A supercharged one day programme designed for hotel management teams which transforms team effectiveness and proves what power a team have to succeed when they focus their collective energy.
1. Overview

This dynamic one day programme, has been specially designed for hotel management teams, as an away day to focus on team dynamics and how the team can work more productively together to achieve the team’s goals.

Over 100 hotel management teams benefited from this programme last year. The day has been described as a transformational team experience and the content can be tailored to address any specific needs your team may have. MAX Team Effectiveness with Insights Discovery works for new and very experienced teams and provides a catalyst for teams to explore powerful new ideas to spark lasting improved performance.

Style of programme

Our approach is highly motivational, high energy, fast paced, interactive and fun with a point. We have worked operationally and understand first hand how important effective focused cross-functional teamwork is in getting the desired result. We also understand the real challenges facing hotel management teams today, which means doing more with less. Hence the need for teams to work brilliantly together in the pursuit of the team goal. This programme has helped transform many teams leading to greatly enhanced results.

How it works

We would agree your specific needs so that we can tailor the programme accordingly. We would invite each member of your team to complete an Insights Discovery profile online. This produces a Discovery profile for each individual team member. The Insights Discovery® Personality Profile is a highly acclaimed development tool which gives individuals an engaging, reinforcing and transformational insight into themselves and others. Celebrating the uniqueness of each person, the profile illustrates how recognising and valuing difference can empower individuals, teams and entire organisations.

Each profile includes the Foundation and Management Chapters which enables individuals to understand their style and approach, key strengths and weaknesses, value to the team, communication style, possible blind spots, opposite type management style and suggestions for development.
2. Aims & Objectives

The aim of the programme

To enable cross-functional hotel management teams to utilise the Insights Discovery concept to gain a unique insight into who they are and who their team members are, which enables the group to explore how by being adaptable, relationships and teamwork can be optimised and focused on achieving the team’s goal.

The objectives of the programme

As previously mentioned, these can be tailored to meet specific needs, but the core objectives are for participants to;

✓ Understand the power of perception and how this affects team dynamics
✓ Understand the Insights concept of colour energies
✓ Utilise their Discovery profile as a powerful tool for self and team development
✓ Understand who their team members are and the work preferences of each team member
✓ Understand how to adapt and connect with other team members to optimise working relationships and results for the team
✓ Focus on enhanced communication within the team
✓ Identify where the team could be even more effective and result-oriented
✓ To get team members to embrace and live the spirit of ‘All for one and one for all.’

MAX Thought

Sticks in a bundle are unbreakable.

Kenyan proverb
MAX Team Effectiveness with Insights Discovery

3. Content

We design the programme to meet your specific needs based on your brief. The content for the day typically covers:

- Insights Discovery – An introduction to a powerful concept for team development
- The Insights Discovery Personal Profile
- The power of perception and how this affects team dynamics
- The four colour energies in a team context
- Potential strengths and weaknesses and what individuals bring to your team
- The team wheel and how this contributes to the culture within the business
- How individuals can adapt and connect with each other more profitably
- How communication can be optimised within the team
- The team effectiveness model focusing on what the team can do to grow the business and evolve a more positive team culture

We complete the day with individuals making commitments to the team and the team agreeing their action plan to turn good intentions into business reality.

To support the programme each individual receives their personal Discovery profile in hard copy and as a pdf. They also get a personalised copy of the MAX Team Effectiveness with Discovery guide, a copy of their team wheel, colour blocks to remember to work on all their energies and access to an online module on Discovery for ongoing reference.

MAX Thought

The Insights Discovery Language has swept throughout our entire organisation because it is fun to learn, inspirational to experience, easy to remember, effective and practical in application

Katrina Dunkley
Whilst Head of Learning & Development for BT
4. Who should attend?

This programme is designed for the cross-functional team that run the hotel. Of course it depends on your hotel. Some of our clients focus on the Executive team and some also include department heads. We have worked with groups from 8 to 40 people. We have also had three sister hotels who wanted to run the programme together for the senior team of all three hotels at the same time.

"MAX Thought"

Finding each other is the beginning, staying together is the process, Working together is the success.

