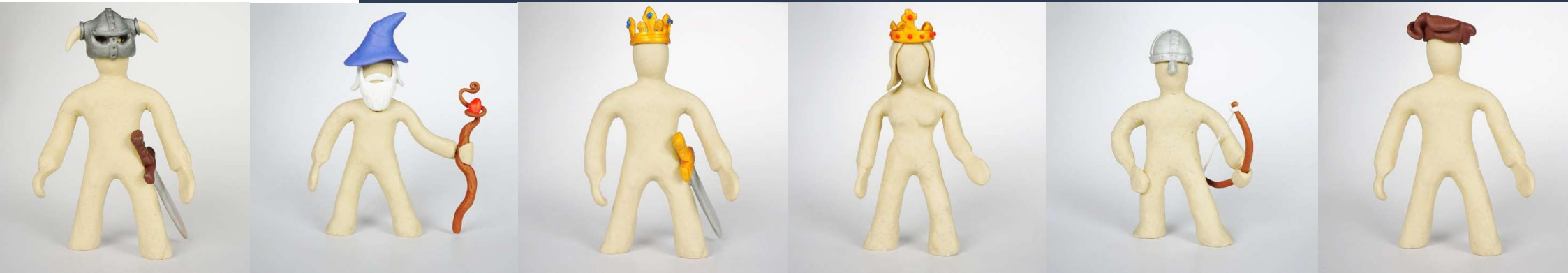


# Once Upon a Time...in Camelot



## Collective Intelligence Exercise on Leadership

# WHO ARE WE?

Since 1997, we develop Corporate Education tools used by top Business Schools and leading companies in Leadership training program.

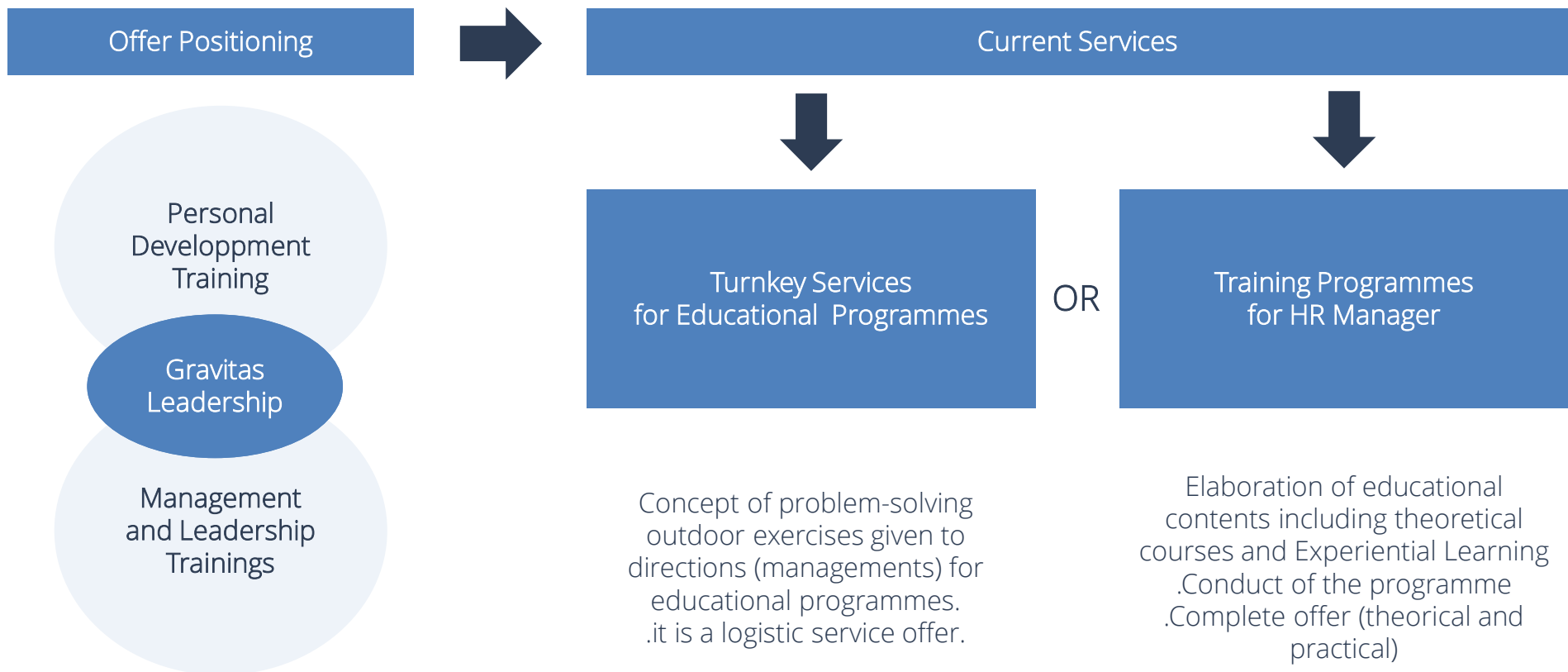
We use the Experiential learning as a process through which participants develop knowledge, skills, and values from direct experiences, outside a traditional academic setting, immediately replicable in business.

