

Executive Initiative

Information Packet



Snake Road Adventure Center "A Ministry of Covenant Harbor"

Introduction

Covenant Harbor's *Snake Road Adventure Center* has been challenging individuals and groups to grow and develop since 1986. The Executive Initiative program was developed in the late 80's where safe, fun and engaging activities are specifically designed to develop a more synergistic and effective team. We serve corporations, schools, universities, church groups, service clubs and athletic teams.

Executive Initiative program utilizes principles and methodologies of experiential education with the ultimate goal of helping participants learn from their experiences in order to apply that learning to other real world situations. Appropriate periods of discussion follow many activities to glean the greatest benefit and meaning from the experience. This processing is a vital piece of the learning transfer process, helping participants reflect on experiences and develop specific action plans for personal and corporate changes.

Through Executive Initiative program experience, professional service and our exceptional facility we plan to exceed your goals and expectations. Getting details about your group, their purpose for participating and desired outcomes helps us plan; staff custom design your experience so that it will have maximum impact for your group. We will contact you prior to your program to discuss these details and cover other pertinent items regarding your time with us.

The Teams Challenge Course

Overview

The Teams Challenge Course is a set of activities, concepts and processes packaged in a variety of ways to challenge the group to become a peak performing team. The Executive Initiative program has four main components to choose from: 1} team initiatives; 2} low ropes course elements; 3} high ropes course elements; and 4} climbing tower. The most effective program involves group goal setting. What do you really want to accomplish? Some group objectives that can be achieved through adventure programming may include:

Intrapersonal

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| ✓ To Improve Leadership Skills | ✓ To Improve Self-Esteem |
| ✓ To Improve Listening | ✓ To Improve Effective Communication |
| ✓ To Appreciate Self and Others | ✓ To Improve Cooperation |
| ✓ To Build Trust | ✓ To Encourage Risk Taking |
| ✓ To Expand a Sense of Personal Responsibility | ✓ To Promote Group Decision Making |
| ✓ To Sharpen Problem Solving Skills | ✓ To Express Feelings Appropriately |
| ✓ To Enhance Decision Making Skills | ✓ To Learn to Deal with Failure |

Tangible

- | | |
|----------------------------|-------------------------------|
| ☞ To Increase Profit | ☞ To Increase Satisfaction |
| ☞ To Increase Confidence | ☞ To Improve Efficiency |
| ☞ To Make Good Impressions | ☞ To Make Satisfied Customers |
| ☞ To Make Money | ☞ To Reduce Worry |

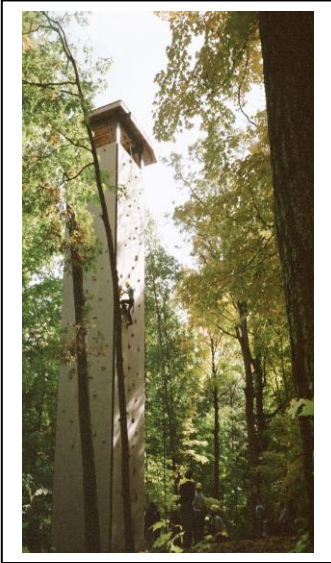
- 👉 To Reduce Expenses
- 👉 To Reduce Risk
- 👉 To Save Time
- 👉 To Protect Other Employees
- 👉 To Protect Investments
- 👉 To Improve Earnings
- 👉 To Improve Image
- 👉 To Improve Status

- 👉 To Reduce Competition
- 👉 To Reduce Investment
- 👉 To Protect Property
- 👉 To Protect Self
- 👉 To Protect Money
- 👉 To Improve Customer Relations
- 👉 To Improve Employee Relations
- 👉 To Save Money

Experience Components

Challenge course programs typically involve graduated and sequential experiences, where each activity/initiative builds upon the learning and experience of the previous activity. The Executive Initiative facilitators use activities to challenge participants to work toward predetermined goals. As they progress through activities, facilitators assess the abilities and development of the group, making adjustments along the way that are appropriate to the physical, emotional and relational needs of the participants. Participation is not coerced but individuals are encouraged to take risks and challenge themselves to their greatest potential where fun is important. Each of the following components could be a stand-alone experience or set of experiences.

- **Initiatives** (10-20 minutes/initiative)—Initiatives consist of simple to moderate group problem-solving activities requiring little to no props or set-up. The activities range from a more mental challenge to physical problem-solving challenges. The facilitators present the initiative to the group, allowing them to plan and implement solutions. Initiatives serve an important role in helping the facilitator determine the capabilities of the group. The initiatives are a fun way to loosen up and warm up for the rest of the day’s activities. They also help establish a framework for reflecting on group experiences and process as a team. These activities can also be a good way to start a staff training or retreat without a large time or financial commitment.
- **Low Elements** (35-55 minutes/element)—Low elements are additional, more involved group problem solving challenges chosen by Covenant Harbor facilitators. We have over 20 different low stations throughout our wooded property. We also have a variety of challenges that can be set-up inside or off-site. The facilitators structure these elements with group goals and abilities in mind. The elements offer greater physical challenges and/or problem solving tasks for the group.
- **High Elements** (at least 1 ½ hours per group of 15-20)—These elements present more individual challenges and are best when combined with Initiatives and Low Elements. The elements range from 25 to 40 feet in height. Our unique high ropes course has two levels and 19 challenges plus a number of other stand-alone challenges. These elements are chosen according time available, fit with the overall goals of the group, as well as group physical, emotional and relational abilities. Our staff will help guide you as to the appropriate combination of elements to include when booking your experience.