Maeagn Gunderson
5. Programme Leaders

**Martin Pepper & Wendy Clark**

Martin and Wendy founded Maxima in 1995 following successful careers working in advertising and hotels in Wendy’s case and airlines and hotels in Martin’s case.

Martin and Wendy both became Insights Discovery Licensed Practitioners in 2003. Since then they have run over 750 highly successful MAX Team Effectiveness with Insights Discovery Days for hotel management teams.

Clients say they particularly like the way Martin and Wendy are able to create a highly bespoke motivational programme to meet the specific needs of the team. The high energy, participative day focuses the team and leaves a positive legacy in the business. Clients also say they appreciate the experience Martin and Wendy have of the hospitality industry and how they use real life examples to illustrate key points.

Martin and Wendy are both qualified trainers and executive coaches. Wendy lives with her family in Bath and Martin with his family in Southwater West Sussex.

Contact wendyclark@maximatraining.com
Contact martinpepper@maximatraining.com

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**MAX Thought**

The only thing worse than training employees and losing them, is not training them and keeping them.”

Zig Ziglar
Motivational author and speaker
6. Investment required

Fee for either Martin Pepper or Wendy Clark to design and run MAX Team Effectiveness with Insights Discovery to meet your specific needs:

£1,975 plus travel expenses and VAT.

For larger groups we require two trainers in this case the fee for the day for two trainers is £3,000 plus travel expenses and VAT.

For each Discovery profile comprising of the Foundation and Management chapters;

£102 per Insights Discovery profile plus VAT

Cover charge for each participant for one set of coloured energy blocks, the personalised MAX Team Effectiveness guide, access to the online Discovery module and copy of the team wheel.

£15 per person plus VAT

Maxima would invoice 50% of the fee being £987.50 on agreement to proceed and the balance plus Discovery profiles, cover charge and travel expenses on completion of programme.

Investment in perspective

Based on 12 people the total investment per person would be £281.58 per person plus travel expenses. So all a person would have to do is generate an extra £281.58 profit as a result of attending the day to cover the investment.

Our clients consistently confirm that they consider the investment in this programme as very worthwhile.
7. Terms and conditions

Payment

Maxima Training & Development will invoice as per the terms set out in this proposal. Maxima Training & Development invoices are due on receipt.

Maxima Training & Development will charge interest at the rate of 5% per calendar month on any outstanding amounts not paid after 30 days of the date of invoice as defined under the late Payments of Commercial Debts (Interest) Act 1998.

Travel expenses

Maxima Training & Development will charge travel expenses directly associated with the project. Expenses are charged if required and appropriate as follows:

- Car mileage 65p per mile from and returning to the base of the Maxima executive. This includes travel cost and travel time
- Car parking
- Road tolls/congestion charging
- Taxi
- Train fare (first class)
- Air fare (business class)

Accommodation and subsistence

Maxima will expect the client company to provide the above on a complimentary basis to Maxima executives, if required, while they are directly employed on the project. In the event that the client is not able to provide the above on a complimentary basis, then Maxima will pay for accommodation and or subsistence and invoice the client in full.

Project Materials

Maxima Training & Development hold the copyright for all training/consultancy materials used by them in projects. The materials provided are for the use of participants from the client company during the project and as ongoing reference material. No part of the materials or programme provided by Maxima can be copied, reproduced or used in any way by individuals or the client company without the written consent of Maxima Training & Development.

Cancellation/Deferrals

Maxima believe that when a client confirms a project then they are committing to the project. If once a project is agreed and a client has to cancel a project or part thereof within 30 days of the commencement of the project or part thereof, then Maxima will charge in full. If a client requests to defer an agreed project within 30 days of commencement of that project and agrees to pay as per the original proposal schedule, then Maxima will agree a deferred date as long as the project takes place within a six month period following the commencement date for the original project.

MAX Thought

Martin and his team at Maxima have worked with us for many years, always with excellent results. Maxima generate the respect of the managers and employees within the business and always add value to the business, while working within the framework and strategic objectives of the business. End result, improved financial return for the business.

Danny Pecorelli
MD
Exclusive Hotels