

Reach for the Summit is an interactive, video-based mountain climb that helps leading businesses:

- Strengthen teamwork and leadership
- Align goals and improve communication
- Inspire and motivate participants
- Fast track team spirit, trust and unity
- Produce unique insights into individual and team behaviours

"The Peak Teams **Reach for the Summit** program has been a perfect addition to our Eco-Seagate program for the past two years. Thousands of people could talk to us about values and teamwork, but you actually show us and let us experience it for ourselves. The response has been very positive, the participants immediately applying the learnings on an individual and team level. This visually impressive program is one of the best we've ever seen."

Bill Watkins, President, Seagate Technologies (Forbes Magazine USA Company of the Year 2006)

In **Reach for the Summit**, participants form teams and put themselves in the position of real climbers as they make decisions about challenging scenarios that come to life on the big screen.



The objective of the program is to virtually summit the highest peak possible, while managing a budget, a tight timeframe and constant pressure on people.

Success will depend on each teams' ability to adapt to change, manage risks and solve an increasingly complex set of problems.

The program has been run for groups of 10-750 people, from 1.5 hours to many days.



PEAK TEAMS

Program Flow

INTERACTIVE BUSINESS SIMULATIONS
• E-LEARNING • KEYNOTES

EXPERIENCES • LEARNING • RESULTS



Depending on timeframes the program will contain one or more of the following stages:

Begin with Engagement

The program begins when teams of 6-8 people walk together into a darkened room, with a flashlight in the hands of their leader. They see candles on the tables, a Base Camp tent on stage and large mountain images around the room. Dramatic music creates a sense of the unknown.

Once all the participants are seated they watch a high impact video of spectacular mountains and climbers pushing for the summit. The video ends with a still image of the client logo and then the Peak Teams facilitators introduce themselves and the purpose of the session.

Set Up Stage – the Environment Within Your Control (45 – 120 minutes)



After the initial entry into the room the audience is quickly guided through an example of the interactive nature of the program and the objectives for the session.

Each team then must: appoint roles and responsibilities; select a goal, define success; agree on priorities and align their guiding principles

At the end of this stage the teams are feeling quite strong and ready to take on anything. That is when the first change occurs – we ask one member of each team to leave the table and join a new team at the front of the room.

Base Camp and Summit Stages – the Environment Out of Your Control (1-3 hrs)

As the altitude increases, the obstacles become more numerous, the risks intensify and decision making becomes more difficult.

Comfort zones will be tested. The challenge is on for everyone.

Teams have the chance to buy and sell information to help them reach the summit. Collaboration, open communication and effective leadership will be critical for success.





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Acclimatisation Breaks – Learning ON the Climb (5- 15 minutes per session)

Acclimatisation means stopping to look, listen, learn and adjust before continuing up the mountain. This is a critical skill in a changing environment, and will help teams improve their internal processes and overall performance.

Depending on the length of the program there could be 0, 1 or 2 Acclimatisation Breaks.

Debrief and Business Application – (15minutes – full day)



The debrief will be customised to suit your needs, and can run from 15 minutes to several hours. The normal flow of a debrief would be as follows:

- each individual spends a few minutes recording their thoughts and insights from the program
- the whole table comes together as a group to discuss and record their learnings as a team
- the whole room shares 1-3 key takeouts and commitments

Creative support material can be used to enhance the learning outcomes. Themed journals are provided to record team process and reflection, individual cards allow personalised learnings and commitments, and A1-sized thought maps capture team discussion.

Diagnostic questionnaires can also be used to collect valuable quantitative data about key areas of team functioning and performance. Sample questions could include: “how well did we engage in difficult conversations”, and would be scored on a scale of 1 to 5.

Business Application sessions could be run as Action Planning workshops or co-facilitated business sessions involving executives from your team.

Inspirational Close

Whether it be reaching the summit of Mt Everest, skiing remote peaks on all seven continents or overcoming a fear of heights, all of our presenters have inspirational stories that will close your event on a high.

These short but powerful messages have proven to be the motivation many of our participants have used to achieve their own dreams.

