



TEAM ORIENTEERING

Navigate through pristine wilderness, pose for a picture next to a Giant Saguaro Cactus, learn the natural history of the Sonoran Desert and celebrate victory. You already outperform, outwit and outplay your competitors, now let's see how you measure up to your fellow workmates! This is your one chance to participate in a uniquely Arizona event. Ever wonder if you could find your way back to civilization if you were dropped off in the middle of the desert? When you complete this event, you will walk away with the skills and confidence to know you could be a survivor! Learn about the desert, its plants, its mountains and its history, all while you compete against your peers in this highly interactive event.

Orienteering was originally created by the Swedish Military to teach its soldiers how to navigate in the wilderness. We have adapted it into a game that challenges team members to utilize many different types of information and skills to form an overall strategy, which is efficient and best suited to their individual talents. Your aptitude for cooperation, innovative problem solving and creativity will all be tested in this challenging and entertaining event.

Teams must navigate to points on a map and then take a creative picture that includes the elements described in their course clue sheet. The team will be provided with a clue sheet, map, camera, compass, GPS, team bandanas and bottled water. These items will be handed out in the registration and skill station meetings prior to the event.



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SAMPLE TIMELINE – OPTION 1
Course beginning with a Vehicle Transfer

Elapsed Time (hours)	Important Events
0.00	<p>Departing hotel/office on bus. AOA escort(s) will be present at the hotel/office departure and will provide a cooler for each vehicle with iced drinks for the 30-45 minute drive into the desert. On the drive to the desert, the escort(s) will briefly explain the event while randomly distributing colored bandannas. The color of the bandanna indicates the team the recipient will be on. Attached to each bandanna is the name of a native animal. This animal indicates which skill station meeting the recipient will be attending when they depart the bus.</p> <p>NOTE: If the client wishes to pre-assign teams, bandannas will be handed out as the participants board the bus. We do require a spreadsheet with names and team designations to be provided 15-days prior to the event.</p>
0.45	<p>As the participants step off the bus they will be directed by AOA staff to look for, and gather around, the sign that matches the animal name attached to their bandanna. This process always takes 10-15 minutes due to the ever-present pre-event bathroom break.</p>
0.55 – 1.10	<p>Once all participants have gathered around their animal name sign, they will be informed that this is their skill station. Each skill station will be taught by a professional guide/facilitator and will be accompanied by a handout. There will be at least one member of each team in each skill station meeting. Each team member will typically learn only one skill (learning two skills may be required depending on the number of participants/teams) and will be required to hand in their skill station packets at the end of the skill learning period.</p>
1.10 – 1.15	<p>Once the skill-learning period is complete, the participants will be instructed to move to the sign matching their bandanna color. These will be their teams. An AOA facilitator will instruct each Team Manager to spend the next five minutes briefing their team about the rules, goals, scoring and concept of the game. They must also use this time to make an overall course strategy.</p>
1.15	<p>At the sound of an air-horn, the groups will depart the Start area and move out onto the course. NOTE: Depending on the number of teams and the course, a facilitator may be present at each control point or navigate the course with the teams.</p>
1.15 - 3.00	<p>Teams will be navigating the course.</p>
2.45 – 3.00	<p>Teams will be finishing the course. Snacks and beverages will be supplied at the finish line.</p>
3.15 – 4.00	<p>Return to the Hotel/Office</p>
<p>AWARDS CEREMONY (optional)</p> <p>Note: If the awards ceremony takes place immediately post event, it may cause the total event time to be 4 hours and 30 minutes.</p>	<p>Unless requested, AOA does not provide awards</p> <p>Groups with less than 60 participants can begin their award ceremony 15 minutes after the last team finishes. This can be done in the desert before returning.</p> <p>Groups of 60+ participants can begin the awards ceremony not less than 30 minutes after the last team finishes.</p>

