



Dear Client:

Thank you for your interest in the Joe Dumars' Team and Leadership Center. We hope that you will find many of the answers you are looking for in this packet. If while browsing through the packet you have any questions or concerns, please feel free to contact me. I would be happy to answer questions over the phone or to schedule a time for you to receive a tour of the facility.

First, let me start by telling you a little bit about the Joe Dumars' Team and Leadership Center. The Team and Leadership is a partnership between two organizations, the Joe Dumars' Fieldhouse and S.T.E.P.S., Inc., a long-time provider of corporate services and adventure-based programming in Southeastern Michigan. Collaboration and development of the Center was started through a mutual interest to explore new ways to help teams and community groups reach their potential.

The Team and Leadership Center is based on the belief that all successful teams—whether corporate workgroups, youth organizations, or athletic teams—need time to practice, play, and celebrate their successes. Too often workgroup and teams are unable to find time to focus on the core fundamentals of effective teamwork and to celebrate their achievements. Boggled down by project deadlines, an increasing geographically diverse workforce, increased competition, and globalization, teams seem to be always “stuck in the game”. To help teams meet their work demands and also tend to personal and group needs, we have developed a series of one-day and multi-day adventure-based and classroom-based workshops designed to deliver results that can be immediately transferred back to the workplace.

Enclosed in this packet is a sampling of the services we offer to local corporations, including information about our:

- 1) adventure-based development programs
- 2) innovative multi-day team and leadership workshops that blend classroom work with business simulations and live exercises
- 3) adventure picnics and celebrations services
- 4) food services offerings from the Joe Dumars' Fieldhouse Grill

To learn more about the Team and Leadership Center or to schedule a time to tour the facility and meet with one of our teambuilding consultants, please contact me at (734) 416-1565.

Best wishes,

Michael R. Smith, S.T.E.P.S., Inc.
Team and Leadership Center Director



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



ADVENTURE-BASED TEAMBUILDING PROGRAMS



"All teams need to practice, and practice is what they do at the Team and Leadership Center."

A handwritten signature in black ink, which appears to be "Joe Dumar".

Based on the belief that all successful teams need to practice, our teambuilding programs make use of a variety of educational tools—group initiative activities, low ropes elements, high ropes courses, and climbing walls—to do just that, help teams practice team skills. Programs are designed to provide a laboratory-type experience where given a series of tasks and constraints, groups are able to explore critical problem-solving, group decision-making, communication, leadership, and team skills. Between activities, our facilitators will help groups critically assess their performance and process, lead discussions regarding best practices, interject short skill sessions, and help groups develop action plans to move forward. Used as a learning tool, our programs can help groups to rapidly assess performance issues, address behaviors, improve process, and develop critical teamwork skills. Through feedback loops, critical analysis, and implementation of an action learning process, group members will gain insights into their team that directly impact their performance at work.

Whether run as a stand-a-lone program or incorporated as part of a more sophisticated organizational development intervention, our programs are designed to meet the needs of each group. Programs are generally run in half- or full-day sessions, but may be expanded to multi-day events when combined with our core competency modules and team and leadership development workshops.

Outcomes and Benefits

- Assess team processes, people, and performance
- Improve morale
- Develop stronger relationships
- Increase awareness to team issues
- Practice and improve teamwork skills
- Incorporate new members



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ADVENTURE-BASED TEAMBUILDING PROGRAMS

JUMPSTART

With the focus on strengthening relationships and improving team problem-solving, our Jumpstart Teambuilding Program includes a series of fast-paced, ground-level team challenges (a.k.a. group initiatives). Challenges are followed by short discussions to help participants gain new insights, strategize, action plan, and to celebrate success. This program is ideal for groups that want to:

- Build relationships
- Incorporate new members into the team
- Establish a set of standards for new teams
- Create a more collaborative working environment
- Learn new team skills
- Assess team performance under adverse conditions
- Explore new team strategies
- Assess team dynamics and leadership potential
- Improve team problem-solving



Although activities vary upon participant and group needs, groups should expect to complete a series of group challenge interspersed with action planning and skill development sessions. Approximately 60% of workshop time is spent engaged in activities, and 40% of time is spent reflecting, analyzing, and creating action plans. Discussion at the end of the event is spent helping to make connections of learned skills back to the workplace.

Jumpstart programs can be run in half-day or full-day sessions, or combined with one or more of our core competency modules to create a two-day workshop. Programs are available at the Joe Dumars' Fieldhouse, or can be conducted at alternate locations, such as parks, resorts, or your facility.

