

# meetings, off-sites & team-building

## **Corporate Events at Painshill Park (Cobham, Surrey, UK)**

### **Information Pack**



## INTRODUCTION

The newest Surrey venue for corporate meetings and events is not new at all. Created over a 35-year period in the 18<sup>th</sup> century, Charles Hamilton's Painshill Park is winning awards once again.

Well-accustomed to attracting visitors on social outings, Painshill is pleased to open its doors in 2016 to corporate clients.

### unique locations, unique events

Painshill has an interesting variety of spaces available for rent. Whether you need a simple meeting space for an executive retreat, a larger area for a training event or a variety of spaces for an upcoming corporate social event, you will find that Painshill offers high quality options that are reasonably priced.

In addition to high quality meeting spaces, it also boasts a vast array of unique outdoor locations that are available for rent. Afternoon tea at the Turkish Tent or Gothic Temple, champagne receptions in the magical crystal Grotto and executive dining in the Gothic Tower can be offered as stand-alone options or included as part of a more complex agenda.

### world class event design and facilitation

International leadership coach Caitlin Miller has designed a unique portfolio of indoor and outdoor team-building activities exclusively for Painshill Park. Caitlin also offers a series of in-room sessions on the topics of leadership, breakthrough thinking and high performance. A seasoned professional who has spent more than two decades working with over 10,000 executives, Caitlin has spent as much time working with top teams in the US as she has in the UK. You can find more information about Caitlin and her work here: [caitlinmiller.com](http://caitlinmiller.com))

You can choose to weave one or more of the activities listed in these pages into your meeting agenda or include none. This modular approach ensures you design the right kind of day, based on your available time, available budget and, of course, your goals.

Should you wish to make us of it, Caitlin offers a full event design and facilitation service, working with you from the very start to ensure that the agenda you design will achieve the results you need.

This document is designed to give you an overview of the many options that are available for your upcoming meeting, off-site or social event at Painshill. Please contact Caitlin to get your questions answered:

**[contact@caitlinmiller.com](mailto:contact@caitlinmiller.com)**

**020 8123 2382**

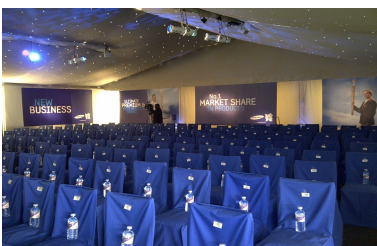
## MEETING SPACES

### the abercorn room



The Abercorn Room is a custom-designed space. Suitable for executive meetings, trainings and team building sessions, its design also makes it suitable for business lunches, dinners and other gatherings. This warm and friendly room has direct access to a small outdoor patio area (and fresh air!) It can accommodate up to 30 cabaret-style or 50 theatre-style and is fully equipped with projector and screen. Available for rent on a half-day or full day basis, the Abercorn Room can be used as a base for more complex off-sites or team-building activities taking place within Painshill's extensive grounds.

### the conservatory



Typically used at weekends for weddings, during weekdays the Conservatory can host corporate gatherings of up to 400 people. Ideal for both business and social functions, the Conservatory is set in a walled garden and is available for rent on a daily basis.

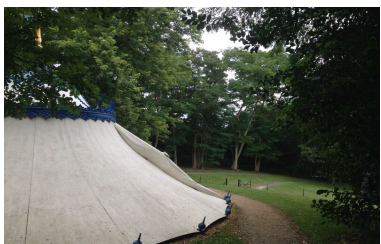
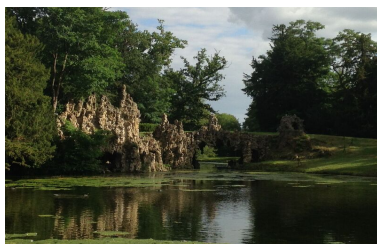
This spacious marquee comes with a neutral design that allows you to overlay your chosen theme with maximum impact. This venue boasts top notch heating and air conditioning systems, along with a sophisticated lighting system and easy access to the outdoors. Can be used for indoor team-building events as well as conferences and company get-togethers or special events such as Casino Night.

## hamilton's tea room



When not open to the public (10am-4.30pm Monday to Sunday), Hamilton's Tea Room is also available for hire. An ideal space for receptions, wine-tastings and dinners, it can also be used as a meeting space for groups of 50-100 people or as an indoor team-building activity space.

