


# Everything you need to know about your day with Challenge Discovery.



## frequently asked questions

### **What will happen during our Challenge Discovery day?**

The heart of the Challenge Discovery experience is learning by doing, not by sitting and listening to others tell you what you should be doing. A program day will consist of a combination of energizers and problem-solving exercises that require teams to work together effectively, creatively and supportively. What's especially exciting is that most people leave our programs saying they accomplished things they never thought possible.

### **How will our Challenge Discovery day make a difference?**

The development of an effective operating group is a journey, not a single event or set of activities. Challenge Discovery programs use an experiential approach to promote individual and group learning, enhance the group's performance and set a foundation for continued development. Success turns on how the group analyzes each problem, identifies and allocates resources, and creates and executes a plan. Participants will see how group support enhances individual achievement. They'll also leave with fresh perspectives on themselves as team players and leaders, and with concrete ideas about applying these insights to their working relationships.

### **How much experience does your organization have?**

Challenge Discovery has been in business since 1980 and is one of the largest and most comprehensive experiential learning-based organizations in the Mid-Atlantic area. We have run programs through the years for thousands of clients and hundreds of thousands of participants!

### **Why should we choose Challenge Discovery?**

With nearly 30 years of experience and thousands of satisfied clients, our track record gives our clients confidence. Our proven experiential-based programs are custom designed to focus on your organization's priorities in the areas of teambuilding, leadership, problem solving, risk taking, communication, creativity, reward, diversity, resource utilization, trust and change.

### **What kind of results can we expect?**

Each program is customized to produce very specific results desired by our clients. Generally speaking, they tell us they've benefited from the following outcomes:

- Increased cohesion and camaraderie among participants
- A strong sense of team
- Skills, knowledge and values that are retained over time because they were gained in a high-impact learning environment
- Lessons that are applied powerfully back at the workplace
- Measurable, sustainable results

### **How many participants can your programs accommodate?**

We can accommodate up to 200 people at a time, depending on the program, by dividing groups into teams of 8-15 people working together. For even larger groups, our sister company, PowerPlay, can work with 500 or more participants at a time, at any venue nationwide. For more information, visit [www.gopowerplay.com](http://www.gopowerplay.com).

### **What are the qualifications and experience of your facilitators?**

Challenge Discovery programs are facilitated by a staff of highly accomplished professionals who are fun, friendly and sensitive to the needs of all of our participants. Based upon each client organization's unique needs, we select from a pool of facilitators from all walks of life, trained and experienced in corporate consulting, organizational development, training and development, experiential education and group facilitation. Each is also carefully trained in the management of participants' health and safety while on our programs. Our facilitators are trained to produce the outcomes our clients want by observing behaviors and interactions, asking the right questions at the right time and catalyzing interaction and learning between participants.

### **What is the average age of your facilitators?**

They range in age from late 20s to late 50s, with an average age of 35.

### **How do you choose the facilitators for our program?**

We choose facilitators that best match the needs and background of our clients. Depending on your desired outcomes, we will assign the facilitator best prepared to help you achieve them.

### **Does Challenge Discovery customize programs to its clients' corporate needs?**

Absolutely. All of our programs are custom designed to address your organization's needs by providing immediate, impactful metaphors and discussion points that reflect your organizational issues and culture.

### **Can Challenge Discovery meet our needs within our time constraints?**

Yes. We offer both standardized and customized programs. We can modify our standard programs to meet our clients' time budget; additionally, if a client has ideas of their own, we can start from scratch and work with them to create a program that's 100% customized.

# Everything you need to know about your day with Challenge Discovery.

## How would you design a program for our organization?

We'd start by listening to you. We perform a thorough assessment of the desired outcomes of both the participants and the organization with the goal of creating high-powered, results-oriented programs that deliver exactly what our clients want and need.

## Do you design programs to interface with existing training programs?

Certainly. Our goal is to help our clients succeed, whether it is by developing programs from scratch or using our skills and experience to devise those that fit into an existing training program.

## What forms do participants need to complete before their day at Challenge Discovery?

Before a company's Challenge Discovery day, each participant will need to provide us with a signed Assumption of Risks form as well as a completed Medical Information form. Each participant must return both forms to a designated program coordinator at their company. The program coordinator may mail the forms to us a week prior to the program at Challenge Discovery, 5012 Windy Hollow Cr., Glen Allen, VA 23059 or bring them to us on the day of your program. (Please let us know how we can expect to receive the forms.) Due to privacy concerns, participants also have the option of faxing their forms directly to us at (804) 448-9385.

We also have several other forms available to help companies make the most of their day with us. All forms are available on the Forms page of our website at [www.challengediscovery.com](http://www.challengediscovery.com).

## What happens if we encounter inclement weather?

Depending upon the time of year, we create weather contingency plans with our clients that include foul-weather clothing or indoor options. While it's true that we can't control Mother Nature, we do take steps to ensure that we deliver the results our clients need, rain or shine.

## Can Challenge Discovery programs be run when and where we need them?

Yes. Although Challenge Discovery programs are normally delivered at our location in Virginia, we have partnerships with many resorts, conference centers and other challenge course locations around the country. If you are interested in a completely mobile program that doesn't involve a challenge course, Challenge Discovery's sister company, PowerPlay ([www.gopowerplay.com](http://www.gopowerplay.com)) can also serve you at any conference center, resort, office building or other location.

## How much time do you need to put a program together?

Turnaround time varies depending on the type and complexity of the program. While we prefer to have 4-12 weeks lead-time to ensure that we have the resources required to meet your needs, we will do what it takes to make a successful program happen. We consistently create and deliver successful programs with minimal lead-time and will always let our clients know if we cannot provide quality results within the given time frame.

## How fit does one need to be to participate in a Challenge Discovery program?

Our clients vary in age, gender and physical capabilities. Successful completion of our programs requires teamwork, communication and commitment, not physical strength or endurance. Each program is custom designed to meet the business objectives of our clients while respecting the physical and mental capabilities of their people.

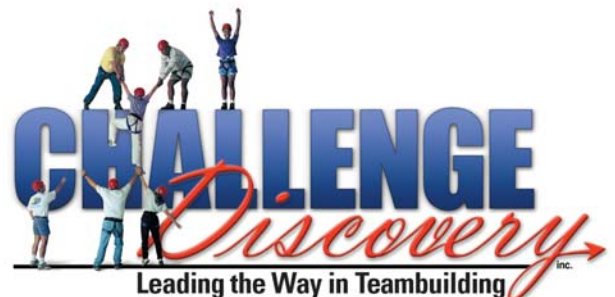
## What do you do to ensure that no one is left out or made to feel uncomfortable about their physical limitations?

At Challenge Discovery, we purposefully create a safe environment that allows people to personally select their own participation levels and make a meaningful contribution in their own way. Because there are a variety of ways to be involved in each event and because physical requirements vary across activities, no one is excluded from participating.

## Are all of your programs outside?

While most Challenge Discovery programs are designed to take place outdoors, we have a number of programs that can be done indoors or outdoors. (Our Team Discovery and Team Challenge programs, for instance, can take place anywhere.) Please call us at 804-876-9733 for more information.

*Ideas are like apples;  
to get them you have  
to shake the tree.*



804-876-9733 / [www.challengediscovery.com](http://www.challengediscovery.com)