SAMPLE TIMELINE – OPTION 2
Course on resort property or without vehicle transfer

Elapsed Time (hours)	Important Events
0.00	<p>Participants are entering a ballroom or courtyard area. Tables will be set with a designated number of chairs and AOA staff will ensure that chairs are not moved between tables. Each table will have folded bandannas on it. Each participant will be instructed to pick-up one bandanna. The color of their bandanna will designate their team affiliation. After the game is introduced, the participants will be instructed to move to the signed areas that match the animal name attached to their bandanna.</p> <p>NOTE: If the client wishes to pre-designate teams, bandannas will be handed out from a 'registration desk' as the participants enter the start area. We do require a spreadsheet with names and team designations to be provided 15-days prior to the event.</p> <p>Note: this is a sample start. Other options are possible – bandannas can even be handed out at the conference registration or your office days before the event.</p>
0.10 – 0.25	<p>Once all participants have gathered around their animal name sign, they will be informed that this is their skill station. Each skill station will be taught by a professional guide/facilitator and will be accompanied by a handout. There will be at least one member of each team in each skill station meeting. Each team member will typically learn only one skill (learning two skills may be required depending on the number of participants/teams) and will be required to hand in their skill station packets at the end of the skill learning period.</p>
0.25 – 0.30	<p>Once the skill-learning period is complete, the participants will be instructed to return to their original team tables. These will be their teams. An AOA facilitator will instruct each Team Manager to spend the next five minutes briefing their team about the rules, goals, scoring, and concept of the game. They must also use this time to make an overall course strategy.</p>
0.30	<p>At the sound of an air-horn, the groups will depart the Start area and move out onto the course. NOTE: Depending on the number of teams and the course, a facilitator may be present at each control point or navigate the course with the teams.</p>
0.30 – 2.00	<p>Teams will be navigating the course.</p>
1.45 – 2.00	<p>Teams will be finishing the course. Snacks and beverages will be supplied at the finish line if arranged through the hotel.</p>
AWARDS CEREMONY (optional) Note: If the awards ceremony takes place immediately post event, it may cause the total event time to be 4 hours and 30 minutes.	<p>Unless requested, AOA does not provide awards</p> <p>Groups with less than 80 participants can begin their award ceremony 15 minutes after the last team finishes.</p> <p>Groups of 81+ participants can begin the awards ceremony not less than 30 minutes after the last team finishes. Often it is a good idea to provide entertainment or other activities during this waiting period.</p>

SAMPLE TIMELINE – OPTION 3
Jeep or Hummer Desert Orienteering

Elapsed Time (hours)	Important Events
0.00	<p>Departing hotel in a 4x4 jeep. An expert driver/guide will be present at the departure location and will provide a cooler with iced drinks for the 30-45 minute drive to the trailhead. On the drive, the jeep driver will provide little information about the event; instead they will regale the participants with stories of the wild west and natural history of the desert. As the jeeps approach the trailhead, they will be met in the road by AOA staff. These staff will hand out bandannas to each participant. The color of the bandanna indicates the team the recipient will be on. Attached to each bandanna is the name of a native animal. This animal indicates which skill station meeting the recipient will be attending when they depart the jeep.</p> <p>NOTE: If the client wishes to pre-designate teams, bandannas will be handed out as the participants board the jeeps. We do require a spreadsheet with names and team designations to be provided 15-days prior to the event.</p>
0.45	As the participants step out of the Jeeps, they will be directed by AOA staff to look for, and gather around, the sign that matches the animal name attached to their bandanna. This process always takes 10-15 minutes due to the ever-present pre-event bathroom break.
0.55 – 1.10	Once all participants have gathered around their animal name sign, they will be informed that this is their skill station. Each skill station will be taught by a professional guide/facilitator and will be accompanied by a handout. There will be at least one member of each team in each skill station. Each team member will only learn one skill and will be required to hand in their skill station packets at the end of the skill learning period.
1.10 – 1.15	Once the skill-learning period is complete, the participants will be instructed to move to the sign matching their bandanna color. These will be their teams. An AOA facilitator will instruct each Team Manager to spend the next five minutes briefing their team about the rules, goals, scoring and concept of the game. They must also use this time to make an overall course strategy.
1.15	At the sound of an air-horn, the groups will depart the Start area and move out onto the course. At this time the teams must decide if they should rush to their assigned Jeeps or take more time to strategize or work on their quiz. All teams will choose a different strategy, which fortunately creates a staggered start and avoids congestion.
1.15 - 3.00	Teams will be navigating the course.
2.45 – 3.00	Teams will be finishing the course. Snacks and beverages will be supplied at the finish line/staging area.
3.15 – 4.00	Return to the departure location
<p>AWARDS CEREMONY (optional)</p> <p>Note: If the awards ceremony takes place immediately post event, it may cause the total event time to be 4 hours and 30 minutes.</p>	<p>Unless requested, AOA does not provide awards</p> <p>Groups with less than 80 participants can begin their award ceremony 15-minutes after the last team finishes. This can be done in the desert before returning.</p> <p>Groups of 81+ participants can begin the awards ceremony not less than 30-minutes after the last team finishes. Often it is a good idea to provide entertainment or other activities during this waiting period.</p>

