

OUR PRODUCTS

Aviat, Inc. provides businesses and industry with organizational effectiveness tools that allow them to compete more effectively and achieve high levels of satisfaction and fulfillment. Call 734-726-5404 to discuss your business needs with a trained product specialist.

PRODUCT LINES

Improving Team Performance

Accessing Team Interactions

Acceleration Series

IMPROVING TEAM PERFORMANCE: Team-Building Simulations

Hypothetical situations that help team members experience and understand group dynamics first hand.

New Earthquake

D. Joseph Fisher, Ph.D.

D. Dawn Peters

Earthquake is designed to promote group problem-solving, consensus decision-making, and an understanding of group dynamics. It is a simulation exercise that asks participants to first solve the problem individually and then as a group making consensus decisions. The scores are then compared against an expert ranking and demonstrate that effective teams generally produce better outcomes than individuals alone.

Revisions include easier scoring and analysis, normative data and background information on earthquakes. A self scoring option is now provided, for use without the Facilitator's Guide or video.

Participant Activity & Facilitator's Guide

Story Line:

You and five coworkers are in the basement library of your downtown office building finishing a presentation for a meeting the next morning. The building shakes violently. There has been a major earthquake. You begin to pick yourselves up and assess the damage.

Participants determine appropriate action steps to ensure their survival in order of importance, as well as those that should be avoided.

Completion Time: 1-1 1/2 hours

The Facilitator's Guide provides background information on the objectives of the activity, guidelines for effective group functioning, and a full explanation of the expert's rationale and scoring.

Participant's Exercise \$6.95

(One exercise needed for each participant. Minimum order: 5)

Facilitator's Guide \$25.00

(Provides instructions for administering and scoring the exercise. Only one copy is needed)

New Earthquake DVD

Aviat's *Earthquake* simulation has a DVD video complement to actively and emotionally engage participants into the story line, simplify the facilitation process, and enhance the overall learning from the activity.

The video is broken into three sections that follow the course of the entire simulation activity:

- **The Scenario** uses a realistic reenactment of the story line to enhance the believability of the simulation.
- **The Expert Rationale** is presented in a clear and convincing manner using graphic elements to highlight key learning points.
- **Debriefing the Simulation** provides easy to understand explanations of what each score means and the significance to group dynamics and performance. This section offers discussion questions to bring the learning back to the workplace.

There are breaks between each section to allow the facilitator the flexibility to use only those sections that would be helpful to his/her facilitation process.

The *Earthquake* video is a powerful tool that helps participants understand and apply the individual and team development concepts and tools learned during the simulation activity.

Video Format: DVD

Time required: 27 minutes

Note: The video does not add to the overall completion time of the simulation. It simply changes the manner in which the various sections can be facilitated.

DVD Video

\$125.00

PowerPoint© & Facilitator Slides

Enhance your team-building exercise using our full color Facilitator Slides.

These Microsoft PowerPoint© slides provide a visual guide to the expert rationale for each of the items to be ranked. Use as a supplement to Chapter IV of the Facilitator's Guide, "What the Experts Say."

PowerPoint© Slides	\$39.95
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One CD-ROM - requires Microsoft PowerPoint© 97 or newer.

Note: The slides do not add to the overall completion time of the simulation. It simply improves the manner in which the expert rationale section is facilitated.

Caribbean Island Survival II

*Richard L. Hill
Irving Stubs*

Story Line:

You and a group of your friends are on a sailing and scuba adventure off Tobago Island in the British West Indies. You run into a violent storm spawned at the edge of the hurricane. Your boat smashes onto the rocks, leaving you stranded on a small, uninhabited island. You have lost much of your equipment and some of you need medical attention. Important decisions must be made for your survival. Participants select a survival strategy and rank the salvaged items in order of importance.

Participant's Exercise	\$5.95
(One exercise needed for each participant. Minimum order: 5)	
Facilitator's Guide	\$20.00
(Provides instructions for administering and scoring the exercise. Only one copy is needed)	

Completion Time: 2-2 1/2 hours

The Facilitator's Guide provides background information on the objectives of the activity, guidelines for effective group functioning, and a full explanation of the expert's rationale and scoring.

PowerPoint© & Facilitator Slides

Enhance your team-building exercise using our full color Scenario and Facilitator Slides.

This CD-ROM gives you Scenario Slides that depict the physical scenario of the story line. They help set the stage for participants and engage them in the exercise.

The CD also includes Facilitator's Slides which provide a visual guide to the expert rationale for each of the items to be ranked.

PowerPoint© Slides	\$39.95
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One CD-ROM - requires Microsoft PowerPoint© 97 or newer.

Note: The slides do not add to the overall completion time of the simulation. They simply improve the manner in which the physical scenarios and expert rationale section are facilitated.

Whitewater

D. Joseph Fisher, PhD.

Steve Krieger

Kathleen A. Fisher

Story Line:

You and a group are whitewater rafting on challenging sections of the South Fork of the American River. During a sudden storm, the raft over turns in the river and much of the equipment is lost. It is getting dark and much colder. How will you survive?

Participants rank the items they just salvaged for survival in order of their importance.

