

## Hideout at Work

### Outline for Professional Development Program



#### 15 minutes **Setting the Tone for Fun**

- We'll spend the first section of the training getting buy-in from the participants (diffusing any anxiety or skepticism they might bring with them into the room). The games and exercises for this section are designed to be engaging and sticky but without the danger of serious judgement or criticism.
- Exercises include: Balloon Rules, Enemy/Defender, Imaginary Cards, a Names Game, etc.
- Debrief will examine how an engaging atmosphere can enable efficiency and learning.

#### 45 minutes **Taking Managed Risks**

- Through a variety of exercises and games, we'll ease participants out of their comfort zone and present them with a higher degree of challenge. The goal is to give them practical opportunities stepping into the unknown and the difficult, encourage them to enjoy their inevitable successes and failures as part of that learning process, and help them let go of the anxiety and fear that often accompany risk taking.
- Exercises include: Zombie Tag, Everybody Go, Soundball, Failure Bow, Whoosh Bang Pow, Five Things, etc.
- Debrief will invite reflection on areas that we could be taking more risks within our teams, where we may be playing it safe as individuals, and how we can help those we're responsible for embrace an attitude of risk and high performance. Most importantly, how can we take these tools for "managed risks" from the training environment and translate them into the practical day-to-day of a high-performing workplace.

#### 60 minutes **Offering and Inviting Affirmation**

- We'll use games and challenges to highlight the efficiency of constructive affirmation ("Yes, And") – saying "Yes" to your partner's contribution and working to make it as successful as possible. Participants are encouraged to overcome their natural tendency to diminish, negate and fight for control, ultimately experiencing the satisfaction and surprising effectiveness that results from group of people willing to say yes and build on each other's ideas.
- Games include: Giving Gifts, I'm a Tree, Yes And Party Planning, Word at a Time Expert, Helping Hands, etc.
- Debrief will ask participants to reevaluate how much control they really need in a given situation and to consider where in life and work they might be saying (or hearing) "No" unnecessarily.

#### 60 minutes **Giving Playful Feedback**

- We'll demonstrate the power of positive feedback – or more precisely, PLAYFUL feedback – in achieving results while maintaining a culture of engagement and enjoyment.
- Games include: Dolphin Training, Expert Objections, Panel of Coaches, Status, New Choice, etc.
- Debrief will develop strategies for richer communication in the workplace that allows for more direct, less painful feedback.

**For more explanation of the philosophies and exercises used in our training program, email [corporate@hideouttheatre.com](mailto:corporate@hideouttheatre.com) and let's set up a time to chat.**