## the follies



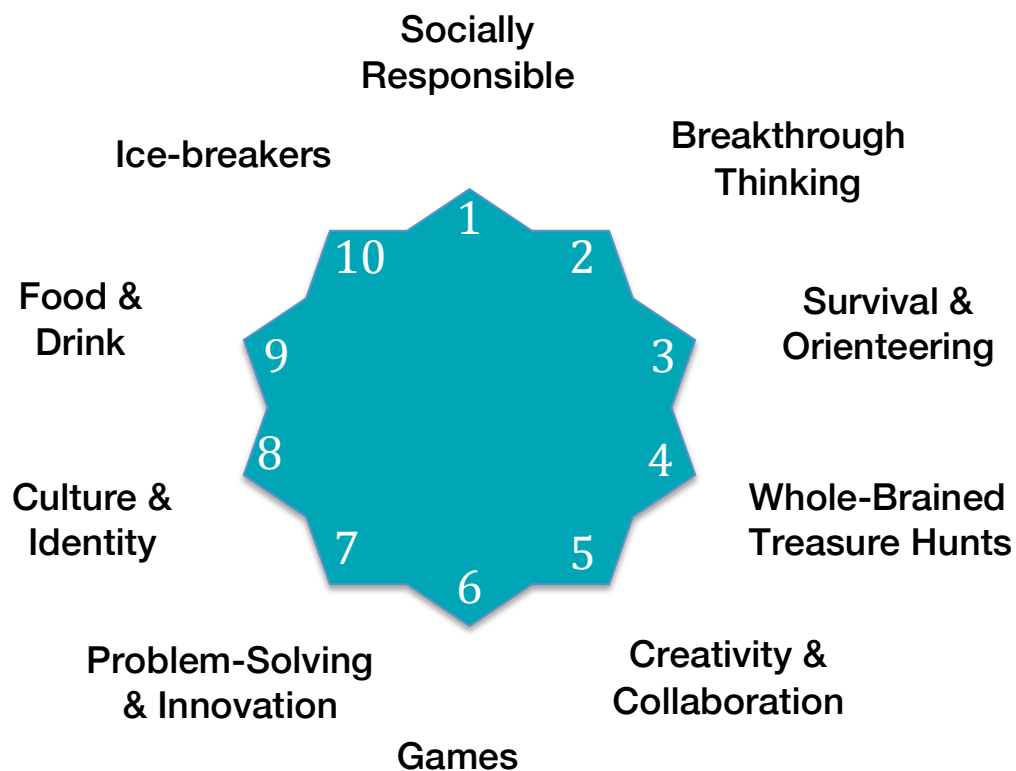
Folly locations are available to corporate clients for private use. The inclusion of music, refreshments or other activities will vary by location. For example, the Gothic Tower can be used to stage an unusual team dinner; the Grotto is an excellent choice for champagne receptions and every folly can represent a milestone in a treasure hunt.



## ACTIVITY CATEGORIES

choose one activity or combine several together

Every activity in this document can be offered as a stand-alone event or combined with others to create the perfect off-site agenda for your organisation.



themes are optional

Where an activity has been given a theme, please note that theme can be removed or altered to suit. What is important is that every activity – whether complex team building event or simple ice-breaker – makes sense given the key messages, themes and outcomes of your meeting.

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## 1. SOCIALLY RESPONSIBLE



More and more, organisations are looking to engage in team building activities that are socially responsible in nature.

Socially responsible team building activities can:

- Be eco-friendly or conservation-themed – e.g. planting trees or vegetables, designing or making items for a local community area
- Involve the creation of one or more items which are then gifted to a local charity (e.g. bicycles, rocking chairs, toys, wheelchairs, murals for hospitals)
- Involve the transformation of a physical site (e.g. schools, youth centres)
- Involve assembly of care packages for people abroad – e.g. members of the military or people in developing countries or disaster-struck regions
- Take the form of fully-stocked back-packs for underprivileged children in the UK

You can contribute to a cause that is close to your heart or have us identify potential local beneficiaries for you. (Painshill is a trust and gratefully accepts offers of help and support!). We will happily design a team-building event that meets your criteria. Your activity will be designed based on your preferences and limitations to ensure it corresponds with the key themes and messages of your meeting.

Opting for a socially responsible team-building activity reinforces core leadership themes that you might want to emphasise, such as making a difference, doing what is right (rather than what is easy or pleasurable), going beyond what you think is possible, the importance of doing what you said you would do, and more. Socially responsible activities are newcomers to the realm of team-building and we look forward to working with you to create a unique activity that hits the mark.



## 2. BREAKTHROUGH THINKING



Breakthrough thinking sessions give your people access to a breakthrough thinking technique they can put to use the minute they're back in the workplace. These in-room sessions are taught by international leadership coach Caitlin Miller. Taken from her Breakthrough Thinking for Leaders curriculum, these interactive 'executive intensives' can be as short as two hours, or as long as two days.

Targeting a phenomenon or challenge that participants are currently facing, the breakthrough thinking modules are particularly powerful when designed as a 90-day challenge in which each participant is tasked to use the techniques they've learned to produce a pre-identified breakthrough result.

A complete list of breakthrough thinking topics suitable for off-sites can be found at [caitlinmiller.com](http://caitlinmiller.com). Breakthrough thinking skills can be learned one at a time or in combination. (Caitlin will advise which sessions are most appropriate once she understands the current challenge and is clear on the specific goals of the meeting.)

