

RhythmTeam : Corporate Team Programs

with Jim Donovan M.Ed.L / Multi-platinum Recording Artist

Synergistic Team Building & Ice Breakers with Purpose

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To compete globally, organizations are under increasing pressure to find ways to increase the effectiveness of their teams. The problem is finding compelling ways to quickly align diverse groups of people with a common purpose in a synergistic and enjoyable way. Unfortunately, many team-building activities often fall short of this goal.

- *What if there was a way that your team could **feel** and **hear** it's own synergy?*
- *What if "meeting the goal" meant that all team members would **choose** to reach beyond what most people believe is possible?*
- *How might your company grow if choosing selfless and courageous collaboration was an ongoing part of its culture?*

If knowing the answers to these questions feels important to you, then consider **RhythmTeam**.

RhythmTeam programs are for organizations & conference planners looking for a unique, surprising and "out-of-the-box" way to create synergistic connections among their team members. To do this, **RhythmTeam** uses an expertly designed group music creation process that offers your team a physical way to **feel** and **hear** it's own synergy by quickly and seamlessly transforming them into a connected, focused and potent percussive orchestra.

Within 60-90 minutes, your participants change from a disconnected room of individuals staring at their smart phones into a highly engaged, creative and self-facilitating team.

Similar to how seemingly ordinary people unite together to perform extraordinary feats of bravery, service and collaboration when faced with rebuilding from a natural disaster, **RhythmTeam** invites the individuals in your organization to align with focused purpose and build something magnificent together from the ground up in a relatively short period of time (60-75 Minutes).

The experience is led by master facilitator and multi-platinum selling recording artist Jim Donovan M.Ed.L who makes it his mission to help your team members learn how to bring out the best *in each other*. He does this by implementing a tried and tested, stepwise approach to leading "in-the-moment" group music creation designed for people with **no prior musical experience**. During the program, your participants will engage in creatively solving problems in a way that pushes the edges of their comfort zone in an atmosphere of safety.

Your participants can expect to laugh, think, be challenged, process and feel true accomplishment as they discover how increase quality by consciously collaborating in a way

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that is selfless and aligned with purpose.

By the end of the experience, your team members will have the opportunity to:

1. Recognize when the group is aligned with its shared purpose and how that alignment affects the overall result.
2. Identify how “mistakes” can equal new learning.
3. Describe how shifting the attitude paradigm in an organization’s culture impacts effectiveness.
4. Discover how personal willingness and choice affects outcomes for everyone.

Join the other high performing organizations like Bayer, Del Monte, Vanguard, FedEx, Penn State University, Morgan Stanley and the University of Maryland who trust Jim Donovan with their teams.

Program Outline

Time: 60-75 minutes depending on the need of the client

All programs include pre-event phone consultations with Jim Donovan to determine how we may best meet the goals of your specific event.

Part 1: Introduction 15 minutes

Goals: Share the purpose, break the ice and create a safe and welcoming experience for the participants.

Included in this introduction are quick instrument techniques, rhythmic hand-brain warm up exercises, and a rhythmic entrainment exercise that helps participants quiet their mind chatter and become more present and relaxed. Participants are given the assurance that they need no musical experience or ability to participate fully- only a willingness to try.

Part 2: Modeling 10 minutes

Goal: To model how to lead and create percussive group music

This section shows participants how to easily create a rhythmic foundation for their creation. The process leverages the inherent rhythm in everyday language to provide a fast track to the creative process. To do this, Jim leads the group through their first music making experience. Then he processes with the group to discuss how the music happened by asking pointed questions about what they observed in the process.

Part 3: Progressive Creation in 3 Rounds 40-50 Minutes

Goals: To introduce group-led creation, contrast collaboration and cooperation, invite creative problem solving, elicit innovation, and to draw people outside of their comfort zones

Round 1: *Facing challenge, clarity, creating something out of nothing*

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This part of the experience is where Undeniable Brilliance unfolds. To get to brilliance, we shake things up and set the group up in a potentially challenging experience where the group is given the task of "creating a unique piece of music together using what they've learned so far". They are given very little information on how exactly to do what is being asked, nor are they given any specific expectations or goals- only that a task needs to be completed.

