

The Add Venture Teamprojekt®

The Add Venture Teamprojekt® is a complex organisational simulation that maps requirements and structures similar to those encountered in everyday corporate life. Most of the project takes place outdoors and is planned and implemented by the participants. It establishes a framework that explores integrated thinking and action and demands a very high level of personal responsibility and initiative from the participants. The project objective is for several groups to earn the maximum combined profit (similarly to different organisational units) within a given time.

Sales are generated by reaching stations and completing leadership challenges.

Project costs are incurred in the form of rent for equipment that is needed to solve the challenges, personnel costs, consultancy etc.

In the planning phase, the groups involved set their joint business objectives (sales, costs, profit) and plan how these can be achieved within the given constraints (e.g. a territory of 8km², time frame of 7 hours, communication by mobile radio).

Execution is self-managed. The groups work on unaccustomed challenges outside their specialist areas both within and across teams. This means that they have to deal with changes of plan (e.g. delays) and new experiences (e.g. the territory for a task may be different from their assumptions).

The subsequent reflection analyses the experiences and places them in relation to the group's current situation in their everyday work. Parallels and similarities between Add Venture Teamprojekt® and the participants' job context are revealed and reflected. The resulting transparency provides them with a sound basis for

- + the development of their collaborative working relationships
- + the targeted development of their team culture