

Innovation • Inspiration • Motivation

Pr  **PELLER**
Team Training

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About Propeller Team Training.

Propeller Team Training provides inspirational team building and development sessions and activities. Using a variety of techniques, knowledge and experience, we provide experience based learning activities that help people realise the benefits of working in a team. These are specifically tailored to your individual requirements. All our activities have specific learning outcomes or objectives which your facilitator can easily adapt according to the dynamics of the group.

With a background based in military team development training, teaching experience and 'appreciative inquiry' we can help your team realise their potential and work more effectively in a fun and enjoyable learning experience.

Our experiential activity sessions can be used for a variety of team development experiences including:

- ✈ [Team Building](#)
- ✈ [Leadership Training](#)
- ✈ [Recruitment Assessment](#)
- ✈ [Train the Trainer](#)
- ✈ Staff development



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Beliefs and Principles

The whole philosophy of Propeller is to inspire through enjoyment. We believe that learning is best achieved through experience. It is important to us that participants enjoy their session, but also learn something from it. The fundamental principles behind what we do are:

- Learn through Experience
- Real life application of that learning
- Choose the right attitude
- Challenge by choice
- Have Fun!



By maintaining a clear focus on your training and improving staff performance a variety of benefits often emerge. Firstly it can help your organisation engage with its employees. They develop a sense of belonging and worth and this can be reciprocated in their loyalty to the company. This not only helps reduce the turnover of staff, but will also help cut costs; both in terms of the recruitment of personnel who leave due to being unhappy, but also employees will be more dedicated to their role and therefore more productive. Enthusiasm is often infectious and making a positive effort to engage with people both inside and outside your organisation can provide great results. We can help you develop that enthusiasm, drive and motivation.

We remember

- 10% of what we Hear
- 20% of what we See
- 90% of what we Experience

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Course Summary

Structured Programmes

Course		Content	Duration
The Propel Programme of team development	Set up for Success	<ul style="list-style-type: none"> ✦ Getting Grounded in Team Basics ✦ Creating Team Operating Guidelines ✦ Establishing Team Purpose and Goals ✦ Clarifying Team Roles ✦ Building on Style Differences ✦ Assessing the Team 	2 days
	Go Team	<ul style="list-style-type: none"> ✦ Enhancing Team Communication ✦ Running Effective Team Meetings ✦ Making Team Decisions ✦ Avoiding Groupthink ✦ Resolving Team Conflict ✦ Solving Team Issues 	1 day
	See you at the top	<ul style="list-style-type: none"> ✦ Building Team Trust ✦ Giving and Receiving Feedback ✦ Sharing Leadership ✦ Sparking Team Creativity ✦ Managing Change ✦ Leveraging Team Learning 	1 day
Effective practical leadership training	Taking the Lead	<ul style="list-style-type: none"> ✦ Know the types of leadership styles and how they fit you/your organisation. ✦ Know the principles behind good effective leadership. ✦ Learn the principles behind effective briefing. ✦ Introduction to motivational strategies. ✦ Practice effective functional (Action centred) leadership 	2 days
	Leading from the Front	<ul style="list-style-type: none"> ✦ Leadership Styles ✦ Effective briefing ✦ Questioning techniques to get the best of your team ✦ An introduction to appreciative enquiry ✦ Psychological principles behind effective leadership ✦ Building an effective team ✦ 5 Dysfunctions of a team 	2 days

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General Development Programmes

Course	Content	Duration
Table Top Team building	Introductory team building activities Ideal for CPD sessions, new or established teams to reinvigorate themselves.	3-6 hrs
Networking events	Our activities can be used to facilitate your networking events to get people really talking!	0-2 hrs
Getting Down and Dirty	A bit more military! Using skills and techniques from our military experience to build and develop your team outside their comfort zone.	1 day or 2 day (How brave are you?)
Keep Talking	Usually a one day programme aimed at improving a variety of communication skills.	1 day
No more boring interviews!	Using our activities as a way of assessing potential candidates means you can find out more about the candidate as an individual.	As required (usually 1 day)

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What we can do for you

Team Building



Our unique range of experienced based team building activities are perfect for helping you develop a variety of team skills including communication, problem solving and motivation. They can also help build a sense of community between the participants.

