



CARS – Commitment, Alignment, Responsibility, Synergy

Overview:

The objective of the program will be to spark the minds of the participants that will galvanize them to consciously create a culture of commitment and ownership with a strong focus on synergy and execution.

The theme of the workshop will be Formula 1 racing. The participants will be divided into teams and will be asked to 'race' (compete) against other teams to be 'Grand Prix Champions'.

Agenda:

Timing	Stage	Activity
9.00 am – 9.30 am	Warm-up	Assembly, splitting teams, setting expectations & ice-breaker
9.30 am – 10.00 am	Lap 1	Test Drive
10.00 am – 10.10 am	Pit Stop	Reflection on the team activity and strategies to be used going forward
10.10 am – 10.30 am	Lap 2	Energizer – Paper Crisis
	Pit Stop: Break	10 minutes
10.40 am – 11.15 am	Lap 3	Goal Setting Exercise – Boats and Trees
11.15 am – 11.45 am	Lap 4	Sumo Struggle
11.45 am – 12.00 pm	Pit Stop	Reflection on the team activities and strategies to be used going forward
12.00 pm – 12.50 pm	Lap 5	Evolutionary Race (based on the size of the room)
12.50 pm – 1.00 pm	Pit Stop	Reflection on the team activity and assimilation of learning
	Pit Stop: Lunch	45 minutes
1.45 pm – 2.10 pm	Lap 6	Energizer: Focus
2.10 pm – 3.00 pm	Final Lap	Constructor's Race
3.00 pm – 3.15 pm	Championship	The winning team is awarded the championship prize
3.15 pm – 4.00 pm	Training	Effectively Handling Performance Reviews
Close of Day		





Description of the Activities:

Lap No.	Activity	Key Takeaways	Description
1	Test Drive	<ul style="list-style-type: none"> ○ Synergy ○ Navigating Roadblocks 	<p>A high energy exercise that combines skill, guidance and speed</p> <ul style="list-style-type: none"> ○ Teams are divided into sub-teams – Constructors and Drivers ○ Constructors guide their drivers (blindfolded team members) to 'weave' through a maze of obstacles (bottles)
2	Energizer: Paper Crisis	<ul style="list-style-type: none"> ○ Resource Management ○ Mutual Support 	<p>A physically challenging exercise that requires teams to think 'on the fly'</p> <ul style="list-style-type: none"> ○ Teams are asked to 'fit' themselves into rapidly reducing sheets of paper ○ As the number of sheets of paper reduce the teams have to manage space by 'supporting' each other (sometimes this even requires climbing on top of each other)
3	Boats and Trees	<ul style="list-style-type: none"> ○ Alignment ○ Goal Setting ○ Achieving quick results ○ Commitment ○ Ownership 	<p>A strategic thinking and execution based activity that picks up pace as it progresses</p> <ul style="list-style-type: none"> ○ Teams are asked to set their goals and construct 'boats' and 'trees' from the material given ○ The de-brief focuses on how they set goals, managed resources, accelerated their productivity and strategized based on results expected
4	Sumo Struggle	<ul style="list-style-type: none"> ○ Sustaining momentum ○ Synergy ○ Alignment 	<p>A fast paced activity that needs two 'drivers' and a lot of high energy 'constructors'</p> <ul style="list-style-type: none"> ○ Drivers have to burst balloons using only their stomachs and no other part of the body ○ Constructors have to blow as many balloons as they can within the time frame to support their drivers
5	Evolutionary Race (large space necessary)	<ul style="list-style-type: none"> ○ Commitment ○ Alignment ○ Responsibility ○ Strategy ○ Support ○ Synergy 	<p>An extremely high energy activity that requires every participant to push themselves to the limit</p> <ul style="list-style-type: none"> ○ Participants are made to move in the formation of a single celled organism (like an amoeba) and pick up items that will enable them to evolve into a higher life form



			<ul style="list-style-type: none"> ○ They have to move in synchronicity as one large team in a pre-determined path and beat their competition finish in first position
6	Energizer: Focus	<ul style="list-style-type: none"> ○ Accuracy ○ Focus and concentration 	<p>A quick energizer that pits the participants against each other in an elimination game</p> <ul style="list-style-type: none"> ○ Participants test their observation and focusing skills against each other by calling out numbers in a pattern given by the facilitator ○ Participants who make mistakes are eliminated and the winners of each round move on to the championship round to earn points for their respective teams
7	Constructor's Race	<ul style="list-style-type: none"> ○ Commitment ○ Ownership ○ Result orientation ○ Synergy ○ Strategy ○ Execution ○ Resource management 	<p>A fun, high energy activity designed to bring together all elements of learning from the day</p> <ul style="list-style-type: none"> ○ Teams are divided into sub-teams; some of which are responsible for procuring stocks and material while a core team constructs a formula 1 car using the material collected ○ The team that constructs the car within the time frame according to specifications wins a lot of points that can enable their team to win the overall championship