



# ENTERPRISE™

## DOING WHAT YOU SAID YOU'D DO

### PROGRAM OVERVIEW

Teams race against the clock and their competition to construct spacecraft on time and on budget while balancing the need for results and keeping people engaged. To succeed they must honestly assess performance, coach for performance, and work together to align their goals and activities to achieve individual and team accountabilities. **Enterprise** is interactive, practical, and learner-centric. Incorporating multiple debriefs, the design encourages active experimentation on the part of participants. Consequently, they own the results and the learning.

### OUTCOMES

**Enterprise** will engage participants, build knowledge, create commitment and prepare your team to execute brilliantly as they create a Culture of Accountability: a working environment where people can count on each other to make and keep commitments.

Enterprise takes an interactive, hands-on, and practical approach to teaching the theory and practice of holding people accountable. It rewards participants who deliver on their commitments.

### ***Enterprise focuses on the 6 C's of Accountability:***

**Clarity:** *Clear roles, goals & expectations*

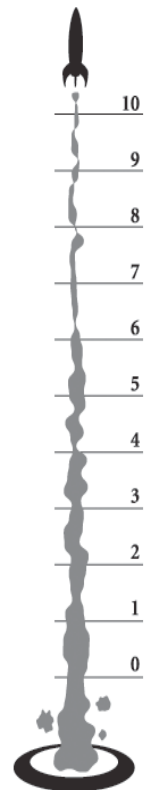
**Competence:** *Knowledge, Skills, Experience*

**Commitment:** *Engagement, Explanation, Expectation*

**Collaboration:** *Vertical and Horizontal Alignment*

**Course Correction:** *STOP: Step back, Think, Organize, Proceed*

**Critical Communication:** *Clear, Timely, & Tough*

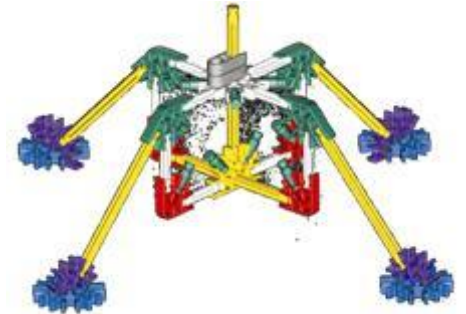


## THE PROCESS

### *Why use Enterprise*

**Enterprise** has three modules, allowing you to craft a customized solution to meet your special needs.

In Enterprise, participants no longer have the luxury of observing the situation from a theoretical perspective. They become employees of Enterprise Inc. and accept accountability for the organization's results. Enterprise is a fast-paced simulation that forces participants to execute the recommendations they identified in the case study. Mirroring the real world, they find that delivering on promises to internal and external customers is often difficult. Participants make connections between accountability, execution, and results as they successfully improve the company's culture and performance.



The simulation gives participants an opportunity to stop and evaluate their behavior and performance. They learn how to take charge and accept accountability for their decisions, environment, and results. The simulation ends on a "high" not only because the team is successful, but because they earned and own their success. Although Enterprise is a "simulation", it represents a real experience that generates real emotions and real dialogue. It is a catalyst that gets groups talking about the actual challenges they are facing in their workplace, and gives them the understanding and tools they need to craft solutions.

## LOGISTICS

Minimum no. of participants: 4

Time required: 1-3 hours

## WHY USE IT (FOLLOW-UP)

To maximize the learning from Enterprise, participants need to apply the lessons learned in the simulation back to the workplace. Knowing that the gap between knowledge, intention, and execution is generally where performance is compromised, we developed Implementation Mapping™, a process which uses simple, intuitive, and transferable tools to set real-world goals and create plans to achieve them.

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