Half-day event: \$79.95 per person with a minimum of 15 participants

Full-day event: \$150.00 per person with a minimum of 15 participants



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ADVENTURE-BASED TEAMBUILDING PROGRAMS

TEAMING UP!

Our Teaming Up! Workshop reaches beyond the workplace and conference room and teaches teams the essential elements of high-performance teams by opening lines of communication, building trust, and establishing new standards of teamwork. Programs are tailored to meet a variety of group objectives, from challenging perceived individual and group limitations to achieving exceptional group results. Common focuses include but are not limited to:

- Improving group communication
- Developing trust and strengthening relationships
- Exploring shared risk-taking
- Creating a shared vision
- Examining strategic problem-solving
- Managing change successfully
- Improving collaboration
- Creative problem-solving
- Assessing current team process



In addition to conferencing/classroom work, groups will engage in a series of hands-on activities designed to practice the skills they are learning through in-depth challenges and high element activities. Please call for a consultation and pricing.



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



ADVENTURE-BASED TEAMBUILDING PROGRAMS

LEADING UP!

Leadership development is a life-long pursuit. That's because leadership requirements change and evolve. Our Leading Up! leadership development programs are designed to address the needs of every individual you send to us. We do this by providing your leaders with challenging situations and scenarios that require your leaders to think on their feet while time is running out, project requirements are in flux, disagreement is mounting, or the end goal is unclear.

Through intense activities, leaders will have the opportunity to experience real working models, practice skills, and try new approaches. In between experiences, we'll intersperse short skill-building workshops related to leadership and provide opportunities for individuals to receive feedback on their style. The result: leadership development programs that will have a strong and lasting impact on the way your managers or "emerging" leaders think and act.

The Leading Up! Program is specifically designed for intact teams or workgroups. In addition to the challenge of managing their own team through adverse situations, team leaders benefit from:

- Opportunity to learn more about their team and team members
- Assess team and member performance
- Receive feedback about their leadership style
- Explore new leadership paradigms
- Develop leadership skills
- Receive professional coaching
- Test team processes

Leading Up! programs range from one to three days in length and can be conducted at the Fieldhouse or at an alternate location. Programs are designed based upon the needs of your leadership teams and often make use of our profiling tools and core competency modules. Please call for consultation and pricing.



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TEAM AND LEADERSHIP DEVELOPMENT WORKSHOPS



"It is our job to help your team understand what it will take to be the best it can be."

In this time of global expansion change is inevitable. In the most successful teams it is constant. Managing change and making the most of ones human resources in this dynamic environment requires leadership armed with a broad skill set.

Our consultants are experienced at working with teams in a variety of settings and circumstances. Whether you're seeking to enhance your own curriculum or in need of assistance working through a change intervention, our consultants will work with you to assess your needs and develop a program that helps move you forward.

Our consults are commonly called to assist during the following times in a team's or company's development:

- 1) Team charters, Start-up, and initiative kick-offs
- 2) Periods of low morale
- 3) Decisive change situations, including periods of heavy recruiting, down-sizing, take-overs and mergers, and change of leadership
- 4) Obvious situations where interpersonal, personal, and group skill development is required
- 5) Celebrations.

The workshop allowed participants to discover the power of working together effectively, and it is obvious that the message stuck. There has been a noticeable increase in mutual support and team commitment. I've also been gratified to hear people comment that they used the principles they'd learned in our earlier team training sessions. The day was a perfect complement to our training efforts here at SelectCare.

—Kay Presby, Provider Training and Development, SelectCare.

For more information about how we can help your company develop its human resources, please call S.T.E.P.S., Inc. Corporate Services at (734) 416-1565 to schedule a free consultation over the phone.



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TEAM DEVELOPMENT WORKSHOPS



OVERVIEW

Organizations increasingly rely on teams—project teams, virtual teams, self-managed teams, change teams—to compete in a rapidly changing global market. The ability for teams to perform at a high level and demonstrate flexibility is paramount to organizational success.

Our team development workshops are designed to reach beyond the normal constraints of the classroom and to help teams meet the increasing demands placed upon them. Theory and classroom instruction are blended with high-paced activities that open lines of communication, build trust, and provide groups opportunities to explore their own growth and performance. The result is an integration of theory and practice that can be transferred directly back to the work place.

FOUNDATIONS OF EFFECTIVE TEAMS

To perform at the highest levels, teams must ensure that all members have mastered the basics and are working toward common goals. This workshop focuses on creating a culture for a successful working relationship and building an action plan to move teams forward.