Completion Time: 1-1 1/2 hours

Participant's Exercise	\$5.95
(One exercise needed for each participant. Minimum order: 5)	
Facilitator's Guide	\$20.00
(Provides instructions for administering and scoring the exercise. Only one copy is needed)	

The Facilitator's Guide provides background information on the objectives of the activity, guidelines for effective group functioning, and a full explanation of the expert's rationale and scoring.

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PowerPoint© Slides **\$39.95**

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The CD also includes Facilitator's Slides which provide a visual guide to the expert rationale for each of the items to be ranked.

One CD-ROM - requires Microsoft PowerPoint© 97 or newer.

Note: The slides do not add to the overall completion time of the simulation. They simply improve the manner in which the physical scenarios and expert rationale section are facilitated.

Alaskan adventure

Richard L. Hill

A great ice breaker for managing group conflict and building consensus decision making

Alaskan Adventure is an enjoyable, efficient, easy and effective way for team members to understand and experience group dynamics. Alaskan Adventure is a short, to-the-point simulation developed to provide trainers and managers with a problem-solving exercise that could be completed in as little as one hour.

Scenario Description: You and some friends have chartered a 36-foot boat for a weekend trip of fishing and glacier viewing. The weather turns much colder with freezing rain and snow, causing poor visibility. Suddenly, you hit a sizeable ice float and your boat begins to sink. Your group manages to reach a rocky shore but is left in a precarious situation with very few salvageable items to help.

Participants must rank the items in order of their importance for survival. Participants rank the items they just salvaged for survival in order of their importance.

The Facilitator's Guide provides background information on the objectives of the activity, guidelines for effective group functioning, and a full explanation of the expert's rationale and scoring.

Completion Time: 1 to 1-1/2 hours

Participant's Exercise \$4.25

(One exercise needed for each participant. Minimum order: 5)

Facilitator's Guide \$20.00

(Provides instructions for administering and scoring the exercise. Only one copy is needed)

PowerPoint© & Facilitator Slides

Enhance your team-building exercise using our full color Scenario and Facilitator Slides.

This CD-ROM gives you Scenario Slides that depict the physical scenario of the story line. They help set the stage for participants and engage them in the exercise.

The CD also includes Facilitator's Slides which provide a visual guide to the expert rationale for each of the items to be ranked.

One CD-ROM - requires Microsoft PowerPoint© 97 or newer.

Note: The slides do not add to the overall completion time of the simulation. They simply improve the manner in which the physical scenarios and expert rationale section are facilitated.

PowerPoint© Slides \$39.95

ASSESSING TEAM INTERACTIONS

Group Process Questionnaire

*Richard L. Hill, D. Joseph Fisher, PhD.,
Thomas G. Webber, Kathleen A. Fisher, William Neal*

Analyze group effectiveness in problem-solving and decision-making situations.

Great with Simulations!

The Group Process Questionnaire (GPQ) can be used to explain the outcome of team-building simulations and evaluate group performance in the work environment. It presents a model for effective team performance and identifies behaviors that prevent a group from achieving its goals.

This self-scoring instrument allows participants to rate how well they felt the team functioned during the activity. Then through dynamic group discussion, participants reach consensus on the overall strengths and weaknesses of the team. These results are transferred on to a graph to visually depict the group profile. This graphic profile acts as a needs-assessment report to highlight areas for development.

Participants complete the activity by selecting four of the most important items for improvement, acknowledging how these improvements will positively impact the group, and identifying ways to monitor progress.

Completion Time: One Hour

Participant's Exercise \$4.95

(One exercise needed for each participant. Minimum order: 5)

Facilitator's Guide \$15.00

(Provides instructions for administering and scoring the exercise. Only one copy is needed)

ACCELERATION SERIES

Acceleration

Richard L. Hill

Thomas G. Webber

Tools to reduce start-up time for new team leaders and members.

Acceleration is a dynamic product series that can reduce the learning curve for new team leaders and team members by UP TO 6 MONTHS. Using a tested process of team activities and focused discussions, Acceleration shortens the start-up time needed for people to become acquainted with how things operate, identifies potential transition problems and agreed upon ways to approach them, and establishes ground rules that cover how the group will work together to ensure maximum effectiveness.

The Acceleration activities work best when facilitated by a Trainer, O.D. Consultant, or Human Resource Professional. Administration guidelines are clearly described using the comprehensive Facilitator Guide.

Select one or more of the following workbooks to meet your specific team needs:

TEAM MEMBER INCLUSION

Accelerate the integration & orientation of a new team member

Completion Time: 3 to 4 hours

NEW TEAM FORMATION

Helps a new team hit the ground running

Completion Time: One full day

NEW LEADER TRANSITION

Helps the new Team Leader get up to speed quickly and successfully.

Completion Time: One Full Day

Team Member Inclusion	\$8.45
New Team Formation	\$10.45
New Leader Transition	\$10.45
Facilitator's Guide	\$30.00
(Provides instructions for all Acceleration activities. Only one copy is needed)	

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ORDERING

To order, please visit our website at www.aviat.com or call us at 734-726-5404.