During our session we examine what helps a team work well and what can cause it to become dysfunctional, all through fun and enjoyable

activities. Our sessions can help your team:

- Break down barriers
- Have a more focused positive approach
- Work more effectively as a team
- Understand how teamwork can prove invaluable to success
- Understand how asking the right questions can unlock the potential of a team



To view our Propel Programme of team development training [CLICK HERE](#)

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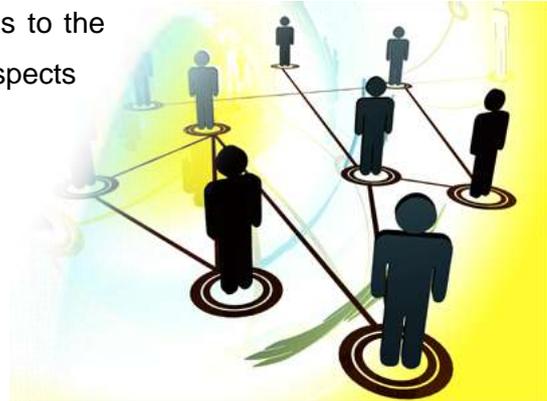
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Leadership Training

Our leadership training courses are bespoke to your specific requirements. Our background in teaching military personnel the principles of leadership gives us first hand experience and knowledge of how imperative effective leadership is to the success of any organisation. Our courses cover aspects such as:

- Leadership Styles
- Effective briefing
- Questioning techniques to get the best of your team
- An introduction to appreciative enquiry
- Psychological principles behind effective leadership
- Building an effective team
- 5 Dysfunctions of a team



Again using our unique range of experiential activities we can help train your future leaders or managers.

During the course participants get first hand experience in leading a team effectively through our specially designed activities.

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Recruitment Assessment

Using our activities as a way of assessing potential candidates means you can find out more about the candidate as an individual. We can help you assess your candidates on a variety of skills such as communication, integrity, leadership and problem solving. By using a less formal recruitment procedure and our activities, we can truly gauge the skills and qualities of the candidates, something not always possible by traditional recruitment techniques. The



Royal Air Force has been using similar systems with huge success to examine potential Officers for a number of years. We have close links with the Royal Air Force College Cranwell and the Officer and Aircrew Selection Centre. We can bring our experience of this to you.

We'll consult with you prior to the session to establish what attributes you seek in the candidates. After the assessment day you will then receive a full analysis

of each individual candidate. Using a system like this allows more than just intellectual knowledge and experience to be examined.

Train The Trainer

Our facilitators are all qualified teachers or further education lecturers who have previously had a military career. Our train the trainer courses will give you essential tools and techniques to facilitate your own training. During the course you'll examine some key educational ideologies and theories and put them into practice. You'll learn how we actually learn and what we can do to help advance our learning and training.

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Other Courses

We provide a range of other bespoke courses that can help your organisation move forward. These include

⇒ **Keep Talking!** (Communication Training)

Usually a one day programme aimed at improving a variety of communication skills.

⇒ **Getting Down and Dirty** (Military skills Teambuilding)

Using our ex forces facilitators we'll put you through your paces. We have access to a range of activities including assault courses and the Officer and Aircrew Selection Centre at the Royal Air Force College Cranwell, Lincolnshire.

We also provide residential military skills teambuilding. By residential we mean you stay with us, but not necessarily in a hotel! Up for the challenge? These courses cover bivvy building, field craft, escape and evasion and more. Combined with our own activities they make a fantastic training course to get your team fired up for any challenge.



