

## What Can Cornell Teambuilding Do For You?

**Low Initiatives**—The low initiatives program at the Hoffman Challenge Course engages teams of 10 to 14 participants in unique exercises called "initiatives"-- mentally challenging tasks designed to address leadership, communication, trust, planning, and calculated risk-taking. These minimally physical, somewhat unconventional, fun activities are also designed to relax and integrate your team. There will be opportunity for individuals to consider their role in the group process, and how these tasks relate to other settings. The activities planned will be physical in the sense of requiring active participation, but they do not require above average physical fitness. Above all, the program is designed to be both fun and safe.

**Portable Indoor Group Initiatives**— low initiatives can also be done indoors. The emphasis on full participation, trusting others, and creative thinking provides a rich framework for examining how learning can be transferred to "real world"; situations and bring your group closer together as a fully functioning team.

**High Ropes Course**—High elements can be team oriented, but are usually individual or small group challenges commonly installed between twenty to forty feet above ground, requiring the use of climbing equipment and a belay system for safety. Participants often find the high elements the most memorable part of their challenge course experience because of the anxiety and exhilaration they feel while on these activities. Whether it's traversing the Cat Walk beam or diving for a trapeze from the Pamper Pole, these activities allow participants to go far beyond their perceived limits. Participants often come away with a clearer understanding of their capabilities and a greater willingness to tackle new challenges in their lives.

**Raft Building Program**—Originally designed for students from Cornell's Johnson School of Management, this 1/2 day activity allows your group to take teambuilding to the pool. Teams must "purchase" supplies, organize their resources, and build the strongest raft possible.

### Others:

- Coordinate Adventure Trips (Camping, canoeing, caving, climbing)
- The Lindseth Climbing Wall
- Traversing A Gorge
- Rappelling
- Customized Programs

Fraternities/Sororities that Have Used Cornell Outdoor Education in the Past:

**alpha Kappa Delta Phi~Beta Theta Pi~Delta Chi~Delta Gamma~Kappa Delta Rho~Kappa Sigma~Lambda Phi Epsilon~Pi Kappa Phi~Psi Upsilon~Sigma Alpha Epsilon~Sigma Chi~Sigma Phi Society~Theta Delta Chi~Zeta Psi~**

## **CHALLENGE BY CHOICE:**

As Cornell Teambuilding facilitators present challenges to the group, each participant is responsible for his or her own level of participation. Although these activities do not require more than average physical fitness, it is possible that not every activity will accommodate every person. Those with bad backs or other relevant medical concerns should speak with their facilitator and exercise good judgment regarding their participation. *At no time will any participant be obligated to do anything he or she does not wish to do.*

### **Student Organization Price Scale (Approximate)**

1/2 Day program (4 hours)	\$30.00 per person	(10 person minimum)
1 day program	+\$5.00 per person per hour	

## **Cornell Teambuilding for Fraternities and Sororities**

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### **New Member Education Proposal**

Below is an outline of various programs and modules that can be used in combination or separately to enhance your current new member education program. All programs will be facilitated by trained Cornell Teambuilding facilitators and will be specifically designed for your chapter.

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### **The Foundation of Trust**

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One of the cornerstones to the fraternity experience is trust: trusting yourself and trusting your members. Through experiential activities, the new members will explore the dimensions of trust and discuss the important factors that need to be present for trust to take hold among a newly formed group of people—and in this case, a newly formed group of members who will be learning, sharing, and experiencing the organization together.

**Program design:** 2 and 1/2 hours, mostly indoor activities

Experiential activities include: mood setting activities/warm-ups, spy, support sequence, trust leans, levitation, water-flip gymnastics, trust falls, and trust dives. Discussion and mini-lecturettes will be interspersed throughout the program.

**Learning Outcomes:** At the end of the program, the new members will:

1. Have an increased sense of trust among their new member class
2. Understand the complexities of trust—how it is made, lost, renewed, and maintained
3. Develop a greater sense of self-confidence and trusting themselves
4. Be able to apply this understanding and experience of trust to the rest of their fraternity experience

## **The Wall – Strengthening the Big/Little Connection**

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One of the most remarkable facilities available to participants of Cornell Outdoor Education programs is the Lindseth Climbing Wall. The wall is the largest indoor natural rock climbing wall in North America. It covers the entire east end of The Fieldhouse, and is 160' wide and 30' high, for a total of 4800 square feet of climbing surface. A wide variety of interesting climbing routes are provided, including face climbs, both finger and hand cracks, laybacks, overhangs, aretes, slabs, and chimneys. At the Lindseth Wall there are opportunities for climbers of any ability level to develop their confidence and climbing skills, challenge themselves and have fun.

In this program—geared specifically to the members of your organization—the new member class will climb and be supported by their big brother/sister in the chapter. Each little and big pair will take turns scaling the wall while the other is “on belay”. Members will learn how to belay a climber and take turns serving in this critical support and coaching role. The wall will become a metaphor to the challenges and obstacles we face during pledging, in college, and in the “real” world. Having members—and especially big and little pairs—serve as a lifeline can be a powerful demonstration to the meaning of fraternity and the friendships made within the organization.

**Program design:** 3 hours at the Lindseth Climbing Wall

Brothers will participate in a “belay school” to learn belay and safety skills as well as receive instruction on top-rope climbing. Other time will be spent climbing in big/little pairs and in personal reflection on the experience.