Here are some of the most popular breakthrough thinking topics for off-sites and team-building events:

### 1. Introduction to Issue-Busting

Issues: they sap your energy, force you to slog, and stand between you and your goals. Don't let the title fool you: there's nothing 'basic' about this introduction. Register for issue-busting 101 to gain access to foolproof breakthrough thinking techniques that give you the power to address any issue, anywhere, anytime. Because you'll be working on actual issues, expect to leave this power gem with a phenomenal new skill set and some very real quick wins.

### 2. Advanced Issue-Busting

This session is for groups and teams who have already completed Issue-busting 101. There are two options for the session format: for functional teams and groups, the session can be designed to work on issues that impact the group as a whole. Alternatively, individuals can work on issues specific to their particular situation. Either way, by the end of the session participants will have taken their issue-busting skills to the next level. *Prerequisite: issue-busting 101*

### **3. Discover your North Star**

Everyone has a North Star - a unique way of contributing to others that lies encoded deep within us. Discovering your North Star is the key to identifying the type of work you were born to do; and the first important step towards creating a life with meaning.

To unleash your North Star, first you need to discover it. If you're still wondering what you want to be when you grow up (and even if you're not) this one's for you. This session brings the gift of self-awareness: of what it is that each person is really here to do. After this session expect some animated conversation as participants share their North Stars and talk about the influence they exert on their life.

### **4. You're Not Crazy: It's Not You**

If you've ever wondered why there's so much drama in the world, this session will give you the answer. Not only will you learn how to dismantle the kind of drama that drains your energy and steals your time: you'll learn how to avoid it altogether. A fun session with a lot of depth, looking at what makes humans tick will give you the kind of x-ray vision to influence outcomes in a way you're unlikely to have experienced before.

### **5. Communicating for Results**

How do you remain in control without controlling or giving way? How do you successfully negotiate with others when your agendas don't match? How do you bridge an impasse? How do you get people to do what they said they would do? How do you elicit the very best from people (instead of the worst)? How do you speak so that others take you seriously?

### **6. The Power of Presence**

When you speak, do people listen? Can you command attention in a room? Today it's common knowledge that what you say doesn't matter as much as how you say it. Learn to access and embrace the authentic inner you and create willing followers in any situation. Be prepared for your personal power to shift in minutes.

### **7. Everyday Leadership**

In this introduction to leadership you will discover a practical, universal definition of leadership that explains why leadership is as relevant in the bedroom as it is in the boardroom. Discover what leadership really is, how to do it, when to do it, and why it's got little or nothing to do with management. Learn how to create the 'willing followers' you need to create the outcomes you want to create.

### **8. Stealing Time**

Got a project you're passionate about, or something you want to do, but can never seem to get to it? Frustrated at how little progress you're making because your time keeps getting gobbled up? Wanting to work less and achieve more? If so, this Power Gem's the one for you. In 'Stealing Time' you'll learn how to claw back the time you need from business as usual or life as usual and funnel it into the projects and goals that matter to you. Note: this is not a time management program. If you're looking for that, this isn't it.

## **9. Hiring and Firing**

How do you hire the right person? And how do you let them go – graciously - if it isn't working out? Who you hire and how you fire has massive implications for the performance of your business. If hiring or firing is consuming your energy and your time, you can't afford not to do this power gem. This unique approach to hiring and firing produces startling clarity and instant results.

## **10. Managing Up, Managing Down**

The way you manage your direct working relationships can spell the difference between a workweek that's under control and one that's not. How can you effectively manage your direct reports without it consuming so much time? How can you transform your relationship with your manager to make it better in ways that count? Those are the questions this session addresses.

## **11. Meetings that Make Things Happen**

Meetings are the #1 consumer of time in a professional's workweek. More often than not, they're frustrating, boring time-sinks that deplete energy, stifle innovation and curb creativity. Altering what happens during a meeting inevitably impacts what happens in between. Learn to upgrade the way that meetings are run - regardless of who owns them. Transform lackluster forums into engines of growth that keep everyone on their toes (not just at the meeting but outside it too).

## **12. Getting to Yes**

Compromise: we're told it's the grown-up thing to do; but compromise is a cop-out - an automated response that results from not knowing what else to do. Compromise should be your last resort, not your first. In this potent session you will discover why compromise is unnecessary - and how it actively inhibits the forming of genuine agreements. Developing the ability to guide all parties to a genuine, un-half-hearted 'yes' is a critical skill no leader should be without. Learn what dialoguing really is – and, more importantly, how to do it.

## **facilitating business sessions**

In addition to facilitating sessions focused on breakthrough thinking, Caitlin can also facilitate all or part of your business content agenda. Whether you need to address a specific business issue, design a strategy or roll out a plan, appointing a professional facilitator leaves you free to participate fully in the sessions and derive maximum value from the day.

Caitlin has more than 20 years of experience on both sides of the Atlantic facilitating all types of teams and groups. She also has extensive experience supporting CXOs and SVPs in leading highly successful large-scale organisational effectiveness programs. You can find out more about Caitlin and her work at [caitlinmiller.com](http://caitlinmiller.com).





### 3. SURVIVAL & ORIENTEERING



#### 1. Bushcraft Basics

A chance to learn not only how to *survive* but *thrive* in the wilderness, you can opt for a full-on soup-to-nuts bush craft experience or pick up a skill or two in the time you have available.