Table Top Teambuilding and Networking

If you're organising an event we can help get people really talking. We'll use a variety of simple but effective strategies and activities to instigate a networking event like no other!



email us now to discuss how we can help your organisation move forward!

info@propellerteamtraining.co.uk

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What gives us the Edge?

What makes Propeller Team Training unique is that our sessions and activities are all designed so they can be done almost anywhere. We travel to you! The whole principal of



this is to make it as convenient for you as possible. This also means we are a much more cost effective training solution. If you do not have the capacity or premises then we can source a suitable venue, again, which is convenient for you.

Don't be fooled !

There are many companies and organisations out there offering "teambuilding" activities. Often these turn out to be nothing more than a corporate day out.

Why use Us?

We come to you!

Our training activities are all designed so they can travel to you avoiding the need for expensive venue hire.

Over 10 Years experience!

With our background in military team development we have over 10 years experience in team development training, leadership training and recruitment assessment activities establishments.

Great Value!

Unlike some other training providers we only charge per person, not per course, so you only pay for the people who attend.

Free Consultancy!

With **all** our training packages you get **FREE** before and after consultancy so you can be assured that if you need some help or advice we are only a phone call or email away!

Our Trainers!

British military training is renowned for being some of the best in the world so we only use ex military personnel to facilitate our training. Because of the high standard of training our facilitators have received from their time in the forces, we can pass this on to you.

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The Propel Programme

(Team Development Programmes)

Setup for success!

These are the fundamentals of teamwork. But don't assume these are for "beginner" teams! Many experienced teams find they have never worked through these important team building blocks. ("Oh, so maybe that's why we've been struggling...!")

1 Getting Grounded in Team Basics

Welcome to the team! Whether you're a new team or an old one, this module will lead you to valuable insights about team structures and stages of team growth, and will help identify the characteristics of the best teams.

Your team will:

- ✈ Learn the definition of "team".
- ✈ Identify the characteristics of the best teams.
- ✈ Explore different types of teams.
- ✈ Consider the different stages that teams experience over time.
- ✈ Discuss how the team concepts in this module apply to your team.

2 Creating Team Operating Guidelines

"How will we act when we are together?" Surprisingly few teams have an explicit conversation about their operating guidelines. Once defined, your operating guidelines hold surprising power for the team, and become a template for assessing your own performance.

Your team will:

- ✈ Explore the importance of having a set of shared behavioural expectations for the team.
- ✈ Establish and commit to your team's own operating guidelines.

3 Establishing Team Purpose and Goals

"Why am I here? What should I do?" No, these aren't existential questions, nor are they the reflections of some clueless guy. In your team, they are urgent questions about the teams' purpose and goals. Are you sure that your team has shared understanding of its purpose and goals? You may be surprised! This module will help create clarity, alignment, and action.

Your team will:

- ✈ Explore the importance of establishing the team's purpose and goals.

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- ✈ Consider the characteristics of – and differences between – compelling purposes and goals.
- ✈ Identify and articulate this team's purpose.
- ✈ Establish a set of specific, actionable goals that will advance the team toward completing its purpose.

4 Clarifying Team Roles

So... who does what on your team? It sounds like a simple question. But don't assume that everyone knows the answer! Even the best teams suffer from areas of role confusion. This module leads the team through a facilitated process that leads to more clarity, less conflict, and higher performance.

Your team will:

- ✈ Explore the naturally occurring roles that emerge in teams, and identify your own preferred team roles.
- ✈ Gain shared clarity and agreement around the specific team tasks that each team member must perform in order to accomplish the team's mission.

5 Building on Style Differences

Have you noticed that your team mates do things differently than you? Often this is a source of conflict for teams. In this module, you'll learn to transform these differences into an endless source of innovation and performance. Based on the pioneering work of Dr. Linda Berens, this powerful module of the Propel Programme is rich with insight for all teams.

Your team will:

- ✈ Explore the style preferences that each member has for interacting with others.
- ✈ Understand and appreciate the differing styles of others.
- ✈ Make changes in your ways of working together so that you can benefit from the individual styles of each member.