Inspired by our concept of outdoor teamwork exercises, we have developed a indoor collaborative exercise on leadership that can be done face-to-face or remotely.



# AREA OF EXPERTISE

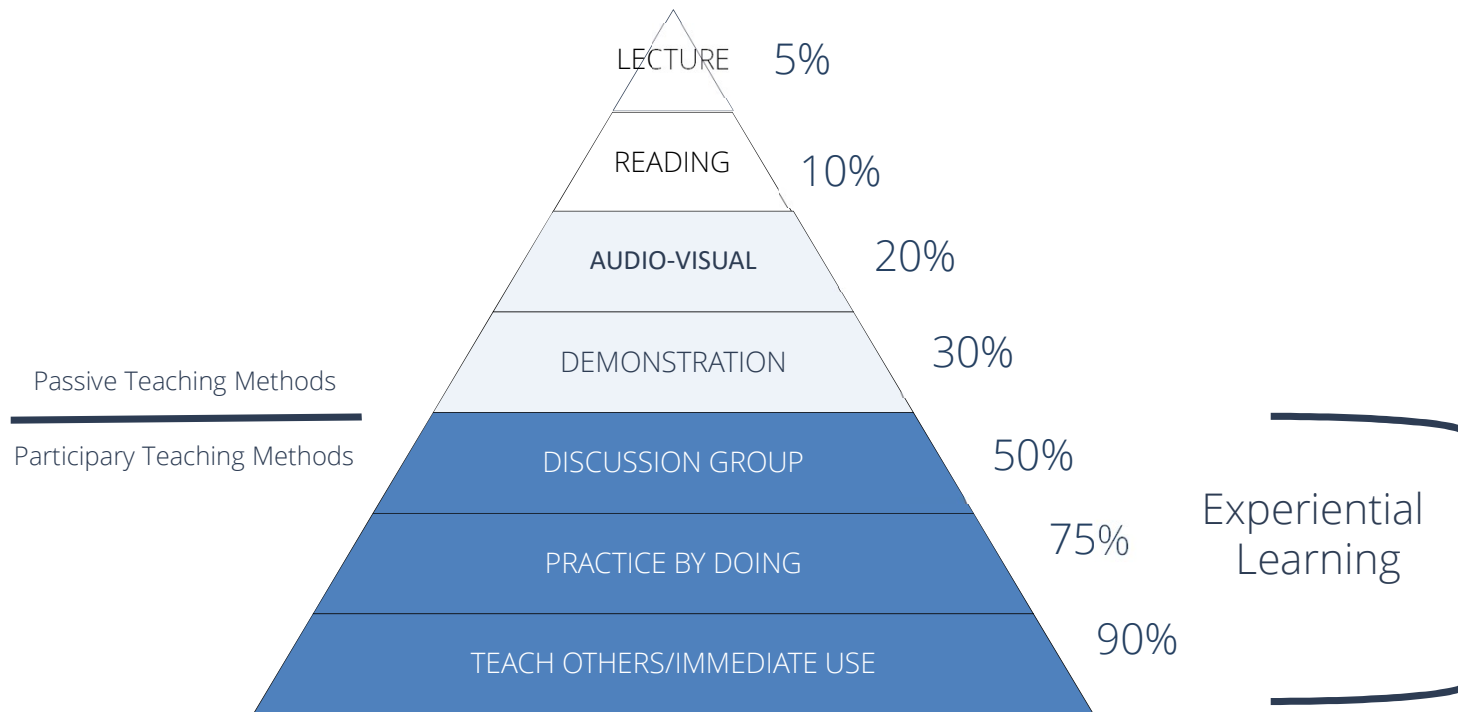
Gravitas Leadership proposes a large range of teamwork exercises based on collective and individual behavioral revelations. The experience is a powerful support regarding debriefing and learning apprenticeship.



