

# embers expressions

Issue 1 - August 2008



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## The Case of the Missing Team

“Do you ever feel like one of our recent clients, the HR director of a Vietnam chain of hotels?”

“Everyone in my office works individually, protecting their own sphere of interest and job. They have answers but do not want to share with each other for fear of losing power. I am going crazy always trying to solve their problems and I would love it if I could motivate them to stop emailing me, and pick up the phone and COMMUNICATE with each other.”



Embers Asia was asked to put together an experiential training that would draw out and focus on this communication issue. Instead of a traditional seminar, teambuilding (or experiential

learning) is founded more on the active 'doing' rather than the passive being 'done to'. In this way, people practice the very skills they are learning and are more likely to transfer these skills to the workplace.

## Our goal was to:

- 1 Identify the communication issues that arise in this workplace. Attempt to isolate and focus on these issues to see more clearly the consequences of particular actions
- 2 Allow actions and attitudes to be re-tried in a protected, positive team building environment.
- 3 Allow complexities of the everyday working environment to be simplified and powerfully analyzed through active reviewing.



## Sharing & Understanding

At the end of the teambuilding seminar the HR director realized that she had some communication problems herself. Many of the difficulties that the staff were having centered around cultural issues, problems with understanding spoken commands and budget/cost constraints in regards to telephoning their counterparts. One staff member stated that the training was the first time she felt she could communicate openly in a constructive manner. This allowed the director, managers and staff to understand and let go of limiting behaviors. It helped them change the way they FELT and introduced a highly creative, safe & motivating discovery process.

## embersVision

To deliver the best, in terms of quality and value, experiential learning and team building programs throughout Vietnam.

## embersMission

Focus on Quality in the design and delivery of tailor made, original and relevant program concepts and learning events that exceed our client's expectations.

Provide Value through responsiveness, creativity, follow through and a return on our client's investment, in the form of more effective individuals and teams.

# What Does Embers Asia Do?

- Experiential Problem Solving Initiative based program for Holcim in Mui Ne, Vietnam
- Experiential Learning Team Building for Toyota in Bangkok, Thailand
- Change Management program for British Embassy in Vinh Phuc, Vietnam
- Problem Solving program for Exotissimo Travel Laos in Vientiane, Laos
- Indoor Training for CISCO in Danang, Vietnam
- Treasure Hunt for Apple Tree in Hue, Vietnam
- Amazing Race for B.A.T (British American Tobacco) in Ho Chi Minh City, Vietnam
- Scavenger Hunt for Tetra Pak in Dalat, Vietnam

## Upcoming Events

### Breaking Down Cultural Barriers

AusCham Business Essentials Seminar  
10th September 2008

An interactive seminar with simulations that facilitate cultural understanding!

Australian Chamber Of Commerce & Embers team up

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### Insights From The World Of TB

CanCham Luncheon  
25th September 2008, New World Hotel

Interactive, New Methods in Energizers, Mixers and Networking.

- How to get individuals thinking like high performance teams not groups of individuals.
- Energize your office and bring out your staff to one of the highlights of the Can Cham Year.

In Association with Canadian Chamber of Commerce

To register for the events, please contact: **Kim Holz**  
Email: [kim.holz@embers-asia.com](mailto:kim.holz@embers-asia.com)

## embersPhilosophy

Embers Asia specializes in adding glue to the existing chemistry of your team. We facilitate activities which encourage leadership, communication, teamwork, and cooperation under pressure. Experiential learning is not only fun, but this unique learning style approach holds the attention of participants and allows them to bring valuable skills back to the workplace.



### Sample Ice Breaker

Ice Breakers are short activities designed to break down personal barriers and get everyone working together before an event. Be careful not to choose ideas that make individual people in a group feel uncomfortable or silly. Make everyone feel good and have a laugh. Here is an icebreaker you can try out!

### THE LINE UP

For Medium to Large Groups  
Duration: 10 minutes

The objective is for the group to form a circle around the room standing in the correct order of their date of birth, so starting with early January and ending with late December. Once in month they have to organize themselves by date born in month—earliest to latest. They cannot talk whilst they organize themselves, so there will be plenty of sign language and interaction. Once everyone is in place the host, preferably with a microphone if it is a large group walks around the circle asking each participant to state their date of birth. This always elicits friendly cheers and jeers and, if there is a run of success, a good build up towards the end. A good host on the microphone makes this ice breaker. Variations include Reverse Order, Using Western Zodiac or Chinese New Year—Cat, Rat, Dragon etc.

### CONTACT US

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