

CLIENT STORIES #3

An experiential intervention in Management Team Days with the program ROME

A leader in the constructions and logistics market wanted a more interesting way to spend the Management Team Days. They wished for an activity that could bring them together for a common objective. Another expectation was that everyone should be involved and encouraged to share their opinions on various company issues. We delivered ROME, a program that is highly engaging and had a thorough debriefing session in which we discussed everything needed.

Challenges

- Involving a numerous team of 24 people in an activity in which everyone can have a specific role
- Creating an open and safe environment in which everybody could be honest about company and personal issues
- Delivering an activity that senior managers would not find childish

Solution

- The management team participated in the activity ROME. They were split in 7 groups and had a common objective. They had to collaborate between groups in order to reach it
- Each group had different roles for its members, as resource manager, negotiator, strategist, team leader, etc., so everyone could be involved
- The activity got participants in the flow, a mental state of operation in which a person performing an activity is fully immersed in a feeling of energized focus, full involvement, and enjoyment in the process of the activity
- In the debriefing part we analysed: their strategies and decisions, role allocations, good competition vs harmful competition, and the importance of everybody being responsible and contributing to accomplish the common objective

Outcomes

- On the spot, all team members shared opinions about the state of the company and decided on common solutions
- Everybody took responsibility for their own actions and pledged to contribute to the agreed solutions
- A set of procedures for future management meetings were established
- Department leaders understood the negative outcomes from harmful competition with each other and set internal rules to avoid it