



EXPERIENTIAL LEARNING EVENTS

Gold of the Desert Kings®

A SIMULATION THAT...

- replicates the challenges teams face in today's competitive, demanding work environment
- prepares teams to boost their effectiveness through planning and a focus on maximizing results
- supports the implementation of a high performance team approach in your organization
- moves your strategy from playing just to survive to playing to win

THE SETTING...

The mission for the teams is to race one another across the hostile desert to the mountains, mine for gold, and then return across the burning sands and cash in their treasure at the market rate. The winning team is the one that:

1. survives and
2. has the greatest net worth.

Operating under tight time pressures, teams plan and make strategic decisions regarding routing, timing, the acquisition and use of limited supplies, and contingency plans for heat waves and sandstorms that frequently assail our intrepid adventurers.

THE LEARNING...

Focus on Maximizing Results

Activity alone does not guarantee productivity. Participants are challenged to think in terms of "what

is possible" rather than "what is necessary to survive." Success begins with a commitment to maximize.

Utilization of Resources

Teams start with the same "fixed budget" and (limited) resources, the most critical being time, information, and people. Teams that consistently outperform identify and use every resource towards maximizing output.

Planning and Goal-Setting

The simulation demonstrates that, when faced with time pressure and activity by the competition, most teams replace planning with immediate action. The debrief reinforces the direct impact that planning and goals have on team performance.

Teamwork and Leadership

Open communication, coordinated roles and responsibilities, smooth decision-making, accepted leadership, and a shared vision determine which teams will excel when the pressure is on.

THE EVENT...

THIS is a fast paced, competitive, and high-energy experience for six to several hundred participants. The simulation, plus a 60-90 minute debrief takes a full half-day and lends itself well to a full day format. It is easily integrated into a longer course or conference. Participants have the opportunity to take a look at how they performed, extract some valuable personal insights, and then apply these to improving their individual and team effectiveness back on the job.

**Created by Eagle's Flight-Fulcrum Associates Inc. is a distributor of Eagle's Flight experiential learning programs*

"Participants rated Fulcrum Associates as one of the most useful parts of the meeting. Some of the specific comments:

- Gold of the Desert Kings (GDK) was a great example of the power of up front planning
- GDK was excellent made me think hard about strategic thinking and group interaction

Richard Raines, President, Carfax



SAMPLE OF CLIENTS SERVED:

- AGF Funds Inc.
- Bank of Nova Scotia
- BEP International (reinsurance brokers)
- Canadian Imperial Bank of Commerce
- Capital One Financial Corporation
- Citigroup
- Credit Suisse Canada
- Credit Union Central of Ontario
- Deloitte & Touche
- Fannie Mae
- First City Trust
- MBNA America Bank
- North American Life Assurance Company
- Platt's (Standard & Poor's)
- The Prudential Insurance Company of America
- The Royal Bank of Canada
- The Universal Group of Funds
- Visa Canada Association
- William M. Mercer Limited

WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS LEVERAGE THE TALENTS OF THEIR MANAGERS AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



IAN IS AN EXPERIENCED PRESENTER, GROUP FACILITATOR AND EXECUTIVE COACH.

Through his keynote presentations, highly interactive workshops, and custom-designed team-building practice, he helps his clients leverage their investment in their managers and teams.

He works primarily with managers, mid-level to executive. His programs introduce cutting-edge skills and concepts around transforming managers and supervisors into leaders and fostering superior team performance

Ian began his independent practice in 1988, following seventeen years of corporate experience in both the high tech manufacturing and transportation industries.



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