# WHY THE EXPERIENTIAL LEARNING?

Studies have shown that the human being is able to remember 90% of what he does against 20% of what he see and 10% of what he reads.  
The Experiential Learning has a better impact than traditional learning.

After 2 weeks, average retention rates...



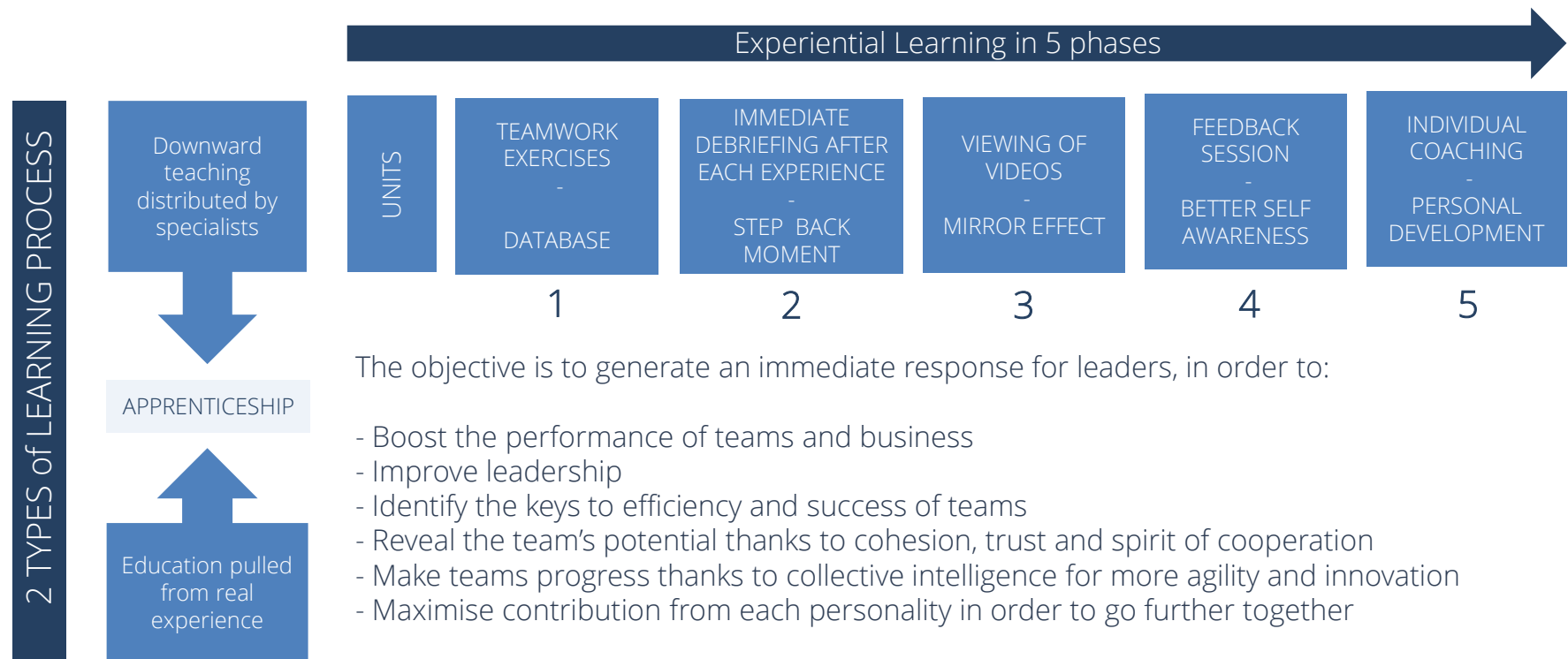
Source : National Training Laboratories, Bethel, Maine

# HOW DOES IT WORK?



# WHAT IS THE PROCESS?

Gravitas Leadership offers leans, on about fifty outdoor exercises with different scenarios situations, more usually called **EXPERIENTIAL LEARNING**. The teams have for objectives to solve problems by means of unusual equipments (bars, boards, ropes). The real-life experience constitutes a base of real datum supported by specialized coaches.