Key Topics

- What is a team?
- Understanding the need for teams, current demands, and team issues
- Explorations of group process and team development theory
- Creating a trusting and inclusive environment
- Understanding the role of interconnectedness and accountability
- Developing an action plan to move forward

Benefits & Outcomes

- Increased awareness to team issues
- Improved team morale and excitement
- Clarify team expectations
- Create an agile environment that fosters trust and openness

Format

- Modular design in 1 and 2 day programs



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TEAM DEVELOPMENT WORKSHOPS

BUILDING HIGH PERFORMANCE TEAMS



A follow-up to our popular Foundations of Effective Teams Workshop, Building High Performance Teams is designed to reinvigorate team members and to establish a roadmap to continued performance. The workshop blends classroom work with adventure-based activities and group assessment tools to provide team members new insights into their own core behaviors and those of their teammates. Through discussion and action, teams will create a roadmap to developing a collaborative relationship that recognizes and values the contributions of each member. Groups will further explore the role accountability plays in the journey to continuous improvement and higher performance.

Key Topics

- What are high performance teams?
- Understanding the change journey
- Creating a plan for change and continuous improvement

Benefits & Outcomes

- Increased awareness to team issues
- Improved buy-in from team members
- Team members that are clear of their roles and expectations
- Create a shared language and guiding theory among the team
- Clarify team expectations
- Develop an action plan to achieve high performance
- Create an agile environment that fosters trust and openness

Format

- Modular design in 1 and 2 day programs



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TEAM DEVELOPMENT WORKSHOPS

LEADERSHIP ESSENTIALS: CREATING AGILE LEADERS



Leadership development is a life-long pursuit. That's because leadership requirements change and evolve. Today's leaders more than ever, are required to be versatile and agile in their leadership and management style. This program is designed to focus on the fundamentals of leadership and to provide emerging and present leaders the opportunity to explore and assess their leadership style. Using the Life Style Inventory, leaders will emerge with a greater insight into the productivity of their style and a framework to improve.

Key Topics

- Understanding the change process at a personal and organizational level
- Leadership and Relationships
- Life Styles Inventory (LSI)
- Roles of a Leader
- Situational Leadership
- Empowering Others

Benefits & Outcomes

- Improve personal awareness of leadership style
- Develop empowerment strategies
- Create a guiding theory to change
- Improve self confidence
- Practice leadership skills

Format

- 2-day format

CORE COMPETENCY MODULES

The following programs can be conducted as stand-a-lone half-day modules or incorporated with one of our interactive teambuilding workshops as part of a multi-day workshop.

- Opening the lines of communication
- Effective problem solving
- Exploring risk-taking
- Team decision-making strategies
- Conflict resolution
- Meeting effectiveness
- Life Style Inventory (LSI)



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



ADVENTURE PICNICS & CORPORATE CELEBRATIONS



"Every team needs to take time to blow-off steam and celebrate successes."

Every team needs a few opportunities each year to celebrate success, build relationships, and blow-off steam. At the Fieldhouse, our parties, celebrations, and special events are high-energy experiences that create lasting memories.

The Fieldhouse offers a wide variety of activity packages. Plus, with a variety of indoor and outdoor space, there is no need to worry about foul weather or cancellations. Food packages range from outdoor barbeques to fine dining.

The options covered in this package cover only a small range of services and the types of events that have been held at the Joe Dumars' Fieldhouse and Bayou Adventure. Information in this section is broken into three types of events:

- 1) **Exclusive-Use and Rental Pricing:** For large groups or organizations seeking exclusive use of part or all of the facility.
- 2) **Bayou Adventure Open-Play Pricing:** Discount pricing offered for groups of 30 or more. Although the activities will not be exclusive to your group, they offer you another option to custom-build a remarkable event!
- 3) **The Fieldhouse Challenge:** A structured event blending our teambuilding programs with the best of entertainment at the Fieldhouse.

Many of the events offered at our Shelby location make use of the Bayou Adventure. You'll have to see it to believe it! Attached to the Fieldhouse, the Bayou Adventure offers indoor miniature golf, lazer tag, a high ropes course, climbing wall, redemption games and more.