This activity can be delivered as an educational module or turned into a timed rescue challenge in which teams are pitted against one another to demonstrate their new-found skills. Either way, at the end of the day, the key message is simple: collaboration is the key to survival.

Learning from an expert guide, (we try to use veterans whenever possible) challenges can include any or all of the following:

- Choosing your survival equipment
- Fire skills
- Build a bivouac
- Campfire cooking
- How to handle boas and tarantulas
- Orienteering
- Knife skills
- Signaling & communication
- Foraging for food
- Bush banquet (scorpions and ants)

Incorporating the items at the bottom of each list introduces a kind of ‘I’m a celebrity ... get me out of here!’ angle. (These are definitely not for everyone, but a big hit with younger teams!)

#### 3. Emergency Evacuation

Put your newly acquired knowledge and skills to the test in this rescue scenario that tests every team member’s crisis management skills.

#### 4. Campfire Capers

This activity can be an add-on to Bushcraft Basics or a fun end to a hard-working day. Pre-agreed themes drawn from a hat to prompt story-telling work best for a small group while a campfire sing-a-long works equally well for larger groups.



## 5. WHOLE-BRAINED TREASURE HUNTS



A typical treasure hunt tests the left brain's deductive reasoning powers while a typical scavenger hunt uses the right brain's ingenuity and creative tendencies. In reality, we need to keep sharpening both skill-sets, which is why every Painshill Hunts is *whole-brained*, challenging teams to draw on both hemispheres to complete the tasks and win the prize.

Making sure the hunts that are designed are whole-brained ensures that every member of your team or group remains engaged throughout, regardless of their Myers-Briggs profile. The incredible Painshill landscape makes it possible to offer a range of whole-brained hunts. Every hunt is customised to incorporate your key messages, themes, goals and available time. You can choose between hunts that have a Georgian theme, or ones that are more modern or hi-tech. Along with highwaymen, pirates were big in Georgian times and often the heroes of the day.

### 1. The Pirates of Painshill

Can the merchants get their goods to England before the pirates hatch their plan? This was a

### 2. Blackbeard's Pearl

Two rival bands of pirates, one treasure and a map that's in pieces. Think 'duels, costumes, treasure, fun'. Who will walk the plank and who will bag the swag? Can competitors collaborate? Prizes go to teams for the best costume, best pirate voice, best pirate song and most ingenious solutions to the challenges they faced.

### 3. Highway Robbery

Highway robbery first emerged in the Elizabethan era and was a familiar occurrence until the 19<sup>th</sup> century. (The most famous of these was Robin Hood.) In fact, Cobham had its very own highwayman who terrorised the local gentry. In this re-enactment, teams encounter highwaymen with whom they have to negotiate to make it safely to their destination with all their goods (and their life) intact.

### 4. Missing from the Museum

The first institution of its kind, the British Museum was birthed in the 18<sup>th</sup> century. Unfortunately some of its artefacts have been stolen. The robbers have hidden the loot at various locations in the Painshill grounds and it's up to your team(s) to find them.

## **5. Find the Facts**

This particular hunt is crammed full of fascinating factoids about Painshill, can have a Georgian theme or not. Taking you to some of the park's most interesting features, this hunt is a blend of a local knowledge and creative challenges that require you to think out of the box and off the wall. A multi-sensory experience.

## **6. Time Tracker**

If you're in the market for a hi-tech hunt, Time Tracker is the one for you. Using state-of-the-art devices that electronically record team times, teams must navigate their way around Painshill in search of concealed checkpoints. The sophisticated electronic scoring system keeps track of progress and awards scores. Particularly suitable for active, determined teams, this high-energy hunt rewards brain over brawn. Specially designed for Painshill, expect brainteasers, timed challenges, clue-decoding and planning. And exercise. And fun!

## **5. iSpy Painshill**

This hunt uses 21<sup>st</sup> century technology to discover an 18<sup>th</sup> century landscape. Comprising more than 70 challenges and destinations, teams are challenged to plan the best route to locate and solve as many as they can in the time allowed. Within seconds of opening their packs, teams will use touch screen technology to access interactive satellite images and pre-programmed locations. Once they are on their way, they'll encounter characters and clues, but they'll need to make some difficult decisions to score the maximum points and win the prize.



## 5. CREATIVE & COLLABORATIVE



### 1. Folly for the Future

The challenge in this activity is to design *either* a Greco-Roman folly that would be a spectacular addition to Painshill *or* a folly that would capture the essence of your team or organisation. Painshill's many follies are brought to life not only by their design, but by the setting in which they are located. As part of the challenge, teams will need to find the right location for their folly.

Folly for the Future can be briefed in as a purely creative, artistic venture or as a deeper leadership challenge that tests the teams' ability to engage in genuine dialogue, reach a genuine agreement and to make willing followers not only of one another but of the panel of judges that will eventually decide on the winner. A great way for teams to investigate the landscape, there are six alternate versions of this activity, which can include the building of a model.