# A COLLECTIVE INTELLIGENCE EXERCISE BUT HOW?

Our solution: a collaborative exercise on leadership

The exercise called "**Once upon a time in Camelot**" is a metaphorical fable featuring 6 leaders, each of them representing one of Goleman's leadership styles.

The fable is presented through an animation which presents a situation, to one or several teams in parallel. We propose to each team of 5 or 6 participants to make an analysis of the facts and the characters. The objective is to get them to make recommendations, taking into account the precious information (unplanned events, details on characters, competing stakes, rivalries and secret commitments, update on resources) shared along the exercise, as if they were carrying out a business project. Deciding through uncertainty and limited data are central to this exercise.

The exercise is broken down into action and debriefing phases, **supervised by team coaches**.

# Teasing



Welcome to Camelot, in the Middle Ages.

King Arthur decides to go to war, he leaves his kingdom to his wife Guenievre, Merlin the great wizard and Aymeric his captain of the guards. His enemies are getting close by. Many unforeseen events will change the course of his plans.

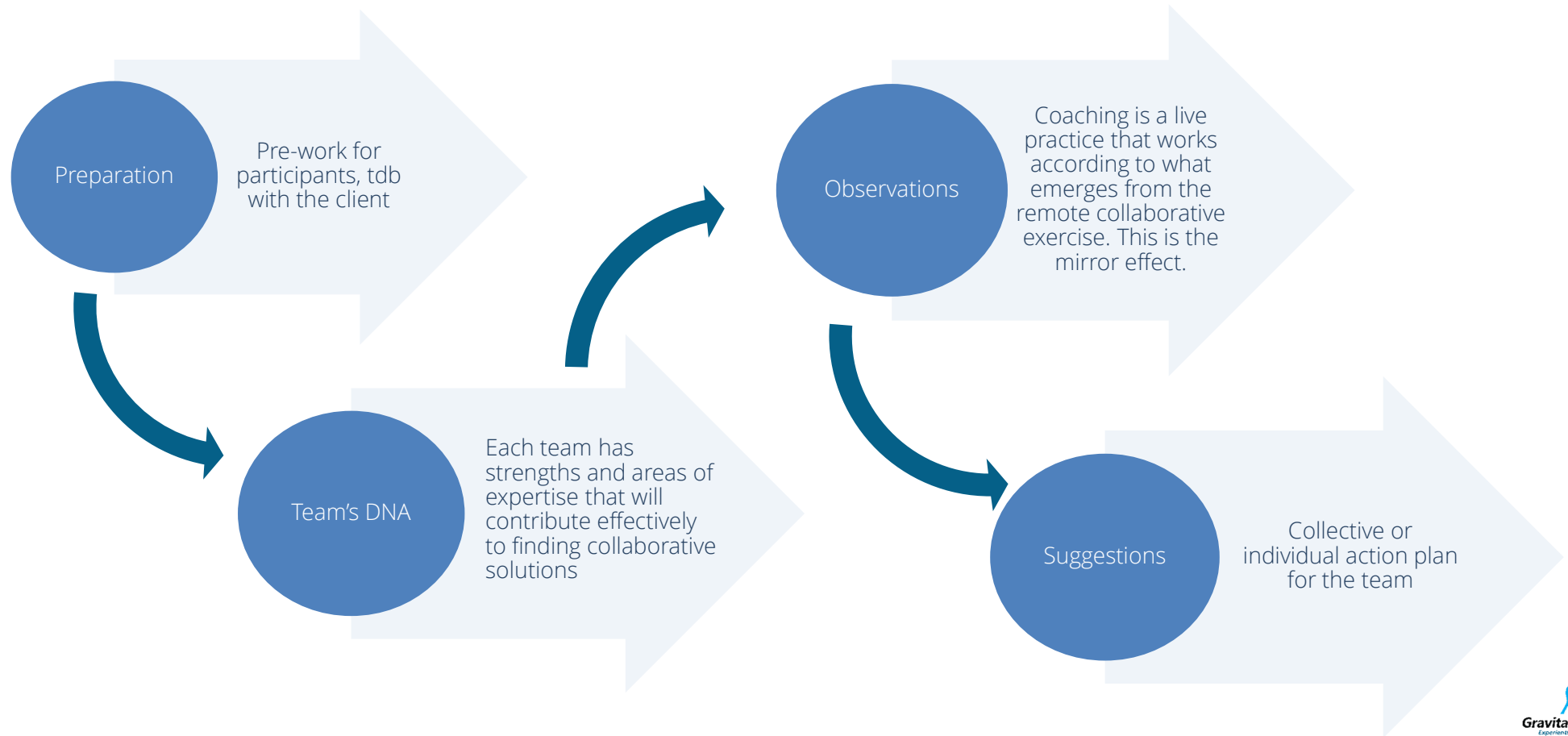
The medieval King hires your team as consultants to protect his kingdom, analyse the situation and characters and provide him with recommendations.