ESTABLISHED
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For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



ADVENTURE PICNICS & CORPORATE CELEBRATIONS

EXCLUSIVE USE AND FACILITY RENTAL PRICING

THE BAYOU ADVENTURE

Exclusive Use	Notes	1 Hour	4 Hours	8 Hours
High Ropes Course	Unlimited (lower level)	\$500	\$1,600	\$2,800
Mini-Golf	Unlimited	\$500	\$1,600	\$2,800
Caj-n Cliff Climb	Unlimited	\$500	\$1,600	\$2,800
Shark Slide	Unlimited	\$500	\$1,600	\$2,800
Gator Tag	Unlimited	\$500	\$1,600	\$2,800
Trampoline Thing	Unlimited	\$500	\$1,600	\$2,800
Total Per Hour		\$3,000	\$2,400	\$2,100
Total			\$9,600	\$16,800

- Use of the Bayou Deck, Bayou Mezzanine, Outdoor Patio is included provided that minimum restaurant revenue is met.
- Tokens are available at a rate of \$20.00 for 110
- Bartenders
 - \$25.00/hour (per bartender)
 - \$25 in bartender fees waived for every \$250.00 in host tab sales (not waived if cash bar)
 - Remote bar setup - \$100.00
- Outdoor Sand Volleyball Courts
 - \$216/hour (4 courts)
 - Volleyball Coach/Referee - \$25/ref/hour

THE JOE DUMARS' FIELDHOUSE (All Indoor Courts & Both Rinks)

Exclusive Use	
Entire Day (8 or more hours)	\$10,000
Less than 8 hours	\$1,400/hour

Court Rentals	Activity Cost	Set-up & Tear-down Costs
Rink A	\$300/hour	\$188/hour
Rink B	\$300/hour	\$188/hour
Piston's Court (4x4)	\$150/hour	\$89/hour
U of M Court (4x4)	\$150/hour	\$89/hour
MSU Court (4x4)	\$150/hour	\$89/hour
Garden Court (5x5)	\$200/hour	\$89/hour
Dream Team Court (5x5)	\$200/hour	\$89/hour



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



Joe Dumars' Fieldhouse Grill

Exclusive Use / Closed to Public

Entire Day (8 or more hours)	\$5,000 plus food/beverage
Less than 8 hours (4 hour minimum)	\$3,000 plus food/beverage

- Use of Main Restaurant & Upper Deck provided that minimum restaurant revenue is met.
- Bartenders
 - \$25.00/hour (per bartender)
 - \$25 in bartender fees waived for every \$250.00 in host tab sales (not waived if cash bar)
 - Remote bar setup - \$100.00
- Outdoor Sand Volleyball Courts
 - \$216/hour (4 courts)
 - Volleyball Coach/Referee - \$25/ref/hour

ALL PRICES SUBJECT TO CHANGE



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



ADVENTURE PICNICS & CORPORATE CELEBRATIONS

BAYOU ADVENTURE OPEN-PLAY PRICING

Although the following activities will not be exclusive to your group, our open play packages offer you another option to custom-build a remarkable event!

ACTIVITIES

- **Shark Slide:** Climb and slide down our 30-foot inflatable slide. Only available Friday 5:30-7:30PM, Saturday 12:30-10:30PM, and Sunday 11:00-2:30PM
- **Bayou Golf:** Enjoy 18-holes of indoor, miniature golf. Avoid sand traps, water hazard, bridges and more.
- **Caj'n Cliffs:** Climb one of four climbs on our 30-foot climbing wall. Race or pace yourself.
- **High Ropes Course (lower level only):** Harness up and cross a series of dangling bridges, a balance beam, and swinging logs 18-feet in the air.
- **Gator Tag:** Test your skills and agility in our indoor lazer tag facility.
- **Trampoline Thing:** Harness up and attach yourself to heavy bungees. Then jump aboard the trampoline and see what type of aerobatic maneuvers you can pull off.

PACKAGES

Open-Play Pricing (for groups of 30 or more)

2 hours	\$25.00/participant
3 hours	\$33.00/participant
4 hours	\$36.00/participant

Participants will receive a wristband for unlimited use of the activities listed above.



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



ADVENTURE PICNICS & CORPORATE CELEBRATIONS

THE FIELDHOUSE CHALLENGE



energize. Teambuilding. Networking. Trust-building. Relationship-building. Energize. Communicate. Challenge. Strategize. Teambuilding. Networking. Trust-building. Relationship-building. Energize. Fun. Communicate. Challenge. Strategize. Teambuilding. Networking. Trust-building. Relationship-building. Energize. Communicate. Challenge. Strategize. Teambuilding. Networking. Trust-building. Relationship-building. Energize. Communicate. Challenge. Strategize. Teambuilding. Networking. Trust-building.