Global Positioning System (GPS) Navigation

One of the biggest challenges facing corporations in the 21st century is learning to utilize new technology to gain a competitive advantage and increase operational efficiency. When we add GPS navigation technology to our Team Orienteering, it forces the participants to learn, and then utilize a new technology quickly. Their teammates will be counting on their ability to do so!

Each team will be provided with a modern Global Positioning System (GPS) unit. During the skill station meetings, one to two team members will learn how to use the GPS unit for navigation. There will no longer be orange marking flags designating control points. Teams must pinpoint control point locations utilizing the GPS navigational technology.

ADDITIONAL OPTIONS

Team Challenges

These team challenges will test the group both mentally and physically. Each focuses on creative problem solving and emphasizes teamwork. Many of these events have been seen on Reality TV shows such as: Survivor, Fear Factor and No Boundaries. Others have been featured in world-class Adventure Racing events.

Each team will have one member that will be provided with either a clue/hint or a tool that will be integral to the success of the team at each challenge. These clues/hints and tools will be provided at their skill station meeting at the beginning of the event. **Choose four from the six Team Challenges**

- ❑ **Risk Taking/Survival:** You ran out of food days ago...and yet, you are so close to make it out of the desert. You desperately need to eat to stay alive and keep going. The choice is now yours: you can survive a few more days by eating crickets, live ones.
- ❑ **Leadership Skills: Human Checkers.** Determine the proper pattern so that your team can move on to the next challenge. Each participant stands in a circle (total of 7 circles, 1 remaining empty). The two sides must exchange places, with only two legal movements available: one participant may step into an empty circle that is immediately in front of them or one participant may pass another agent that is facing them only if there is an empty circle immediately behind the participant being passed. Only one participant may move at a time.
- ❑ **Communication/Coordination: Walk the plank.** Teams must walk to the end of the line, turn around, and race to the finish line...as a team. Right foot, left foot... Right foot, left foot, as a team, on wooden planks.
- ❑ **Strategy/Communication: Memory.** You have played this game before, when you were kids or more recently on your own. Information currently being processed is in your mind in what cognitive psychologists refer to as short term memory. By grouping pieces of information together we can greatly increase our memory capacity. How will your team perform in this challenge?
- ❑ **Communication & Trust: Midnight Crossing.**
 - This challenge requires excellent communication and listening skills. Choose only four teammates to participate. Choose who will be the verbal "navigator" and who will be blindfolded. Then pair up 1 navigator to 1 blindfolded teammate.
 - From outside of the cone minefield, the navigators must verbally direct their blindfolded teammate through the minefield to the other side.
 - If the blindfolded teammate touches a cone, the pair must start over from the beginning
- ❑ **Communication & Trust/Blind Navigation.** Teams must blindly navigate a series of gates, avoid danger, and arrive at the finish line to blow the whistle. All team members, except one, must be blindfolded and all blindfolded team members must hold the hand of at least one team member at all times.

