



First Light

AUDIENCE

Employees from all levels and functions of the organization.

Launch Your Ability to Meet Challenges

Program Benefits

First Light, from experience it, launches participants into a breathtaking universe fraught with challenging risks and rewards. This dramatic, exciting, team-based experience plunges participants into a world of risks, potential rewards, challenges, and time-driven tension. The mission is to explore the *First Light* universe and collect rare and valuable resources. At the same time, teams must conserve their limited resources and escape the universe before it collapses. One of the biggest challenges is that teams don't know when this might happen. Participants are challenged to plan and execute strategy in an extremely ambiguous environment.

By the conclusion of *First Light*, participants will have gained the experience, confidence, and skills to:

- vastly improve their ability to balance risk and reward
- maximize their individual strengths as well as the strengths of others
- better leverage strategic learning and knowledge
- successfully address the pressures of competition
- improve the way they collaborate as a team

Program Description

The action commences with participants entering the *First Light* universe after each has been given a role as one of six unique and bizarre alien life forms: Star Stazions, Zeetronians, Pulsars, Cortas, Impaccos, and Trilogs. With music pounding and lasers flashing, the Commander provides a fun and animated briefing. The teams plunge into mission planning where they nervously measure risk and reward. Then, they are immersed in *First Light*.

Each Starship team is made up of four to six alien life forms. Each life form has individual strengths as well as specific and unique weaknesses and vulnerabilities. Participants' team-based mission is to explore the *First Light* universe and collect more Phantoms, which are a rare and valuable resource, than any other team. At the same time, they must conserve the team's limited resources and escape through the wormhole before the universe collapses.

One problem is that participants don't know when the universe will collapse. Should they stay in the universe longer and risk running out of fuel? Will Learning Pods be worth the investment? Will the team return for a stranded person, or escape without their team member? How can they minimize risks and maximize rewards? What strategies are competitors using? Anxiety mounts as teams choose who should beam down to the surface of planets. Will the universe collapse before they reach the wormhole? Teams struggle to plan and execute strategy admit all this ambiguity.

The program debrief gives participants the opportunity to reflect upon and share their experiences. They make observations about risk and reward, about strategy, and about individual differences. The discussions are lively and focus on learning outcomes as participants relate and immediately apply their insights to the real world.

Implementation/Customization

First Light is typically implemented as a half-day experience and is particularly appropriate for large groups.

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