

### Dr. Bryan Cavins, Ed.D.

Dr. Bryan Cavins has over ten years of team building and leadership facilitating experience. His doctoral studies in the area of emotional intelligence and leadership allow him to present a unique perspective on the interactions of leaders and those around them. He seeks to challenge individuals through his programs to open up to the possibility of new leadership and teamwork styles. It is through these new and innovative ways that Bryan has been able to see the successful improvement of many organizations. His position as the Associate Director of Recreational Sports and the founder of the BGSU Outdoor Program has given him the opportunity to combine both his passion for outdoors and for teaching future leaders. It is this experience that he brings to every development program he leads. Bryan has been a long standing member of the Bowling Green, Ohio community where he and his wife raise their four children. His interests include backpacking, camping, and hiking with his family.



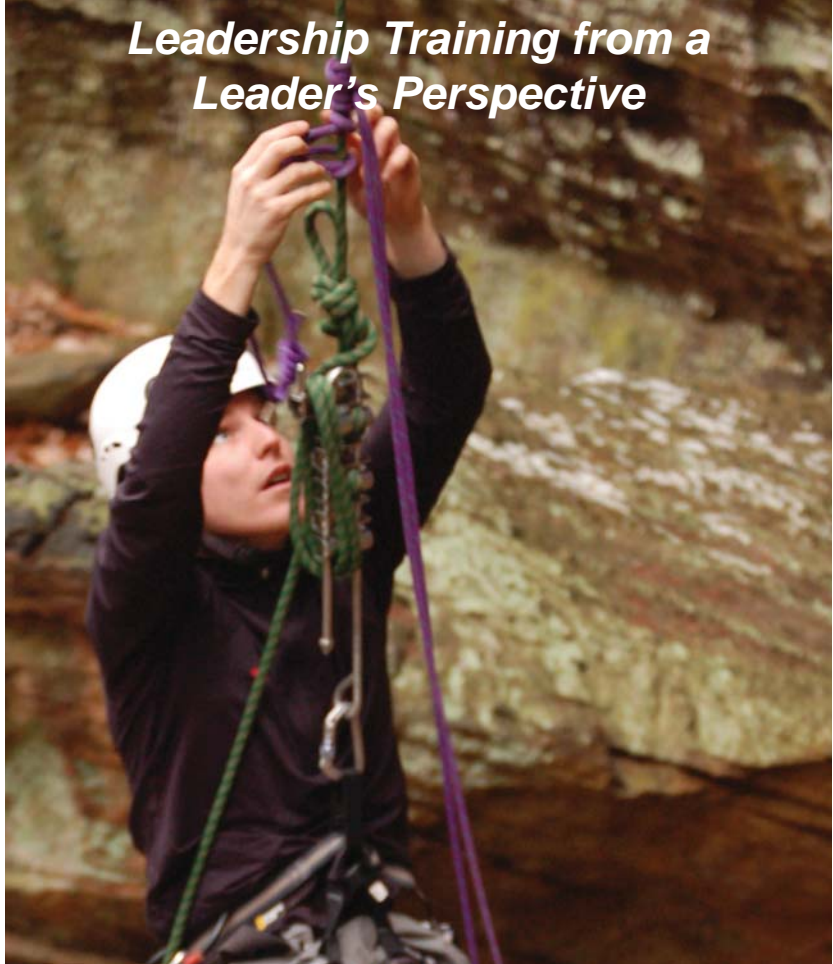
### Jerome Gabriel, M.Ed.

Jerome Gabriel has been a team facilitator for five years including three years working in British Columbia, Canada near Vancouver. He has been a professional caving guide for five years and has worked with groups ranging from youth and school age to large corporations. His experience allows him to tie together the leadership and team development topics with real world situations that help to make the lesson more applicable. As the new Director of the Outdoor Program, Jerome has been able to combine his desire to introduce new people to the outdoors and train those already interested to be future leaders in their respective fields. He, his wife, and their son have resided in the Findlay, OH area for over two years. Jerome's interests include rock climbing, caving, and backpacking.



BGSU Outdoor Program

# Leadership and Team Development



*Leadership Training from a Leader's Perspective*

### FOR MORE INFORMATION CONTACT:

**Dr. Bryan Cavins**      419-372-2790  
bcavins@bgsu.edu  
**Outdoor Program**      419-372-2146  
outdoorpro@bgsu.edu

BGSU Outdoor Program

# Leadership and Team Development



**BGSU Outdoor Program**  
*Leadership Training from a Leader's Perspective*  
Department of Recreational Sports - Division of Student Affairs

# Why Use The Outdoor Program's Facilitation?

*Have you ever been in a meeting and you asked for volunteers, or for someone to answer a question, only to receive blank stares in return?*

*When you ask for ideas, do most members look up at the ceiling or down at their feet instead of speaking up?*

If this sounds like your business/organization, the Outdoor Program can help you set the stage for a productive and positive environment where your members can build beneficial relationships, develop effective communications, and ultimately have a successful team experience. With each group, we custom design team development sessions that meet the needs of your team or organization.