Within the next 2 to 4 hours, the kingdom survival is in your capable hands...

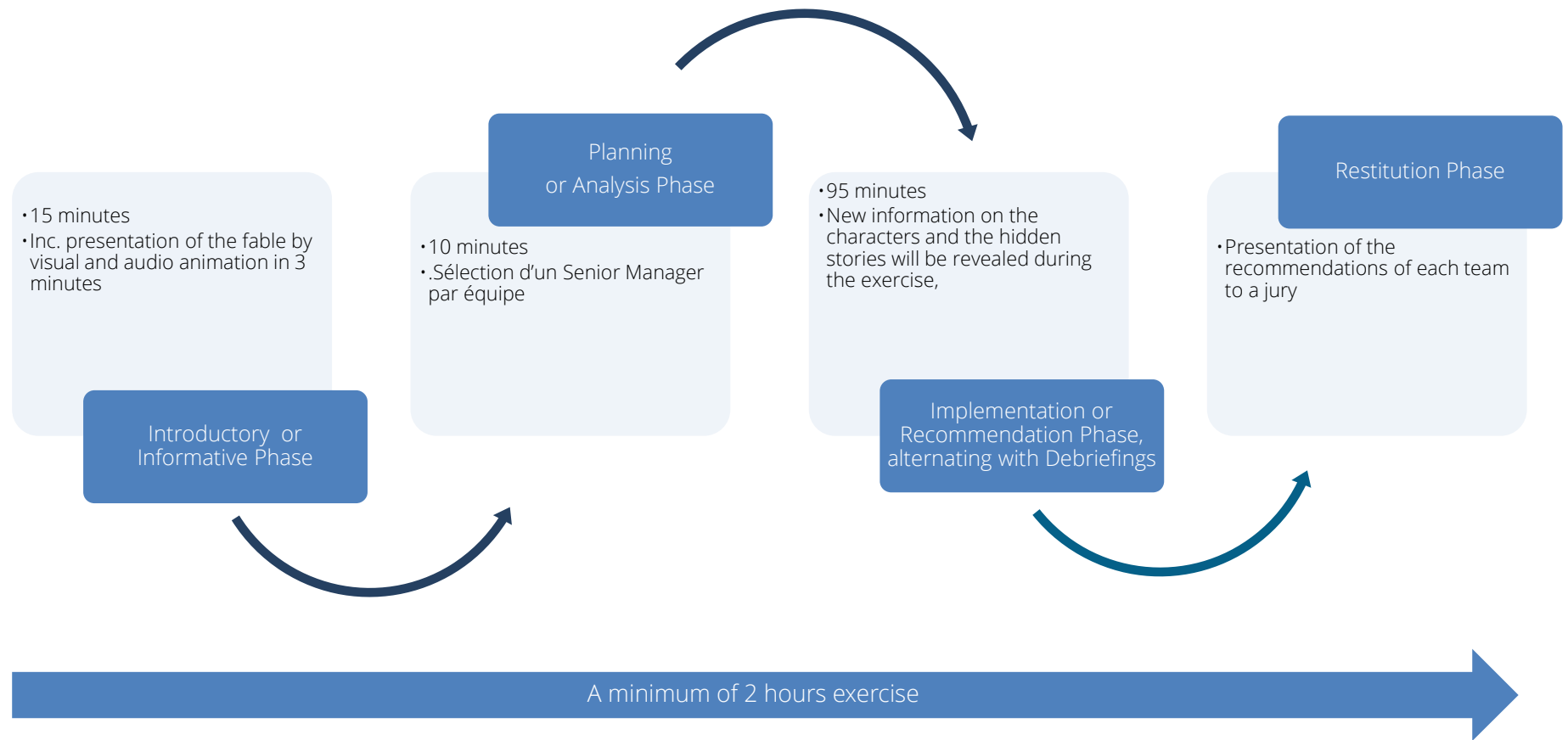
Inspired from the exercise "Drawbridge" by Judith H. Katz. University of Oklahoma



