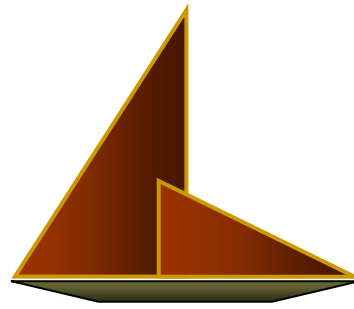


# Sailboats Unlimited

A Voyage to Team Effectiveness



## Welcome Aboard!

**Sailboats Unlimited is a one-day MBA contained within a high-energy, hands-on business/team building simulation. Once you experience Sailboats Unlimited, you will see the way your organization conducts its business in a whole new light.**

During five rounds of production, team members work to manage all aspects of business. In order to meet their customer's requirements of quantity and quality, they streamline processes and overcome obstacles. They manage inventory and reduce costs. As demand increases and decisions become more complex, teams build on the strengths of each member. Leaders emerge at different stages, not through power and position, but because they provide what the group needs to succeed in the moment. As teams define and streamline systems, the climate changes dramatically. Focus and productivity replace noise and confusion. Blaming and frustration give way to creativity and celebration. In short, high-functioning, interdependent teams emerge in one short day.

## Why does Sailboats Unlimited work?

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People who have experienced several simulations say this one is unlike any other for several reasons:

- **It is competitive and collaborative.** Teams compete with each other, but in the end, team members realize they are on the same voyage to success. The success of one is success for all; the failure of one is failure for all.
- **It is challenging.** Three key concepts motivate team members toward success: challenge, contribution, and a well-defined, immediate goal. When it's over, no one wants to stop. Even the most reluctant participants can't resist the challenge. By the end of the first round, everyone is on board and fully engaged.
- **It is fast.** Excitement builds as team members overcome challenges to achieve success.
- **It is fun.** There is something magical and satisfying about building the boats. Once they get the hang of it, assemblers become consumed with the challenge to build more and build faster.



On a voyage to team effectiveness...

## What are the expected outcomes?

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Sailboats Unlimited alumni return to work committed to:

- Extend the same level of concern and care to internal customers and suppliers as they do to external customers and suppliers.
- Take 100% responsibility for their attitudes and behavior.
- Build on the strengths of team members and acknowledge their contributions.
- Think out loud and discuss the undiscussable.
- Listen to learn rather than wait to be heard.
- Put the needs of the group before the needs of their egos.
- Depersonalize conflict. Focus on the issue or problem, not the person.
- View problems as opportunities for growth.
- Improve processes in order to free up time and resources to explore new markets, manage change, set direction, and increase productivity.
- Clearly define goals; measure performance against goals; provide ongoing feedback and resources to accomplish goals.
- Include direct reports, peers, supervisors, and clients in planning and brainstorming sessions.



**Great crews make great boats!**

## Who is it for?

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Sailboats Unlimited works for any organization whose goal is to improve processes and communication and build high-functioning, interdependent teams.

**Note:** The power of the simulation lies in its ability to reach all audiences from the shop floor to the executive boardroom. Sailboats Unlimited is the level playing field everyone talks about. **Position has nothing to do with success on Sailboat teams.**

## Listen to what the alumni say:

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Some are executives; some are line workers. Alumni all believe one thing: everyone should work for Sailboats Unlimited before they work anywhere else.

*Barbara Crowe, VP of Human Resources, Plum Creek Timber*

Sailboats Unlimited was the hit of our executive retreat five years ago. We brought in big names and respected speakers, and years later people remember one thing - those boats. Since then, we've brought Sailboats Unlimited to different areas in the Company. We all agree. The learning continues long after the simulation is over.

*John Lewis, Foreman, Heinz Frozen Foods*

I came in determined not to participate, thinking this is stupid. At the end of the day I thought, I hate it when someone sneaks up behind me and teaches me something. This turned out to be a career changing experience. Before Sailboats, my focus was on doing my job, and that's all. After Sailboats, I saw how my job contributes to the company as a whole. It changed the way I work.

*Connie Pratt, Director of Organizational Development, State of Idaho*

Energy and enthusiasm were a buzz after the workshop. Comments were, "Finally got a handle on what process improvement is all about." "I got some great insights about myself and the people on my team."

*Doug Bender, President, Image National*

Upon returning to work, the positive energy continued. The new perspective is evident. I wish we'd done this sooner.

*Brenda Bluemke, VP of Organizational Development, Washington Mutual*

Sailboats Unlimited was the perfect culminating activity for our regional manager training. It illustrated every behavior and targeted outcome from their training. I understand several of the participants used Sailboats later at their regional meetings. It was a great exercise with lasting impact!!

*Cindy Borden, Principal, Idaho Corrections*

I've been in training for years, and this is the first fun training that applies to every audience in any situation. You really learn what makes things work or not work. You learn by doing, not by listening. You get the tools of self-discovery. This should be all over the country!

Jennifer Sohn 360-699-4636 [jennifer@jennifersohn.com](mailto:jennifer@jennifersohn.com)

### Satisfied Clients

Washington Mutual ▲ Starbucks  
Coffee ▲ Ore-Ida Foods ▲ PACCAR

Plum Creek Timber ▲ HJ Heinz ▲  
Image National

Perkins & Co. ▲ Weight Watchers  
▲ Nichols Accounting

Northwest Nazarene University ▲  
State of Idaho ▲ Idaho Corrections

## About Jennifer Sohn

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### Instructional Talent:

Jennifer has been a popular educator, trainer, speaker, and business consultant for over thirty years, winning audiences with her high-energy and personable style. Seminar participants appreciate her professionalism and experience: "We never worry when Jennifer is doing the training. She gives us exactly what we need and can manage any audience and any situation." Clients say Jennifer is effective because she:

- Focuses on clients' needs and tailors programs to **their** goals and requirements.
- Creates an energetic, interactive, non-threatening environment for learning.
- Respects and manages the different needs and learning styles of each participant.
- Illustrates concepts with relevant examples drawn from broad experience in human dynamics and process improvement.
- Communicates competence and commitment.

### Professional History:

Jennifer began her instructional career in an inner-city high school in Los Angeles County. After moving to Idaho, she earned her M.A. degree from Boise State University and continued to teach high school English. Her energy and commitment to excellence in the profession won her the title of Idaho State Teacher of the Year for 1988-89.

During that time she traveled extensively as the spokesperson for Idaho education. She also served on the Governor's Blue Ribbon Task Force for the Future of Idaho Schools and became a popular speaker and workshop presenter.

In 1990 Ore-Ida Foods recruited Jennifer to fill a corporate trainer position. At Ore-Ida she designed and delivered training and development programs for 3,500 corporate and plant employees. Jennifer also worked with dedicated work teams, helping them reach their performance goals.

When H.J. Heinz closed Ore-Ida's corporate offices in Boise, Jennifer launched her own company. She is now headquartered in Vancouver, Washington and designs and delivers customized training and consulting services for companies throughout the United States.



***Achieving results for  
your organization!***