The Fieldhouse Challenge pits workgroups or intact work teams against the clock to complete tasks, strategize, network with other groups, solve challenges, and score as many points as possible to further the entire organization. Each team is provided a backpack with some clues and limited resources. The goal: score as many points as possible in a limited amount of time. A team's success at the Fieldhouse Challenge will depend on their ability to communicate effectively, strategize, pool their resources, and work in concert to complete mentally and physically demanding tasks.

Designed to meet the needs of your team or workgroup, the Fieldhouse Challenge can be built toward a variety of outcomes. It can be run at either the Fieldhouse or portably at a park, resort, or a site of your choosing.

The Fieldhouse Challenge is a great addition to any corporate event or celebration where the goal is to encourage networking, incorporate new members, celebrate team successes, learn team skills, and re-energize. Time will be spent at the end of each event with all the groups capturing and sharing learning.

Run as a half-day or full-day event, the Fieldhouse Challenge can be combined with a celebration event or one of our team and leadership development modules.

2-hour event: \$32.95 per person with a minimum of 40 participants

4-hour event: \$39.95 per person with a minimum of 40 participants

6-hour event: \$45.95 per person with a minimum of 40 participants



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.



JOE DUMARS' FIELDHOUSE GRILL



Located inside the Joe Dumars' Fieldhouse, the Joe Dumars' Fieldhouse Grill offers open-seating in the Evenings (times Vary by season) and Catered events. The options listed here cover only a few of the options available to groups.

For further information or to customize a menu, please contact Christine Reling at (586) 726-0055.

CONTINENTAL BREAKFASTS

The Corporate Continental **\$6.99/guest**

- Freshly brewed coffee and assorted juices
- Freshly baked danish and donuts
- An assortment of bagels and cream cheese
- Cheese and assorted fresh whole fruit

LUNCHEONS AND BUFFETS

Grilled Chicken & Burger Bar **\$13.99/guest**

- Choice of 2 Salads (Potato Salad, Creamy Cole Slaw, Garden Fresh Greens, or Vegetable Pasta Salad)
- Grilled Beef Hamburgers
- Marinated Grilled Chicken Breast
- American, Swiss, and Provolone Cheeses
- Lettuce, Tomato, Pickles, and Raw Onion
- Fresh Baked Rolls
- Fresh Baked Cookies

Super Sub Package **\$11.99/guest**

- Choice of 2 Salads (Potato Salad, Creamy Cole Slaw, Garden Fresh Greens, or Vegetable Pasta Salad)
- 4-foot Sub Sandwich with Geno Salami, Ham, Provolone Cheese, Lettuce, Tomato, Banana Pepper Relish, and House Sauce
- Fresh Baked Cookies



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Italian Pasta Buffet

\$12.99/guest

- Penne and Bowtie Pastas
- Marinara Sauces (fresh herb sauce and meat sauce)
- Creamy Alfredo Sauce
- Fresh Garden Salad with 2 choices of dressing
- Rolls and Butter
- Freshly Baked Desert

The Employee BBQ Mix

\$12.99/guest

- Grilled Hot Dogs and Hamburgers, BBQ chicken, Grilled Italian Sausage with Green Peppers and Onions
- Fresh Tossed Salad with 2 Dressings
- Potato Salad
- Freshly Baked Buns
- Condiments
- Assortment of Cookies

The Executive Luncheon

\$14.99/guest

- Choice of 2 entrees:
 - **Roast Sirloin of Beef Bordelaise**
Tender, sliced sirloin, finished with a red sauce
 - **Chicken Parmesan**
Beaded, boneless chicken breast topped with fresh herb marinara, melted mozzarella and parmesan cheese
 - **Lemon Pepper Boston Scrod**
Baked with a fresh lemon and pepper seasoning
 - **Lemon Herb Chicken Breast**
Baked in a fresh lemon herb sauce
- All entrees are accompanied with oven roasted red skin potatoes, seasonal blend of fresh vegetables, and fresh garden salad with choice of two dressings, rolls and butter, and freshly baked cookies.

Additional Items

- Assorted canned soda (Pepsi products): \$1.50/each.

All prices are subject to 18 percent gratuity and 6 percent state sales tax. Please consult with our catering department for minimum purchase or room rental requirements.



For more information, please contact S.T.E.P.S. Inc. Corporate Services at (734) 416-1565 or visit us on the web at www.joedumarsteam.com.