- **Climbing Tower** (at least 1 ½ hours per group of 10-20)—The climbing tower has three simulated rock-climbing surfaces and a vertical Cargo Net and Giant Ladder side. “*The Screamer*” is a 300-foot zip line where participants launch from the top deck of the tower. The tower is facilitated in a similar fashion to that of the High Ropes Course. Trained staff run each challenge and all necessary safety equipment is provided. This event has the potential to be a big hit for any group. It can also be programmed for instructional climbing programs or opened for special events.

Costs

Snake Road Adventure Center fees* are as follows:

↪ Half Day: Initiatives & Low Elements Only	\$ 60.00 per person
↪ Full Day: Initiatives & Low Elements Only	\$ 95.00 per person**
↪ Full Day: Low Elements, Climbing Tower or High Elements	\$125.00 per person**
↪ Super Day: Low Elements, High Elements & Climbing Tower	\$145.00 per person**
↪ Tower & Zip Line only	\$35.00 per person*

Off-site rates: Same as above plus travel, food & lodging expenses if necessary.

*Group discounts are available for groups larger than 40.

** A box lunch is included.

* Based on a 1 ½ hour program for a group of 15 people.

Preparation

How to prepare the group—The Briefing

Be careful to not mislead the members of your group. During the initiatives, the participants will be asked to take physical and emotional risks, opening themselves up to the group. At times, this could lead to some degree of stress. The experiential learning process (risk taking, challenge, trial by error, etc.) has inherent risks and corresponding degrees of stress. This stress creates a dynamic tension or “fertile soil” for the learning and growth, achieved through encouragement, reflection and processing. Our staff monitor the stress and level of risk judiciously making appropriate adjustments as needed.

There will be many opportunities throughout the day for positive self-expression, stress relief or exhilaration, which often occurs in the form of laughter, cheering, high fives, pro-active problem-solving, etc. The adventure-based experience can be worthwhile and enjoyable, but not in the same way as going to an amusement park or golf outing. The adventure-based experience requires a greater level of personal and corporate (i.e. group) commitment, leading to a potential greater level of personal and corporate return. However, the “fun quotient” is an important thread of the experience and will be purposely weaved into the day.

You know your group best. How much and what you tell them is your decision. You may want to mention that at the end of the day groups often feel positive about their experience or that the group will be faced with an interesting variety of challenges or problems to solve. It is best to be positive and honest. Our staff are also available to meet with your staff to help answer questions and/or give a tour of our facilities. This is often helpful in calming fears, anxieties and defining goals and objectives prior to your arrival.

How should we dress for the course?

Wisconsin is notorious for its fickle weather. Part of the experience and challenge is dealing with things like the weather and insects. Regardless of the location, tell the group to come prepared for anything. Activities will be held with the assumption that the attire is going to be casual (i.e. be dressed to be active in the outdoors). Shoes with enclosed toes and heels are required on the course. The elements will require that the group be actively involved to the extent of physically seeing the problem/solution through. Since each group is different and all solutions vary, the manner in which the elements are solved will determine the level and extent of activity needed from the participants. Keep in mind that the majority of the time, unless otherwise specified, the activities will be held outdoors in most weather conditions (i.e. rain, wind, cold, etc.)

Can other people come to observe?

Participants often feel less threatened when they are in familiar surroundings. Participating in initiatives and the ropes course, knowing that others are watching, can greatly detract from the process. They are less likely to open up, express feelings and take risks. We recommend that all members of the group participate without unnecessary outside distractions.

Can we bring cameras?

Pictures taken by participants often enhance the longevity of the experience in a non-threatening manner. Once again, this is up to you on how you would like to handle this decision. We recommend that you encourage individuals to bring cameras.

Is the course safe?

Studies have shown that a properly designed, well-run ropes course has a rate of injury is less than an aerobics class. In over 25 years of facilitating adventure programs, we have had few serious accidents on any of the elements. The facilitator's training, abilities and the practice of group spotting help insure everyone's safety. We also conduct thorough, periodic safety inspections and annually have the course inspected by an outside professional. Whether we are on our own facilities or adapting to a new environment, safety remains the number one concern and direction for the facilitators.

Conclusion

Executive Initiative is designed to obtain immediate results through experiential methodologies and process. Executive Initiative uses *Snake Road Adventure Center* staff who are trained, experienced and dedicated to satisfying the needs and goals of the group in a positive, safe and transferable manner. Please keep in mind that it is our mission to be a resource for you in any way we are able. For more information or to schedule an experience, please call the *Snake Road Adventure Center* Director at 262-248-3600, ext. 325 or fax us at 262-248-6814 or email us at adventure@covenantharbor.org. Check out our web site www.covenantharbor.org!

Thank You!

The high ropes course is inspected and certified annually by Signature Research, Inc. Douglasville, GA.

Contact Information:

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