perform tasks beyond their capabilities.