This vagueness in direction provides the group with an opportunity to explore, hear and feel what it's like to be given a task without clear purpose and how that affects the creative outcome. The group is given 5 minutes to complete the task. Typically, groups get music going on their own without much trouble.

Regardless of the outcome of this first round, the group is guided through a short discussion about how they felt about their experience, and they are asked to assess themselves.

Round 2: *Problem solving, innovation, empowering leaders, turning "mistakes" into new learning, creating and collaborating with purpose*

During the second round, participants are once again given a similar creation task. This time, they are introduced to the concept of creating in a way that generates an outcome that is "undeniably brilliant". To help them understand the concept they are given the direction to create something that *anyone off the street who had no knowledge of what is going on in the room* would walk in and say "Wow! What is going on here? I don't know what it is, but I LOVE it!"

After being given the newly refined task, the group is asked to offer suggestions as to how to improve their creation and what they might add to it. Common suggestions are to add aspects such as voices, movement, & **section leaders**- all of which are incorporated into this round. Participants are given 8 minutes to organize themselves, incorporate the new ideas and to practice them.

Generally, Round 2 spurs significant improvement in quality, depth of creativity and aggressive collaboration.

At the completion of the round, the group is guided through another short discussion about how they felt about their experience and asked to rate their performance again to note improvement or the lack thereof.

Though the group's creative outcome in Round 2 is usually significantly better and the participants feel good about what they've accomplished, we don't stop there.

Round 3: *Going from great to undeniable*

A world-class organization expects world-class outcomes and so during the set up for the third and final round the group is asked for ideas to push their creation past greatness to

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undeniable brilliance. Oftentimes the key piece that is discovered in this round is that the brilliance is not determined by flawlessly executing the task, but rather in the attitude and energy projected by each individual in the room. This is the point where Jim challenges people to “be larger than life”, “to stop holding back” and to push against their comfort zone as a way of expanding it.

In this last round, after the group has gotten their music to the highest energy point, Jim steps in and energizes the group to take their creation even higher. Once the music is at a fever pitch, Jim facilitates the group to a clean ending.

Part 4: Closing 10 minutes

As people catch their breath and the laughing calms down, the group is led through a final short discussion on ways they might apply what they’ve just experienced into real-life situations at work and home. They are then encouraged to commit to 1 specific action step regarding this connection.

Lastly, Jim offers a closing “gift” to the group by teaching them an effective technique to help your participants improve the quality of their sleep and reduce stress.

Our goal is to leave your participants calm, clear and focused for whatever is next on your agenda.

About the Facilitator

Jim Donovan M.ED.L is a multi-platinum recording artist and inspirational educator whose mission is to empower, inspire and connect people through the power of group music making. In his work, Donovan offers effective programs for corporate, university, health care and public environments focused on using music as a tool to teach team synergy, leadership, wellness and the strengthening of community. His specialty is making the benefits of *group music making* accessible to anyone, regardless of ability.

Donovan is a founding member of the 90's band Rusted Root who sold over 3 million records to date. He has appeared on the David Letterman, Conan O'Brien shows and his music with the band is featured major motion pictures such as Ice Age, Twister, Matilda as well as on network TV shows American Idol and Party of Five. His touring work with Rusted Root provided him with ample opportunity to share the stage with rock legends such as Carlos Santana, The Grateful Dead, Jimmy Page and Robert Plant from Led Zeppelin, Sting, and The Allman Brothers among others.

Donovan holds a BA in Music Performance from the University of Pittsburgh and a Masters of Educational Leadership from Saint Francis University where he is also on faculty. At Saint Francis, research is being conducted on a system Donovan has developed called Percussion Intervention that uses percussive techniques as a complementary intervention with individuals with disabilities such as Autism. Donovan is also an author, dedicated husband and father of three.

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If you need to focus, energize and align your participants quickly, RhythmTeam has you covered.

We can accommodate groups from 15-1000.

Program timing & content is flexible according to your needs.

Technical Requirements

Seating for all participants

Inside venues preferred

PA / Lighting / Gear load in/out & set-up assistance

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