



EXPERIENTIAL LEARNING EVENTS

Promises, Promises™

A SIMULATION THAT...

- teaches how to minimize the influence of "silos" as you strive, collectively, for quality results and customer satisfaction.
- prepares you to recognize the inter-dependencies within your organization and seek out new opportunities for synergy
- supports the building of a common vision within your organization

THE SETTING...

TEN nations are headed by teams of leaders who have made promises to their respective peoples. Some of these promises are challenging to meet; others are effortless. Each team begins with an allotted amount of wealth, food, and environmental programs, plus some rather nasty items called "scandals."

To fulfill their own obligations to their citizens, teams attend the inaugural meeting of the United League of Nations where they must build alliances, barter with and, in some cases, challenge other nations for their resources.

THE LEARNINGS...

Importance of Building Trust

Trust is the foundation element for a successful enterprise. It drives out fear that inhibits creative solutions. It

enables the sharing of limited resources for their optimal deployment. And it fosters open communication and teamwork.

Shared, Unified Vision

Today's increasingly "boundaryless" organizations are replacing the me focus of departmental silos with a wider emphasis on we. Participants come to realize how everyone's success requires individual, departmental and organizational objectives to be identified and aligned.

Quality Communication

We are responsible for communicating what others need to know and ensuring that we receive information that impacts on our performance. High quality communication underpins high collective performance.

THE EVENT...

This is a lively inter-group experience for ten 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 or to being integrated into a longer course or conference. Participants discover why other departments or individuals, focusing on their own needs, urgencies and perceptions of relationships, can behave quite differently, even belligerently, and diminish overall organizational performance.

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



"Our own leadership team at the resort had the opportunity to do Eagle's Flight 's "Promises, Promises" program. What a huge success! Each member of the team took valuable new knowledge back to the job, and the follow-up materials provided have helped reinforce what we learned. The whole team now uses the language from the course in our daily communications. "

Leah Leslie, Director of Sales and Marketing for The Rosseau

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.



UNITED STATES
1711 Pine Valley Drive
Vienna, VA 22182-2339
Phone: 703-255-4605

CANADA
250 The East Mall, #1232
Toronto, Ontario, M9B 6L3
Phone: 888-385-2786

Toll Free: 1-888-FULCRUM (385-2786)

www.888Fulcrum.com