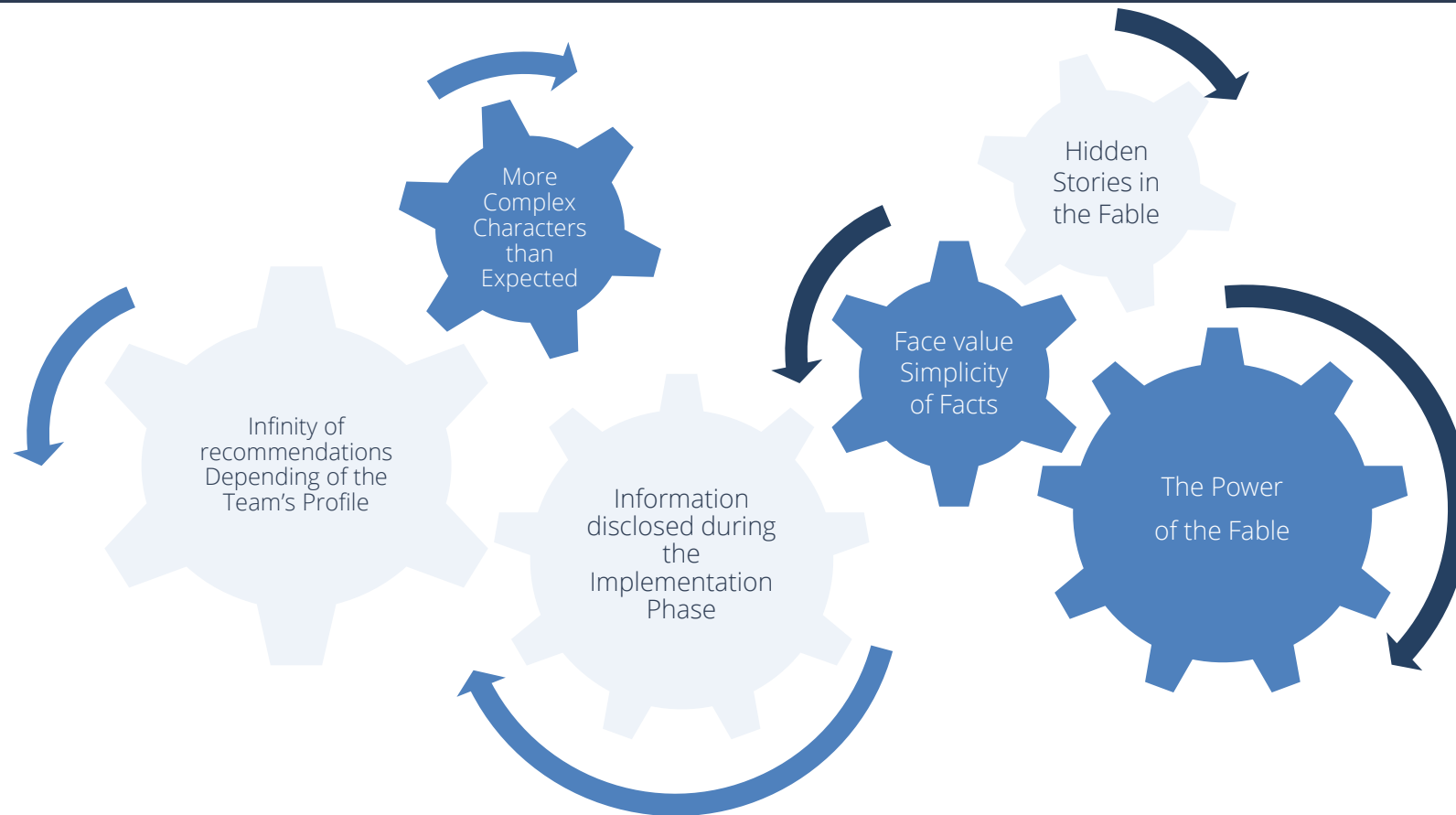
# THE EXERCISE PATTERN



# SO HOW DOES THE EXERCISE WORK?



# WHAT ARE THE DRIVERS OF THE EXERCISE?



How will the team manage information and make recommendations?