We offer experiences that focus on the following areas of group development:

- |                            |                            |                            |
|----------------------------|----------------------------|----------------------------|
| <i>Teambuilding</i>        | <i>Communication</i>       | <i>Conflict Resolution</i> |
| <i>Leadership Strategy</i> | <i>Build Relationships</i> | <i>Decision Making</i>     |
| <i>Trust-building</i>      | <i>Problem Solving</i>     | <i>Creative Thinking</i>   |

## Take Your Organization Beyond the Typical Staff Inservice Training

We can offer access to two additional facilities to improve your development session and add more fun and excitement to your event.

### **BGSU Climbing Wall**

Standing over 35 feet tall with over 1000 sq. ft. of climbing surface the BGSU Climbing Wall is an adventurous addition to any development event your organization wants to hold.

### **Forrest Creason or Stone Ridge Golf Courses**

These local courses offer an excellent opportunity for a relaxing end to the day. This would be a welcome addition to any corporation's event for managers or anyone who enjoys an afternoon on the greens.

# POTENTIAL BENEFITS OF THE GROUP CHALLENGE EXPERIENCES

**Building Relationships:** At the beginning of any venture, your members are unfamiliar with each other and conversation stops after a courteous hello. Therefore, these activities encourage people to work together and set the stage for the rest of the year.

**Teambuilding:** "Many hands make light work" is the theme of these exercises. We can help break the ice between your members and let them find out what they can accomplish by speaking up, helping out and working together to accomplish a common goal.

**Creativity:** These activities give your organization a jump-start to thinking in different directions. Their minds will be puzzled and challenged to think outside of the box.

**Decision Making:** Need a little creative spark in your organizational thinking? Our initiatives have more than one solution and we observe how the group develops ideas and chooses solutions.

**Communication:** Speech is the most widely used form for people to convey their ideas, thoughts and concerns. Our initiatives will help members clearly speak up, as well as assist others to be more effective listeners.

**Trust:** Trust can take a long time to build and yet can crumble in minutes. If your organization is not working well together, perhaps they are unsure of each other's motives or are uncomfortable around other members. Because trust is the foundation for team success our initiatives will help individuals learn how to rely on group members for support and comfort.

**Problem Solving:** Our initiatives encompass many skills and pull talents from every member. Participants will brainstorm ideas as a group, come to group consensus on a plan and implement trial/error techniques to find a solution. Shared leadership is a key concept.

## Customized Adventures and Retreats

If your executive team or project group would benefit from a more adventurous experience together, we can offer a customized outdoor adventure that includes both the physical challenges of rappelling, rock climbing, white water rafting, or backpacking with the facilitation of group and leadership development topics. These can be a single-day adventure or a week-long expedition depending on the needs of your organization. These programs are limited to 6-8 participants and are excellent for an executive staff retreat.

## Corporate Programs

### **1/2 Day Group Development / 1/2 Day Rock Climbing**

This program includes a half day (3 hour) group development program tailored to your organization's individual needs. The second half of the day will be spent at the BGSU Climbing Wall to challenge your group both physically and mentally. This program is ideal for up to 15 participants.

### **1/2 Day Group Development / 1/2 Day Golf Outing**

This program includes a half day (3 hour) group development program tailored to your organization's individual needs. The second half of the day will be spent on 9 holes of the Forrest Creason Golf course on the BGSU Campus. This program is ideal for up to 40 participants.

### **1/2 Day Group Development**

This program involves a half day (3 hours) of group development training tailored to the individual needs of the organization. Our trained facilitators will guide your group through activities, discussion, and reflection on specific elements to improve your group's performance.

### **Full Day Group Development**

This program involves a full day (6 hours) of group development training tailored to the individual needs of the organization. Our trained facilitators will guide your group through activities, discussion, and reflection on specific elements to improve your group's performance. Included will also be a lunch meal catered by the University.

### **Group Development Series**

In this program we will work with your organization to develop a series of sessions to cover broader issues. This can even be incorporated into facilitation of regular business meetings. These sessions will cover a more in-depth look at an issue than a single day session can offer and can be tailored to focus on nearly any topic.

Corporate Membership Plans are also available to the BGSU Student Recreation Center for your employees.

### **Leadership and Group Development Rates**

*All rates are based upon availability, group size, equipment requirements and program choices. Depending on your budget our services can range from facilitation of a meeting to an adventure expedition. Please contact us for pricing details specific to your organization's needs. Once an assessment meeting is completed we will submit an official proposal to your organization.*