6 Assessing the Team

With this module, each member of the team will assess the team on a broad number of dimensions. The result will be a comprehensive picture of the team's health. Kind of like a physical from your doctor, but with no needles.

Your team will:

- ✈ Conduct a broad assessment of the team's areas of strength as well as its deficits.
- ✈ Make plans to address the team's opportunities for growth.

View Propel Programme LEVEL 2 (modules 7-12) [CLICK HERE](#)

View Propel Programme LEVEL 3 (modules 13-18) [CLICK HERE](#)

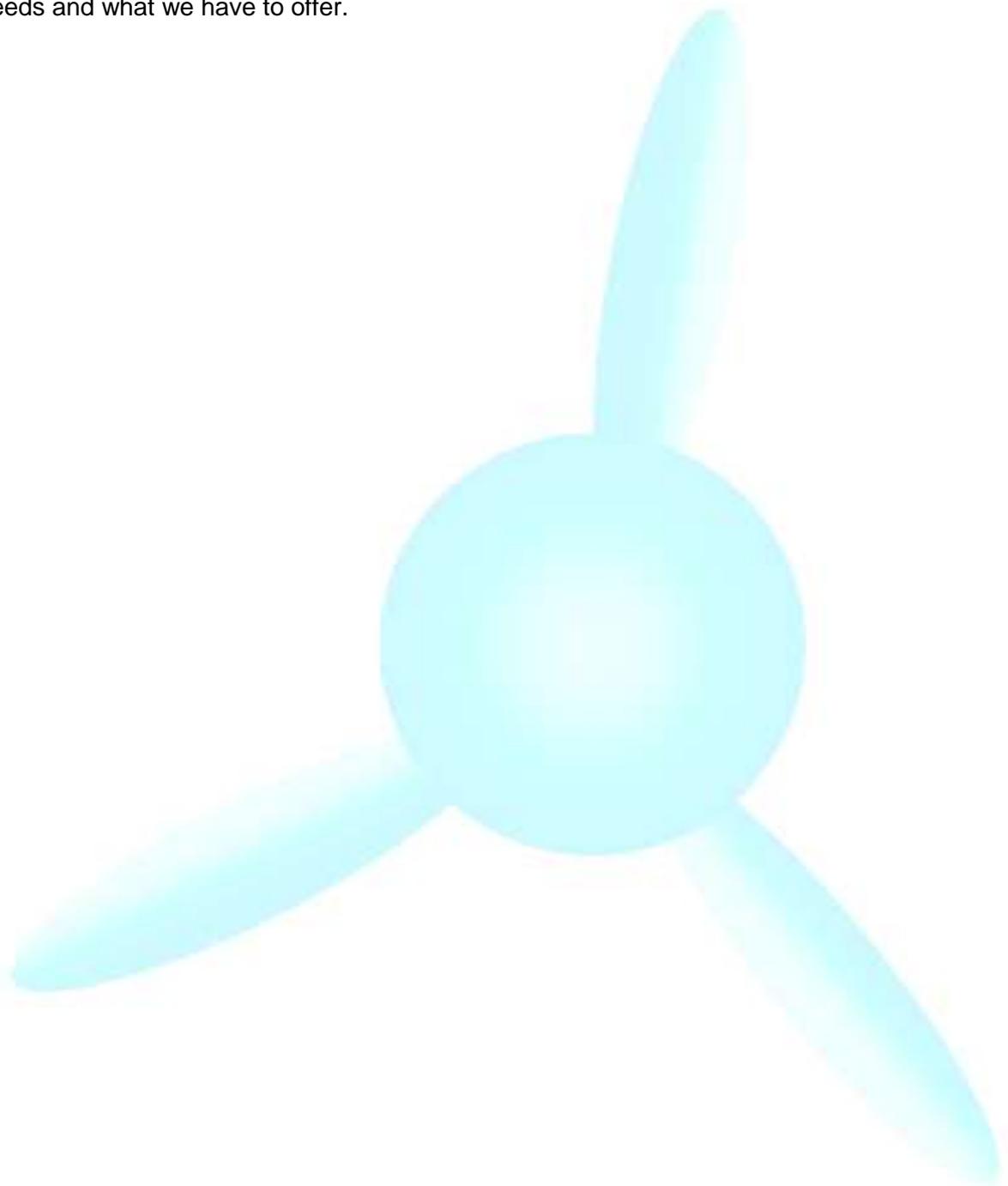
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Contact us to schedule a free team assessment that will determine your team's strengths and weaknesses (opportunities for growth). Using the results of the assessment, we will work with you to design a workshop that produces the results you most need. There is no obligation to buy. This is a service we provide to make sure there's a match between your needs and what we have to offer.