### 2. Masterpiece of Many

If you have a large group at your meeting (30+), and want to emphasise themes such as synergy, attention to detail, communication and collaboration Collaboration Canvas is a spectacular activity that will get your points across. As the grand finale reveals, individual efforts across the organisation are essential to the end result.

The work of art can have a corporate theme, be Painshillian or Greco-Roman in nature or reflect a particular theme you want to reference. The impact of this activity is heightened a race against the clock to get the masterpiece right. Once the individual canvases are painted, teams need to find their neighbours to put it all together in time for the grand unveiling. You can either choose for participants to take their pieces back to their offices; to assemble the finished work in a central area of your offices as a reminder of the messages and the day; or to donate the final product to a hospital or charity.

### 3. Introduction to Ice Sculpting

Originating in China in the 1600's, ice sculpting became more widely known in Georgian times and is going through something of a resurgence today. Pick up a new party trick by learning from a master in a one-hour master or 4-5 hour team challenge. This activity can be designed to be purely creative or with a competitive edge. Ice sculpting makes a wonderful prelude to cocktail hour – and, of course, the perfect beginning of day ice-breaker. (Sorry, it had to be said!)



#### **4. Potter's Challenge**

The Potter's Challenge is an activity that can be designed to be collaborative or competitive. It can focus on team members creating pieces of the final product, or on separate creations. The extent of the challenge can be designed to fit the available time. Personalised to fit with your theme, this hands-on activity is an excellent all year round indoor activity. Group challenges require a minimum of 12 people.

#### **5. Company Coat of Arms**

Working with real company values, vision, mission and achievements, teams create a coat of arms that embodies all of these.

#### **6. Rhythm Challenge**

There are a variety of Rhythm Challenges that can be designed for your group. Learn to use simple pieces of equipment to turn your group of disparate individuals into a *bone fide* orchestra. Drumming, percussion, singing, dancing: your objectives and challenges will determine the design of your Rhythm Challenge. Can be designed as a mini time-out or a full-scale, high octane activity.



## 6. GAMES



If your goal is to restore and rejuvenate your team or group, games are the best way to go about it. Games give people who think for a living the opportunity to get out of their heads and into their bodies – which is why we offer so many different versions. Your games can be a stand-alone event or integrated into a ‘think heavy’ off-site agenda to lighten things up. Examples include:

### 1. Circus Skills

A pastime that first became popular in late 18<sup>th</sup> century Britain, today it’s time for a crash course in circus skills. Your teams can compete for points during each event, or put on a performance at the end of the day. Find your team’s hidden talents. Activities and expert displays can be combined to suit your group. Sample activities include:

- Tightrope walking
- Plate spinning
- Devil sticks
- Hula Hooping
- Glowsticking
- Diabolo
- Flagging
- Poi spinning
- Stilt walking
- Juggling & tossing
- Trick roping
- Baton twirling
- Fire staff
- Knife throwing

### 2. Country Pursuits

One or more outdoor sports that Georgians would have enjoyed, and those we still enjoy today, including archery, crossbow, laser clay shooting, falconry etc. Choose just one activity or create your own selection as mini breaks throughout the day, or at the end of your one-day meeting or two day retreat.

### 3. Roman Chariot Racing

Build your own Roman Chariot, decorate it then race it. Points awarded for every category! This activity can offer a different theme, or no theme at all.

### 4. Falconry

No fewer than 12 different birds of prey, including hawks, kestrels, buzzards, owls – and, of course, falcons. Learn about this historic Sport of Kings and have a go yourself!

## 5. Celtic Clan Academy

In Celtic Clan Academy teams form clans and rites of passage. This activity can be designed to be Celtic or more generally 'tribal' to reflect the culture of your team or organization. Can include haggis and whisky (or not) and be merged with Hamilton's Highland Games for a richer and/or more competitive experience.

- Shield making
- Ceilidh dancing
- Drumming
- Bagpipe playing
- Tribal dress & war paint
- Sporrán making
- Sword dancing
- Tribal food and drink

## 6. Hamilton's Highland Games

Once an integral part of village life, clan chiefs would hold Highland Games to test their young warriors' abilities. Based on their performance, the chief would make the fastest runner the village messenger; the strongest would become bodyguards, and so on.

In sharp contrast, Hamilton's Highland Games are modern and open to all-comers (which is just as well, since it's unlikely that your wellie throwing performance will determine how you do in your career). Instead of cabers, you'll be tossing objects giant champagne corks and you'll find that women are just as good (if not better) at many of the activities. Activities to choose from include:

- Haggis hurling
- Curling
- Hammer tossing
- Whisky haggis challenge
- Laser clay shooting
- Caber tossing
- Farmer's dash
- Tug of war
- Wellie throwing
- Bagpipe competition

Bagpipers can be added for a richer experience and this event can be staged inside or outdoors. This activity can be combined with elements of the Celtic Clan Academy for a richer experience.

