



What will Pumping the Colors do for my teams?

Help teams confront the pressures, limitations and challenges they are experiencing in the work place. The same problems that are plaguing teams in the work place will plague teams as they try to complete the task. After issues and problems are confronted, teams develop a plan for achieving team success.

Demonstrate that teams must examine and measure both task and process if the team is to improve. Most teams know that progress on the task will be measured. In Pumping the Colors, they discover that they will fail if they don't also measure team processes.

Help team members understand how their attitudes, values and work styles affect team performance. A variety of team questionnaires and exercises will help team members analyze their impact on the team.

Give teams a vocabulary for describing different individual work preferences. When team members don't have a vocabulary for describing differences, they tend to use pejorative terms.

Give teams the opportunity to practice, take risks and experiment with new behaviors. Because the task is different from their regular work, team members know that if they try a new behavior and fail, it will not affect job reviews.

Thoroughly involve and engage participants. Pumping the Colors is a challenging task that will help them learn from personal team experience.

Provide an opportunity to celebrate success. The team cheers and celebrates when the color finally flows. This successful, uplifting spirit can be contagious in the work place.

What is Pumping the Colors™?

Pumping the Colors is an active, hands-on, team development simulation for ad-hoc or intact teams. It challenges the participants to execute a complicated task under conditions that require them to perform as a team.

Each team must plan, design and build a tri-colored fluid delivery system. In doing so, they perform all of the complicated and high level tasks that teams struggle with.

They must negotiate for resources, develop and follow a schedule, ensure quality, bring the project in under budget, resolve conflicts, make difficult decisions under stress, and follow through by producing a finished product and training "the customer" to operate it.

During the simulation, the facilitator uses a series of well planned interventions to ensure maximum understanding of the *Seven Practices of High Performing Teams*, how *individual work preferences* affect the team dynamic and how to hold *self-coaching team meetings*. He or she then helps the team reset its standards and develop specific steps for meeting those standards.

Pumping the Colors creates innumerable teaching moments for high level concepts, ideas, and values that are difficult to teach by more traditional means. It's real, it's powerful, it's taken seriously by all of the participants, and it gets results.

How many can participate? An unlimited number of people in groups of six to ten can be accommodated.

How long is the training? There are half day, full day and one and a half day versions available.

Is certification required to facilitate the program? Yes, in order to facilitate *Pumping the Colors*, you must go through our two-day certification program. Open certifications are offered throughout the year; or you can schedule a certification at your company site.

Are certified facilitators available for hire? Yes, we have numerous highly skilled master facilitators that can facilitate *Pumping the Colors* for you.



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For more information about *Pumping the Colors* or any of our programs, please contact us at

(800) 942-2900 or
www.SimulationTrainingSystems.com

Pumping the Colors was designed by Dr. R. Garry Shirts, the developer of *BaFā BaFā™*, *StarPower™*, *The Power of Leadership™*, *Where do you draw the line?™* and numerous other popular business simulations.

Pumping the Colors was originally developed for a group of engineers at a major aerospace corporation. It has since been used on a large scale by such firms as Oracle, AT&T, Nestle Foods, ARCO, Norwest Financial, Schering-Plough Pharmaceuticals and American Water Works.