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Go Team!

Some issues just seem to pop up every day in the work with the team. These are the core topics that come with the territory.

7 Enhancing Team Communication

All day every day the team communicates. Imagine the efficiencies that could be gained by communicating better. In this module team members will exercise their capabilities for advocacy and inquiry. More than a process for transferring information, communication becomes the source of learning, transformation, and innovation.

Your team will:

- ✈ Explore the disciplines of advocacy and inquiry to create team conversations that produce learning, innovation, and change.
- ✈ Practice conversations in which you exercise advocacy and inquiry.
- ✈ Make plans for purposeful team communication.

8 Running Effective Team Meetings

And now consider the humble meeting, that contentious generator of disagreement and lost time. But not for the high-performing team! As you explore team meetings through this module, you'll discover how meetings can become a place where real work gets done! This module includes a meeting planning process that can be used over and over.

Your team will:

- ✈ Identify characteristics of effective meetings, as well as tips for meeting facilitation.
- ✈ Use the team meeting planning tool to identify the meeting participants, purpose, and agenda.
- ✈ Learn how the Propel Programme Team meeting planning tool can be used to keep the meeting on task and on time; and to assess the effectiveness of the meeting.

9 Making Team Decisions

Before you decide, you have to decide how you will decide! That's one of the big ideas that drive this module of the Propel Programme. As your team works through an actual decision that it faces, members will encounter a repeatable process for making decisions — one that includes key considerations before, during, and after the actual decision.

Your team will:

- ✈ Practice a disciplined process for making team-based decisions.
- ✈ Consider different approaches for making decisions, and select from those approaches based on the challenge at hand.
- ✈ Make an actual decision about an issue the team is currently facing.

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- ✈ Analyse your decision for possible factors that may derail its success, and make contingency plans to ensure successful implementation.

10 Avoiding Groupthink

As the team begins to work and collaborate with more expertise, a new vulnerability can creep in. It's called "groupthink" and it can cause even strong teams to fall into unproductive ways of thinking. Equip your team to fight the ravages of groupthink with this module!

Your team will:

- ✈ Explore the concept of groupthink, and the dangers that it poses to this team.
- ✈ Analyse this team's vulnerability to groupthink.
- ✈ Define and practice specific behaviours for ensuring that groupthink is not a danger to this team.

11 Resolving Team Conflict

39% of teams report that they "fear" and "avoid" conflict. And yet, the inherent tension of competing interests is one of the greatest sources of creativity for your team! In this module, the team will deal with an actual conflict... and in the process build the team's capacity for transforming daily conflict into a force for innovation.

Your team will:

- ✈ Explore the nature of conflict and power, and consider the proper personal orientation before entering into conflict situations.
- ✈ Practice a dialogue-based approach for dealing with an existing conflict, and for preventing future conflicts from unnecessary escalation.

12 Solving Team Issues

Sometimes "issues happen." When the team faces unforeseen events that jeopardize its ability to accomplish its tasks, the Propel Programme is here. In this module, team members will encounter a disciplined and repeatable process for resolving the issue and moving forward.