## 7. Georgian Games Night

Georgian Games Night is an 18<sup>th</sup> century version of Casino Night. A typical Georgian Games Night took place in upmarket homes or at the local pub. Stage your very own Games Night in the evening or on the last afternoon of your retreat. Activities can include any or all of the following:

- Shove Ha-Penny
- The Game of Goose
- Marbles
- Billiards
- Roulette
- Knucklebones
- 3-D Chess
- Fox and Geese
- Bagatelle
- Ringing the Bull
- Dominoes
- Spillikins (Jack Straws)
- The Game of Goose
- Jigsaw Challenge

## 8. Georgian Fair

Georgians went to fairs to be entertained and wowed by the unusual. Typical events included:

- Acrobatics
- Tightrope walking
- Displays of human strength
- Exotic animals, falconry
- Archery
- Skittles and ninepins
- Shove Ha'Penny
- Juggling
- Quoits
- Kite racing
- Diabolo
- Cross-bow
- Stilt walking
- Ringing the Bull

Recreate your very own Georgian Fair. Include typical Georgian fare (winter and summer options both available) and Georgian costume for a more authentic experience. Stage outdoors during summer and indoors (in the marquee) during winter.

## 9. A Night at the Pleasure Gardens

A combination of a Georgian Picnic and a Georgian Fair that begins in late afternoon and ends just after dusk, spend a summer's evening in Painshill's Pleasure Gardens. Georgian pleasure garden nights were a magical scene full of fairy lights and lanterns, activities, good food and friends. Perfect for a celebratory event or a milestone moment in your organisation.

## 10. Painshill-opoloy

Just like the original board game – but different. In this 3D version of Monopoly teams need to build follies instead of hotels in order to win the game. Played on a giant board with giant dice, and 'chance' and 'community chest' cards tied into real 18<sup>th</sup> century events. A fun indoor or outdoor event.

## 11. Painshill Olympics

The 18<sup>th</sup> century was a time when young men of substance took a Grand Tour of Europe to enrich and expand their horizons, immersing themselves in all things Greco-Roman. The Painshill Olympics is a spectacular event Greco-Roman themed event. With an opening designed to get everyone into the Olympian spirit, participants will be invited to compete in team activities that cater for all levels of fitness. If fun is top of your agenda, this is the perfect event. Decide which events to include in your Olympics, and whether you want the event to have a Greco-Roman or modern theme complete with togas and Olympic flame. The awards ceremony takes place at the Temple of Bacchus site if outdoors. The Painshill Olympics can also be designed as an indoor winter event.

- Flag making & team colours
- Junkyard javelin
- Giant shot-put
- Ski biathlon
- Chariot making & decoration
- Grape-stomping
- Discus throwing
- 400ml relay
- Temple design
- Chariot racing





## 7. PROBLEM SOLVING & INNOVATION



This category of activities makes it possible to test and/or develop a wide variety of skills that, together, result in a team being able to ‘think outside the box’:

- Understanding the challenge
- Future-based thinking
- Knowing how/when to brainstorm
- Knowing when to take control/let roll
- Dialoguing vs dismissing
- Communicating for results
- Accurate issue identification
- Looking for what’s missing
- Improvisation
- Issue-resolution

These activities can be offered on their own, as a mini ice-breaker or time-out or as an afternoon activity to give participants an opportunity to use the technique they learned during their morning breakthrough thinking session. Choose one complex challenge or combine as many as 30 mini challenges into a high-energy competitive team challenge guaranteed to get both brawn and brain pumping! There is a huge list to choose from, including favourites like Minefield and Egg Drop and others that might be less familiar:

- Zombie Escape: complete the challenges before the zombie gets *you*!
- Salt and Pepper: find your partner in the time allowed
- Frostbite: complete a solid shelter made of fragile components
- Tower-Building: create the tallest free-standing tower in record time
- A Bridge too Far: build a bridge capable of carrying a tank
- Toxic Waste/Plutonium Panic: your chance to save the world!
- Blindfold Building: replicate a castle from memory – in total darkness
- Launch Finale: construct a ‘rocket’ launcher capable of hurling an egg
- Enigma Express: less brawn and more brain, 101 timed challenges to complete

All activities can be themed (or not) according to your preference and indoor options are available in the event of inclement weather.



## 8. CULTURE & IDENTITY



According to famous psychologist Abraham Maslow, after our basic needs - food, water, warmth and rest - have been met, the need to *belong* is the greatest driver of human behaviour.

Organisations create a sense of belonging by striving to achieve a preconceived vision – a *raison d'être* that is compelling to its members - and by bringing them together regularly to play and connect. Done well, regrouping deepens relationships beyond the purely transactional, improving performance and reducing attrition. People *need* to get together in person, so when they do, it's important to make it count.

Culture and Identity isn't so much a set of activities independent distinct from the others. It has more to do with the overall design of your event: the creation of themes and customising of activities to ensure that they create a deep sense of connection, camaraderie and belonging amongst your people. (These themes are *in addition to* any organisational themes and objectives that need to be achieved.)

