



Fleming Business Interests

Pumping The Colors is an active hands-on team building simulation for a group of six to ten participants. It challenges them to execute a complicated task under conditions that require them to perform as a team. The process of accomplishing the task distills the excitement of a game and the inspiration of solving a real-life problem into an unexpectedly powerful learning experience.

Pumping The Colors is for any corporation that wants to introduce teams to the organization, improve the ability of existing teams to be more productive, focus on total quality management, boost productivity or morale after right/down-sizing, or introduce teams as part of a new corporate philosophy.

More specifically **Pumping The Colors** is:

- Perfect for giving new teams a successful start
- Great for helping teams that are in trouble.
- Excellent for teams that want to continuously improve their ability to work as a team
- Critical for companies that are weighing the pros and cons of instituting team concepts into their work force.

How will team members benefit from *Pumping The Colors*?

Here are a few of the benefits teams can expect. Team members will:

- Understand the seven behaviors required of every member of a high performing team.
- Clarify and set standards of performance for their team. Once these standards are set team members will use these standards to encourage, motivate, expect, and demand high performing team behavior from one another.
- Understand the three basic types of teams and which type is best for each situation.
- Understand, many for the first time in their lives, what it really means to be part of a team.
- Understand the importance and role of team leadership in different types of teams.
- Learn how his or her work style affects the team.
- Learn how the work style of others affects the team.
- See improved team performance, strength, and confidence.
- Know what type of work styles to include on different types of teams.
- Understand the different types of teams and how to create the best team for the task.
- Learn what highly individualistic team members must do to be effective team members.
- Learn how to avoid the 6 most common types of team problems.
- Learn how to resolve conflicts in a constructive manner.
- Learn how to conduct an effective team meeting.
- Learn what they must do to continuously improve team performance.



How many? How much time?

There are half day, full day, and one and a half day versions available. Each team consists of 6 to 8 persons. One facilitator can manage two or three teams.



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What Happens in *Pumping The Colors*?

Teams build a tri-color delivery system out of pipes and tubes on a eight foot protective mat. If they are successful they will be able to use their system to deliver any one of three colored solutions to any one of 12 targets. The task challenges the team to think creatively, to work interdependently, to manage scarce resources, and to deal with pressure and stress.

During the first day teams experience all four stages of team development: forming, storming, norming and performing. The team holds two team meetings to evaluate their team performance. They also receive instruction on how to organize teams, reduce conflict, work with different work styles, and many other essential skills required for team development. By the second day the team generally realizes that they all have been performing far below their capability. They then focus on what must happen to improve their performance.



Pumping The Colors Requires A Certified Facilitator for Delivery

Suzie D Fleming with Fleming Business Interests is a Certified Facilitator for this program.