

**Team Buildingto Victory Lane**

**Category:**

Team Building

**Course Length:**

1 full day per group  
(8 hours)

**Facilitators:**

James Desrosiers, M.M.

Kenny Bouchard

**Materials for course:**

Contact GROWTHco

**Out-of-Pocket  
Expenses for client:**

T-shirts (obtained by GROWTHco), beverages, & snacks are required from client.  
  
Optional: food & beverages, trophy/prize(s), space rental, transportation for participants (if required)

**Cancellation Policy:**

Less than 14 days, 50% of fees are required; 100% of fees required if cancelled within 7 days.

**Minimum Number of Participants:**

18 per day

**Maximum Number of Participants:**

42 per day

When people think about car racing, they tend to think about a driver in a car simply going around in circles. What people who aren’t fans don’t realize is that most often, a race is won in the pits. The driver receives most of the attention, accolades, fame, and endorsements, but it is his or her crew that must work together and better than the competition’s crew that determines whether you’re worst or first. The better a team performs, the better the driver does. The driver must bring the car into the pits several times during a race for service. The pit crew is responsible to jump over the wall, change tires, add fuel, adjust the car’s handling and suspension, make repairs, and even give the driver a drink! Crews aim to complete the stop inside 12 seconds!!

Participants learn the importance of teamwork and how effectiveness, speed, coordination, and accuracy are the traits that determine a team’s overall success and to keep winning back the loyalty of customers.

**Training Objectives/ Outline of Event:**

* + **Traits** **of an any professional** (athlete or executive): Coach-ability, Mental and Physical Toughness, Dedication, and Commitment
  + **Stages of Team Building:** How to **FORM** as a professional team; Minimizing and getting through the **STORM**; Identify and establish healthy **NORMS**; **PERFORM** at the highest level
  + **Traits of a successful team:** Commitment, Trust, Respect, Process, Goals, Train, Precision, Appropriate Internal Competition, Pride, and Ongoing Improvement – all in sync with the rest of the team
  + **EVALUATION:** Understanding the After Action Review (AARs) for continuous improvement

**Kenny Bouchard Racing Experience:**

To demonstrate the importance of these lessons, GROWTHco introduces their partner Kenny Bouchard and his pit crew. Kenny earned the 1988 Rookie-of-the-Year Award in NASCAR’s highest division, now called the NASCAR Cup Series. After a brief introduction by Kenny, the pit crew will show participants how to change tires on an actual race car! Participants are then put into teams and are given individual tasks to perform the next time the race car comes into the pits. Every participant becomes a pit crew member and performs pitstops that are timed! After discussing their challenges and results, participants experience through multiple pit stop attempts that through planning, identifying strengths, respecting each other, providing constructive feedback effectively, evaluating past performance, process improvement, and teamwork, results take a quantum leap forward. They compete with their prior times and with the other teams, created a fun, competitive, bonding experience they will never forget!

**Debrief:** GROWTHco facilitates a discussion about what the participants learned and how it pertains to their team at work, resulting in new ideas and goals to improve productivity, processes, relationships and team performance.