### 1. Culture & Identity: Themed Activities

Today's organisations, like the societies in which they operate, are increasingly multicultural in nature. We also live in an age where people work long hours, and appreciate the opportunity to play. Using national or international themes to determine the food, drink, activities and entertainment (or focusing on specific festivals and rituals) can make a simple get-together interesting, fun or even spectacular. For example:

- Burns' Night – 25<sup>th</sup> Jan
- St Andrew's Day – 30<sup>th</sup> Nov
- St Patrick's Day – 17<sup>th</sup> Mar
- St David's Day – 1<sup>st</sup> Mar
- St George's Day – 23 Apr
- Bastille Day – 14<sup>th</sup> Jul
- Olympics – 5<sup>th</sup>-21<sup>st</sup> Aug 2016
- Venetian Masked Ball
- Oktoberfest – 17<sup>th</sup> Sept - Oct 3rd
- Hogmanay – noon 31<sup>st</sup> Dec–noon 1<sup>st</sup> Jan
- Carnivale – Brazil
- Greek bouzoukia (plate-smashing)
- Presidents' Day – 15<sup>th</sup> Feb
- Independence Day – 4<sup>th</sup> Jul
- Labor Day – end Aug
- Halloween – 31<sup>st</sup> Oct
- Thanksgiving – last week in Nov
- Beaujolais Nouveau Day – 19<sup>th</sup> Nov
- New Year – Dec/Jan
- Superbowl – 7<sup>th</sup> February
- Cinco de Mayo (Mexico) – 5<sup>th</sup> May
- Running of the Bulls (Spanish) - Jul
- Harbin International Ice and Snow Sculpture Festival (China) – 5<sup>th</sup> Jan
- Day of the Dead (Mexico) – 1 Nov

## 2. High Performing (Multicultural) Teams

Organizations can waste a lot of time and resources trying to find solutions for 'multicultural' problems when, in reality, the challenges faced by a multicultural team are simply exaggerated versions of the same core issue facing every team, department and company.

Every human being has a unique code of conduct that governs how he or she operates. Attempting to *legislate* - trying to impose a rule of conduct that *tells* people what the rules are – has little or no impact. This is because our code of conduct is hard-wired from childhood. As much as we might *want* to play the game the way we're told to play it, our knee-jerk reactions make it impossible. Skill is certainly an issue, but the bigger issue is *will*: we might already *believe* that we are acting in line with the corporate culture when, in fact, we're not. In other words, we don't know what we don't know. Every team member has these blind spots, regardless of the country in which they were born.

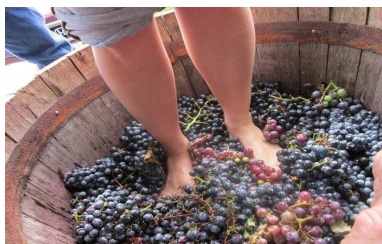
What is required is a process that gives everyone the power to elicit the required behaviour in the moment. The five core skills that every team member needs to eliminate issues of a multicultural nature are the same five skills that enable *any* team to become high performing (because it is self-managing). They are:

1. the ability to **make the right decision every time** at high speed - at both a personal and group level
2. the ability to **accurately identify issues that** are blocking progress and to **create forward movement** in a situation that is stuck
3. the ability to realize that your response is being driven by **interpretations** rather than by **facts**
4. the ability to engage in **effective dialogue** so that a **genuine agreement** can be reached
5. the ability to **create and manage relationships and meetings** that are **highly functional** and **highly effective**

You can find out more about high performing teams (multicultural or otherwise) by reading Caitlin's blog ([caitlinmiller.com](http://caitlinmiller.com)) or by speaking with her in person.



## 9. FOOD & DRINK



With its tentacles reaching far around the globe, Georgians enjoyed a wide variety of food and drink compared with earlier times. As you can tell from their portraits, the upper classes were well fed: foods were rich and sumptuous and in plentiful supply, thanks to the agricultural revolution. Hams, cheeses, sauces, truffles, sugar, spices, hot rolls, cakes and hot chocolate, along with potatoes, tomatoes and Italian macaroni made their way onto the menu. The average Londoner in Georgian Britain drank two pints of gin per week and relied upon the medicinal power of hops and fermented drinks to maintain their health. Water was dangerous to drink.

If you're thinking of incorporating a food- or drink-related activity into your meeting, you have the option to give it a Georgian theme or not. Many types of food and drink lend themselves to team building activities. Those that don't involve actual cooking are simpler and often more fun. Listed below are just a handful of examples to get you thinking about what you really want.

### 1. Bacchanalian Breakfast

Also known as Dionysus by the Greeks, Bacchus was the Roman God of wine. Bacchanalian Breakfasts are wine-tastings set in a stunning location in the Painshill grounds.

You can choose to make the session purely indulgent, educational or a bit of both. Each tasting session is led by a local master sommelier. A crowd pleaser, this activity can be tacked onto the end of a workday or used as a segue between work and dinner.

