



Terra Nova

Build a City, Build your Team 3-4 hours

Keywords:

Accountability, Alignment, Change, Culture, Dialogue, Execution, Team Building

Overview

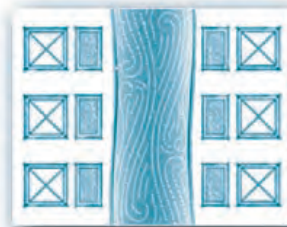
Terra Nova mirrors the real-world challenges faced by organizations. Participants join teams representing departments, regions, and functions. To be successful, they need to bridge the gap between what they “know” and what they actually do. Despite a shared goal of “Making Terra Nova Prosperous”, individual teams typically focus on their own needs rather than the organization’s. As a consequence, quality suffers, conflicts surface, and bottlenecks form. The successful building of Terra Nova is a reflection of every individual and team’s desire and ability to create a culture capable of producing sustainable success, where results and relationships are in balance.



Outcomes

Terra Nova will engage participants, build knowledge, create commitment and prepare your team to execute brilliantly as they balance the need for results and strong relationships. It is interactive, hands-on, and learner-centric. Incorporating multiple debriefs, the design encourages active experimentation on the part of participants. Consequently, they own the results and the learning as they determine what it takes to build high performance teams and organizations.

Terra Nova focuses on:



Land Section



Silo Specifications

- **Accountability:**
Being answerable for results rather than activity
- **Alignment:**
Between individual, team, and organizational goals
- **Change:**
How to create an environment of high trust, high morale and outstanding results in times of change
- **Dialogue:**
Stimulating honest and effective communication within the team
- **Execution:**
Bridging the gap between theory and practice
- **Team Building:**
Using formal and informal “STOPs” to fine-tune performance and build a high performance organization.

How it Works

Terra Nova requires 7 teams to work together to build Terra Nova: “A New Land”. For individual teams to be successful, they need to recognize their role in fulfilling their common mission - to make Terra Nova prosper.

As teams construct Terra Nova, participants are divided into distinct teams representing departments, regions or functions. Despite their common organizational mission, high friction is generated between teams as each labors on their own portion of the project. Consequently quality suffers, conflicts surface, and bottlenecks form.



Designed around four quarters, and four debriefs, Terra Nova gives participants an opportunity to stop and evaluate their behavior and performance. They learn how to take charge of their culture, decisions, and environment. The simulation ends on a “high” not only because the team is successful, but because they earned and own their success.

Incorporating an integral 360° feedback process, Terra Nova highlights the interrelationship between the environment and individual behavior, and the importance of dialogue.

For Terra Nova to prosper, participants will need to focus on aligning individual, team and



organizational goals. By focusing on the alignment of goals, participants will create an organization that has removed bottlenecks, drastically improved productivity, and achieved outstanding business results. They may also be surprised to discover that they have also created a great working environment.

Although Terra Nova is a “simulation”, it represents a real experience that generates real emotions and real dialogue. It is a catalyst that gets groups talking about the actual challenges they are facing in their workplace, and gives them the understanding and tools they need to craft solutions.

Logistics

Minimum no. of participants: 10

Room requirements: 1200 sq.ft

Time required: 4 hours



Follow-Up

To maximize the learning from Terra Nova, participants need to apply the lessons learned in the simulation back to the workplace. Knowing that the gap between knowledge, intention, and execution is generally where performance is compromised, Flowworks developed Implementation Mapping, a process that uses simple, intuitive, and transferable tools to set real-world goals and create plans to achieve them.