**Learning Outcomes:** At the end of the program, members will:

5. Have an increased connection with their big/little pair
6. Understand the importance of a mentor/coach relationship within the fraternity and the true role and responsibilities of a initiated members
7. Understand the importance of a mentor/coach relationship within the fraternity and the resources and support that can come from such a relationship (new members)
8. Develop a greater sense of self-confidence and personal challenge
9. Be able to apply this understanding and experience of teamwork to the rest of their chapter experience

## **Teambuilding – What it means to live the Chapter Creed**

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All of our organizations have powerful creeds that illuminate value-based leadership and a declaration to live with integrity. While members must learn and memorize the creed as a part of their new member education, this program actually challenges and encourages the new members to put the words of the creed into action. Through experiential team building activities, thoughtful discussion, and a review of your chapter’s founding history, the new members will be able to bring meaning and real life application to the creed. Key points include the concepts of brotherhood, value-based leadership, appreciating personal differences, and standing up for truth, right, and good.

**Program design:** 4 hours, inside activities

Experiential activities will provide a “living laboratory” in which new members can experience the concepts fundamental to the chapter creed. It is not enough to tell new members “this is what it means to be a member of our organization.” New members need to know what this means through direct experience. This program offers direct experience in a challenging, yet supportive environment in which new members can learn, understand, and discover the meaning behind the chapter. Discussion and mini-lecturettes about the history of the organization will be interspersed throughout the program.

*In order for this program to take on a deeper meaning, it is critical that several initiated members and alumni participate and assist in the facilitation of the experience. Cornell Teambuilding will provide training for these key players a few days before the program.*

**Learning Outcomes:** At the end of the program, members will:

10. Have an increased connection to the new member class as a result of their shared experience
11. Know and recite the Creed from memory
12. Experience and internalize the true meaning behind the creed
13. Share examples of how they will apply the creed to their everyday lives
14. Be able to apply this understanding of brotherhood/sisterhood to the rest of their fraternal experience

### **The Regatta**

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The Regatta program combines two fun challenges: first, design and build a raft using a wild mixture of floatable materials, and then race the contraption in a sprint with other teams. Materials for the raft may be “purchased” from the “store” and decisions as what to buy, how much to buy, and how to build the most successful, efficient, and sea-worthy craft is at the discretion of each team. How successful teams develop and carry out a winning strategy becomes a potentially powerful metaphor for excellence, leadership, and effective teamwork within the organization.

Teams can be purposefully created: new members vs. initiated members; seniors/freshmen vs. juniors/sophomores, etc. You can even invite another fraternity to participate in the competition in a fun, safe, and supportive atmosphere.

**Program design:** 4 - 5 hours at the Helen Newman Pool

Participants will be briefed as to the activity, the raft building parameters and scoring. Because there is always meaning behind the fun, a series of debrief discussions follow the activity. Lifeguards will be provided. Not all Regatta participants have to swim or get wet.

**Learning Outcomes:** At the end of the program, members will:

15. Have an increased connection to members of their raft building team
16. Have a better understanding on how group dynamics, individual talent and shared leadership play a role in the outcome of a task/project
17. Have a better understanding of the role of competition, cooperation, and how to find a balance between the two
18. Be able to apply this understanding and experience of teamwork and project planning to the rest of their fraternal experience

### **Orienteering - A Winter Adventure In Teamwork and Leadership**

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The Orienteering program encourages individuals to share a sense of excitement and commitment to their team and to look for new ways to work with teammates to reach a common goal. The challenge also involves working across group boundaries (class levels, new member vs. initiated member, etc), which is a basic requirement for excellence in the fraternity. Squads (or sub teams) of from 4 to 9 members work to complete parts of the challenge for the big team. Squads will need to share information and develop strategies to reach the common goal. The aim of the program is for the whole team to score as many points as possible to meet or exceed a predetermined standard. The squads set out to find a series of intermediate destinations while traversing the orienteering course area. Once at these sites, new information and resources are available. These intermediate sites vary in distance and difficulty to find, and the potential scoring is relative to the challenge the team takes on for itself.

**Program design:** 5 hours, outside in state park location (TBA)

The first phase of the program is the orientation that requires about 45 minutes to get teams established, go over the materials, do a basic warm-up activity, and get people “outfitted” with their supplies and winter gear (possibly snow shoes, skis, etc.). The main activity lasts approximately 3 hours. The final hour is a debrief of the activity and discussion of key learning to take back to the fraternity, followed by a quick celebration and wrap-up/closing.

**Learning Outcomes:** At the end of the program, members will:

19. Have an increased connection to other members as a result of their shared experience
20. Understand the need for and benefits of interrelated teamwork, various project or committee teams, and cooperation
21. Experience and internalize that the whole—working together—is greater than the sum of its parts working in isolation or in internal competition
22. Discover new principles of team based leadership, personal initiative, and mutual cooperation
23. Be able to apply this understanding and experience of teamwork to the rest of their chapter experience
24. Come away with a clearer understanding of their capabilities and a greater willingness to tackle new challenges in their lives
25. Renew their commitment to the fraternity, their brothers, and another goal that they have for their lives
26. Be able to apply this understanding to the rest of their Chapter experience

Final prices and fees will be negotiated and determined by the chapter and Cornell Teambuilding.

### **Questions to ask your chapter?**

- What is our purpose/goal for the program?
- How much time do we have?
- What are our financial resources?
- Who is going to coordinate this on the chapter’s behalf?

### **CONTACT INFORMATION:**

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