



REPORT ON TEAMBUILDING PROGRAM FOR CARIBBEAN CHILD DEVELOPMENT CENTRE

Background

New Generation is a registered Jamaican non-profit youth organization. Since 2001 New Generation has been using its 14-element Low Ropes Course at its adventure campsite in St. Ann, as well as a number of other portable elements, to train groups in leadership skills, team building, conflict resolution, problem solving, communication and inter-personal skills. It also trains groups off the campsite at retreats, training sessions and conferences.

The team building program started as part of our adventure camp program at the campsite, and continues to be used in this way during our summer camp season as well as during the Easter when we run a camp for at-risk young people. However it has now become a program offering in itself and is no longer tied to the camp program. Groups utilizing our services have included:

- Managers and staff of companies
- School teachers and administrative staff
- Sixth Form students and prefect bodies
- Couples (married, engaged, dating etc)
- Church leaders and church boards

Our team building program uses the concept of experiential learning expounded by David Kolb of MIT who posits that learning occurs with

- A natural or contrived **experience**, which guarantees
- A critical **inspection** of the experience, from which the participants
- Gain useful **insights** that connect with previous life events, leading to
- **Amending** behaviour and/or understanding, that is then **integrated** into his/her life practice.

Teambuilding with young people

Every year hundreds of young people are required to make the transition from Fifth Form to Sixth Form, from Sixth Form to University and from University to the work world. Many are thrust into leadership positions and required to lead or be a part of a functional team.

In many respects, the large majority are still trying to 'find themselves' as they grapple with questions such as

1. Who am I?
2. Who do they think I am?
3. How do I live up to everybody's expectations?
4. How can I prepare myself to enter the work world?

New Generation seeks to help High Schools and Universities to make this transition easier and also help them to identify student leaders and hone their innate abilities.

The main advantage of our program is that it is experiential, as the students are not simply told what to do, but they are presented with one challenge after another which reveals their character, their strengths and their weaknesses, and provides opportunity for immediate correction, guidance and/or affirmation. The emphasis is also on working in small groups so that each student's needs can be addressed. It is a fun and interactive style of learning.

Achievements

New Generation has worked with a number of young people over the years both during camp settings and at training sessions off the campsite.

Summer Camps

Each year (since 1998) app. 100 teens are trained in character development, leadership development, conflict resolution among other things, as part of our camp program. Our Leadership Training Camp in particular is built around the use of these *Group Initiative Games* and our *Low Ropes Course*.

At-Risk Camp

Since 2009 New Generation has introduced a camp for at-risk teens. More than 20 young people attended the first camp and app. 30 campers are expected this year. The camp is built around small group activities and relies heavily on these team building (*Group Initiative*) games to reveal and address issues to do with character development.

School Programs

Since 2008 New Generation has trained the Upper and Sixth Form students, as well as prefect body, of schools such as St. Andrew High and Champion College (with others such as Immaculate High School and Calabar requesting training). This program focuses mainly on leadership development and over 500 students have used the program thus far.

College/University

In 2009 New Generation did leadership training with more than 100 students from UTECH. An even larger number is scheduled for training in another month.

CONCLUSION

New Generation does very little advertising of this program. Much of our business comes through word of mouth, which is an indication to us that the program is well received. Students/campers are usually required to give a written evaluation of the program and the responses are always positive, with most of them liking the program because it is fun and interactive, and of course, different.