# WHO IS THE EXERCISE TARGETTING ?

HR

Education

Consulting

Coaching



- Remote Management
- Building Strong Teams
- Identification of Issues

- Studying Team Dynamics
- Identifying Leadership Style
- Management in Project Mode

- Managing Team Dynamics
- Checking Commitment
- Fostering Responsibility

- Understanding Strengths
- Promoting Synergies
- Creating Personal Development Plan

Our exercise impacts both dimensions of the team, personal and collaborative  
Available in French and English version

# THE STRENGTHS OF THE FABLE

The fable is inspiring, original, engaging and fun.

The fable is a powerful exercise that can be applied to any team challenge in order to optimize remote management.

The fable is perfectly suited for team or group coaching.

The lessons of the fable are immediately applicable in business.

# OUR PART

## Preparation

- Tailor the exercise to the needs of each group.
- Provide all supports, rules and debriefing questionnaires

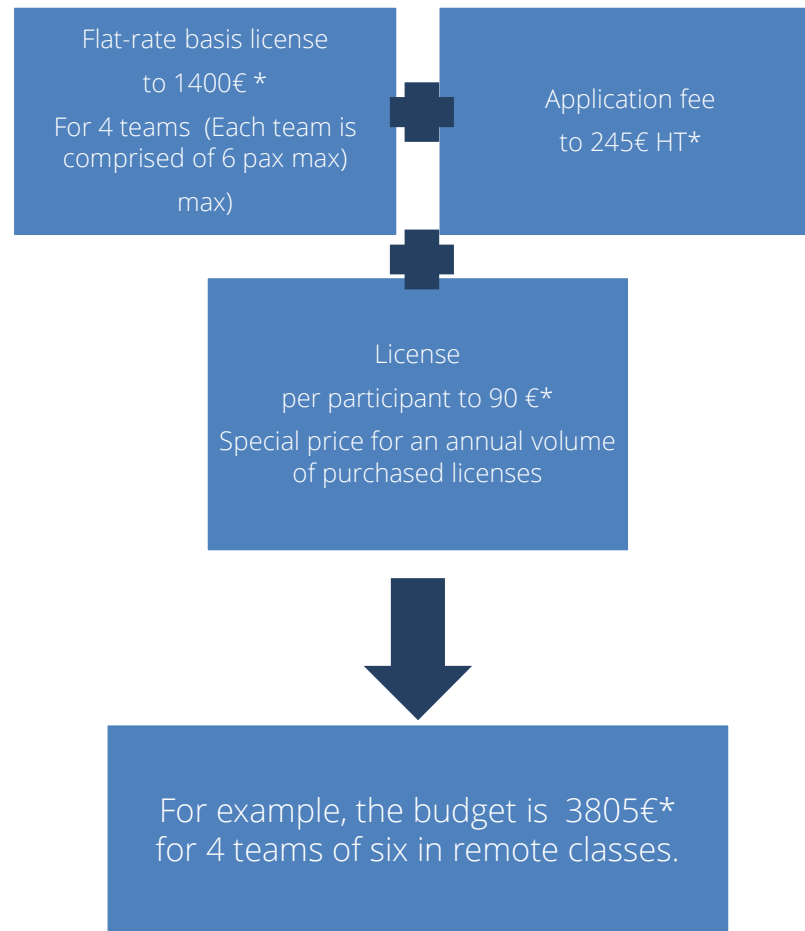
## Training

- Train coaches in the use of exercise
- Provide an overall framework to create a momentum

## Achievement

- Ensure that the pedagogy of the exercise is well executed according to the timing of the exercise
- For remote classes, made available of the exercise via Zoom software with 2 supervising staffs.
- For on-site classes, made available one supervising staff plus travel expenses.
- Lead the important phases of the exercise if necessary

# LICENSE FEES



We can offer some team coaches for 900€ before taxes by team in remotely with a facilitation in both French and English.

\*All prices are given before taxes

# Contact

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