Your team will:

- ✈ Explore a disciplined process for resolving external challenges and issues that affect your team's work.
- ✈ Resolve an issue that your team is currently facing.

View Propel Programme LEVEL 1 (modules 1-6) [CLICK HERE](#)

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See you at the top!

Ready for high performance? These topics aren't only for mature teams; they're for any team that wishes to unleash the "group genius" that is a unique product of teams.

13 Building Team Trust

Trust is the bedrock of everything else. If the team doesn't have trust, then it is experiencing crushing drains of efficiency, quality, and energy. In this module, the team will create its own "trust model" and identify the behaviours that can kill or enhance trust. They will conclude with a shared understanding of what trust looks like in this team, and a plan of action for increasing it.

Your team will:

- ✈ Examine the importance of trust in successful teams.
- ✈ Identify the key elements of team trust.
- ✈ Assess this team's level of trust.
- ✈ Discuss how the team will increase trust.

14 Giving and Receiving Feedback

"How are you doing?" In a team, that's not a polite salutation, but part of a shared commitment to give and receive feedback. Whether it is "corrective" or "reinforcing," feedback is necessary to the team's culture, processes, tasks, and relationships. Learners will have an opportunity to share their feedback with one another and build valuable skills that they can continue to exercise.

Your team will:

- ✈ Explore the importance of feedback – both corrective and reinforcing – to the healthy functioning of your team.
- ✈ Identify qualities of effective feedback.
- ✈ Establish how this team intends to make delivering and receiving feedback a constant part of its work.
- ✈ Practice giving and receiving feedback as it relates to processes, team tasks and team relationships.

15 Sharing Leadership

When it comes to team work, who takes the lead? The answer is, "everyone!" A team is an incubator for leadership skills, and this fun, highly interactive module will give each team member a plan for developing their own unique leadership.

Your team will:

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- ✈ Identify shared leadership behaviours for this team.
- ✈ Exercise your own unique leadership.
- ✈ Make plans for further sharing your leadership, and expanding your own repertoire of leader behaviours.

16 Sparking Team Creativity

Your team is full of creative people. Don't believe it? Then work through this module as a team. You'll discover that creativity is not a magical thing reserved for a gifted few. Instead, it's a discipline and a process that any team can exercise at any time. Next time the team needs to generate new opportunities and new ways of thinking, make this module a part of the work agenda. You won't believe the creative brilliance that you produce!

Your team will:

- ✈ Explore a disciplined process for exercising creative thinking (even if members don't consider themselves "creative!")
- ✈ Consider the different roles and individual strengths that different team members bring to the creative process.
- ✈ Work through a four-part model that leads team members through the creative process – from defining an opportunity, to brainstorming creative solutions, to making plans for building the idea, and ultimately to ensuring its effective implementation.

17 Managing Change

Change happens. Like it or not, change will be a continual part of the team's reality. Rather than forever reacting to unforeseen events, the team will practice a multi-lens approach to confronting a real-world change it faces. Members will deal with their own reactions to the change, analyse the nature of the change, explore the many unanticipated ripple effects... and, of course, develop a plan of action.

Your team will:

- ✈ Deal collectively with a change that is currently affecting the team.
- ✈ Explore and identify individual reactions to the change.
- ✈ Analyse the nature of the change.
- ✈ Identify the implications of the change.
- ✈ Create a shared plan of action for navigating effectively through the change.

18 Leveraging Team Learning

What does teamwork have to do with learning? You may be surprised. Learning is very much a team activity, in which each member has different roles and strengths. This module offers some fascinating ways for members to think about their learning styles, and then coordinate them for powerful and ongoing learning.

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Your team will:

- ✈ Explore Kolb's Learning Cycle for deeper understanding into how people learn from experience.
- ✈ Consider your own individual learning styles and preferences.
- ✈ Plan future learning activities that leverage and honour the learning preferences of each team member.

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