

Virtual World[™]

Team Building Experience



A POWERFUL EXPERIENTIAL LEARNING TOOL FOR DEVELOPING TEAM EFFECTIVENESS THROUGH
LEADERSHIP, DECISION-MAKING, GOAL SETTING, AND PROBLEM-SOLVING.

DoingWorks Inc.



HOW THE SYSTEM WORKS

Virtual World is a simulated journey that requires individuals and teams to develop new skills to go to new places. The successful team will learn to utilize what's effective and to overcome what's ineffective. They will encounter unexpected challenges and receive unbelievable rewards, and along the way everyone has fun.

Virtual World is a highly interactive process for group learning. Teams of up to 11 people quickly learn how to use a compass and then take a journey to discover a preset path. The experience is designed to last 4 hours; however, it can be extended easily into a full day. Some school systems divide *Virtual World* into 1-hour sessions to accommodate their class schedules.

This innovative experiential exercise teaches new skills by mirroring circumstances faced in the workplace and in personal lives. The journey and the compass are used as metaphors. They illustrate the concepts of aligning individuals in the direction the organization is going and the principles that will guide them. The power of *Virtual World* emerges in the reflection process where participants review their behavior and performance, understanding the parallels to the "real-world". They see that when faced with the pressure of time constraints, quality issues, and competition, many teams make hasty decisions that effect performance. The most effective teams set goals, plan together, delegate, share responsibilities, and have a common vision.

WHY THE SYSTEM WORKS

Virtual World clearly simulates the challenges teams face in today's competitive work environment. It has the same tensions and pressures that effect an individual's or a team's ability to be effective.

Most importantly, participants learn through direct experience. There is no substitute to learning by doing. Hearing or reading simply cannot compete with highly focused team experiences. Remember how you learned to ride a bike? Did you just talk about it, or did you do it?

In the *Virtual World* people see themselves and their colleagues responding to challenges; trying to be as productive as possible in a challenging environment. At the conclusion of the program, participants return to the job with a new sense and understanding of:

- ◆ Leadership Roles
- ◆ Goal Setting
- ◆ Communication Strategies
- ◆ Decision-Making Methods
- ◆ Problem-Solving Techniques
- ◆ Planning & Teamwork



KEY TRAINING BENEFITS

PLANNING AND GOAL SETTING

Virtual World shows that when faced with different possible solutions to the same task, many teams fail to plan and problem-solve efficiently. As we reflect on the journey, the debrief reinforces the critical importance that good planning and goal setting have on performance.

SHARED VISION

Participants are challenged to think in terms of “what is possible?” instead of “what is necessary to survive?” Participants leave with a clear vision that success begins with attitude, commitment, and a destination.

TEAMWORK

Communication, shared resources, roles, responsibilities, and focus on a common goal are all challenged throughout the Virtual World process. Reflection and the debrief of the activity shows the participants the need for commitment of the whole team to be successful and effective – especially when the pressure is on.

LEADERSHIP ROLES

Virtual World demonstrates that activity alone does not guarantee success. Virtual World challenges the group’s ability to reach decisions collectively. The successful team recognizes leadership roles change and evolve as the process continues. Who’s in charge and how the decisions are made and effectively communicated is put to the test throughout the process.

AUDIENCE

As many organizations will attest, the benefits of Virtual World are many – it’s a big hit. Anyone in your organization can benefit from its powerful outcomes. It is especially valuable for company events that focus on effective teamwork. Teams of 2 to 11 people quickly learn how to use a compass and then take a journey to discover a preset path. The entire program can be facilitated in a half- or full-day.

IMPLEMENTATION

Virtual World was originally designed to use with corporate work teams and managers because it puts team members into situations where they have to work together to solve problems, make decisions, set goals, and practice leadership. Schools systems have embraced it because it integrates social skills with applied mathematics and cross discipline teaching.

Facilitate it yourself: Up to 11 people can be trained as “Virtual Facilitators” so that your organization can use Virtual World again and again. The learning simulation comes with everything you need. Everything is reusable except the participant “Log Books” that each person uses to record insights from the journey and set goals for themselves.

We facilitate it too: We can come to you and facilitate Virtual World. This is a good option if you do not have a plan to repeat this type of training, or you do not want to train internal staff to facilitate it.

Where? Unlike most outdoor team building experiences, Virtual World can be facilitated in just about any large open space including: Corporate grounds, public parks, university campuses, campgrounds, or ropes courses. The way it is designed, you can establish a reusable course without leaving any trace that it is there.

Virtual World™
Team Building Experience



Virtual World is a high impact learning experience that is fun and interactive.
It's a great way to improve teamwork.

Use Virtual World to

- ◆ Create a model of effective teamwork.
- ◆ Provide high impact training in a short time frame.
- ◆ Understand the importance of goal setting, planning, and effective communication
- ◆ Provide your team with a shared experience that is fun, motivating, and unforgettable.

Learn the System Before You Start

A video CD is included in the system that takes you through the steps to set up your own courses and facilitate them effectively. You can also contact Sam Sikes to assist you with your questions or unique situations.

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