### 2. Whisky Tasting

However you choose to spell it, Painshill's whisky tastings are always a hit. Even those who arrive thinking 'I don't like whisky' often walk away aficionados. This event can be combined with other activities (particularly activities that are Celtic in nature such as Scottish or Irish holiday-themed gatherings, or a Highland Games event.

### 3. Grape-Stomping

Painshill's own miniature vineyard is the perfect setting for a fun-sized grape-stomping event. Incorporated into an indoor Bacchanalian Breakfast or outdoor Scavenger Hunt, this activity can be held indoors as an all-year-round event. (It can also be used as a fun ice-breaker event for groups who don't know each other very well.)

#### 4. Charles's Chocolate Factory

The scenario: Painshill is looking to create an exclusive range of unique chocolates to sell in its shop and needs *you* to come up with a winner. The chocolates you create will be evaluated and judged by a master chocolatier. The winning chocolate will be sent to Painshill management for their consideration, delectation and delight. Points awarded for name and overall appearance as well as taste.

#### 5. Georgian Picnic

This was a time of great variety of food and drink, as Britain's tentacles reached into every corner of the world, so picnics could be quite exotic. In addition to their alcohol Georgians also enjoyed tea, coffee and hot chocolate. A typical (upper class) Georgian picnic would include a luxurious assortment of hams, cheeses, potatoes, tomatoes, macaroni, sauces, mustard, truffles, sugar, dairy, eggs, spices, plum cake, pound cake, trifles, mousses and ice cream.

Georgian picnics might incorporate a number of activities that are forerunners of activities that are still popular today:

- Paille Maille (croquet)
- Golf
- Cricket
- Archery
- Cross-bow
- Diabolo
- Kite-making and racing
- Skittles and ninepins
- Quoits
- Battledores (badminton)

#### 6. Patisserie-making with Painshill's chef, Scott Bowditch

Learn the secrets of fine patisserie making with Painshill's very own specialist patisserie chef Scott Bowditch. You can make this event competitive or purely educational. As always, the choice is yours. The available time and budget will determine the nature of the competition (if there is one) and, as you would expect, you *will* have the opportunity to feast on little slices of deliciousness at the end of the proceedings.

#### 7. Canapé Creations

Does what it says on the tin! Create your own hors d'oeuvres for your cocktail hour. Prizes for innovation, taste and display.

#### 8. Perambulatory Picnic

Painshill is the quintessential Georgian perambulatory park. As the name suggests, a perambulatory picnic happens on the move. As your team samples the delights of Painshill's magical landscape and its many follies, they will encounter culinary delights along the way offered by individuals who can be in costume (or not), depending on whether your Perambulatory Picnic has a theme.

The route and fare can be designed to suit your budget and available time. Perfect for smaller groups, a musical interlude (with or without champagne) can be arranged in the crystalline Grotto or at one of the other folly locations. (Great for executives who spend too long sitting down.) This activity can be included as an element within a Treasure Hunt or Scavenger Hunt event for additional impact.





## 10. ICE-BREAKERS & TIME-OUTS



Ice-breakers aren't just for the beginning of the day: they're a powerful tool that helps groups reboot, refresh and connect. If your off-site is content-heavy, it's a good consider to incorporate one or more physical ice-breakers to lighten the mood and give everyone's brains a break.

Ice-breakers should be designed to fit with the themes and key messages of your off-site. There are literally hundreds to choose from. Once it is clear who will be in the room, how well they know one another (or need to) and what the agenda for the day will be, the perfect ice-breakers can be designed and incorporated into the available time.

Ice-breakers can take 5 minutes or extend to a 60-minute activity. They can take place indoors or outdoors. The ice-breaker you choose (and you may choose more than one) should achieve a specific goal. Is it to introduce them? Give them a chance to move? Lighten them up? Make a point? Something else? Whatever it is, there are literally thousands to choose from. Give us your outcomes and we will present a selection to you that fits the bill.

Some of the modules in categories 3-8 can be delivered in mini ice-breaker format. For example:

- Ice-sculpting
- Country pursuits (archery, laser clay shooting, falconry)
- Charles' chocolate factory
- Sub-sections of the Enigma Express or other challenges from Problem Solving & Innovation (see section 7)
- Activities from Survival & Orienteering (see section 3)
- Mini Georgian Picnic (or modern-day picnic) or Georgian Fair
- Refreshment interval based on a relevant Culture & Identity theme (see section 8)



## NEXT STEPS



In addition to facilitating all of the activities contained in this brochure, Caitlin is also an expert in strategy design and implementation for all sizes of organisation. You can find out more about Caitlin and her work at **[caitlinmiller.com](http://caitlinmiller.com)**.

If you're wondering if Painshill is right for your event, the next steps are to:

1. Check that the meeting rooms and team building activities you require are available on the days you have in mind.
2. Come for a quick tour of the facilities to make sure they're appropriate for your needs
3. If external facilitation or team-building activities are required, arrange a meeting between the off-site leader and Caitlin Miller

Caitlin Miller and her team will be happy to answer all your questions. Caitlin works in both the UK and the US and can be contacted as follows:

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