Post-Orienteering Professional Debriefing:

Orienteering is appealing to groups because it is a great teambuilding exercise, yet is light, fun, educational, non-threatening and not very serious. However, the "fun" side of Orienteering often distracts the participants from understanding the personal growth and team dynamics that take place during the event. Orienteering participation allows individuals to find their own place in a group, as well as feel like he or she is a valuable contributor to the group in a non-invasive, fun and creative environment. Including a professional counselor to debrief the group refocuses each individual on the aspects of the event that will lead to productive professional and personal development. While each debriefing is unique to each group, the following issues typically emerge:

- Effective leadership qualities and techniques
- Creative problem solving
- Dysfunctional personality and work patterns
- Self awareness of individual roles within a working unit
- The importance of each individual within a team
- Awareness of the benefits of teamwork
- Verbal and non-verbal communication skills
- Work ethic

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SAMPLE ORIENTEERING PACKET

SKILLS

Each skill station will be taught by a professional guide/facilitator and will be accompanied by a handout. There will be at least one member of each team in each skill station. Each team member will learn one skill (or a combination of two) and will be required to hand in their skill station packets at the end of the skill learning period.

Teammates will possess the following skills:

Flora: These teammates will know the plants that are included in their clue sheet and required for the photos.

Map Reading: These teammates will have the course map and understand how to use it.

Compass Use: These teammates will have a compass and understand how to use it.

Area Landmarks: These teammates will know the location of, and be able to identify, area landmarks such as mountain ranges.

Arizona History: These teammates will know facts about Arizona, the Sonoran Desert and the Valley of the Sun to help answer quiz questions.

Team Photographer: These teammates will have the duty of taking pictures of the team during the event at control points with the Polaroid camera provided.

Team Manager: None of your teammates have any idea what is going on, so it is the Team Managers job to explain the game concept, collaborate their individual skills, define roles and create a cohesive unit working to efficiently complete the game.

GPS Coordinator Technology: These teammates will learn how to utilize new navigational Global Positioning System (GPS) technology to pinpoint their team's position and find control points.

Team Challenge Coordinator (optional): These teammates will understand the key elements that make or break the team's success in the challenges that they will encounter.

**SEE SAMPLE CLUE, SAMPLE SCORING STRUCTURE and SAMPLE SKILL PACKET
BELOW...**

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SAMPLE CLUE

Each team will receive a clue sheet with 7 – 12 clues directing them to the accompanying control points. Please read below for a sample of a clue and an outline of how to solve a clue (following page).

SAMPLE CLUE:

C8 - The main enemy of the **Saguaro Cactus** is cold weather. When the temperature dips below freezing, the water in its body cells will freeze. The resulting expansion breaks the cell walls and kills the frozen tissue. This is one of the reasons the Saguaro grows only here in the Sonoran Desert, which has the warmest winter nights of all the American deserts. The Gila Woodpecker creates the round holes visible in the trunk of the Saguaro. They create these not in search of food, but in order to provide a nest cavity. The nests have a somewhat transient population as the Gila Woodpecker uses the cavity for a single season, thereafter, many other desert birds and animals move in and use these high-rise “condominiums” with a view! The holes are prized for their climate controlled interiors. During the hot summer the water inside the cactus evaporates, cooling the nest cavity. On cold winter nights, the heat stored in the trunk of the cactus from the daytime sun keeps the cavity warm. Find a **Barrel Cactus** with a **Brittlebush** growing next to its base. From the Barrel Cactus take a **Southeast** facing photo including **Weavers Needle** (3000 ft. rock spire) to the left of the giant **Saguaro** in the foreground. Make sure you include your entire team and remember creativity counts!

Picture GPS Location:

33.0833 degrees N Latitude and 111 .575 degrees W Longitude

Quiz Question:

Q: What mountain range boasts the highest concentration of Black Bear in the U.S.?

A: _____

SOLVING THE CLUES: The Team Manager should coordinate each step.

1. The C8 at the beginning of the paragraph refers to both a location on your map and a set of directions on your Course Clue Sheet.
2. First, have your map person find and navigate your team to the general area marked C8 on their course map. It is sometimes helpful for your compass person and map person to work together to determine the direction you must travel to get from your present location to your desired location.
3. Once you have arrived in the general area, have your plant person describe to your team what a Saguaro, Barrel Cactus and Brittlebush look like so that your team can look for one of them with an orange marker affixed to it. **NOTE:** Teams competing with the optional GPS will not have orange markers. It will be up to the Navigational Technology skill person to pinpoint the exact location from which the picture should be taken. The Global Positioning units are extremely accurate!
4. Once you have found the correct Saguaro, Barrel Cactus and Brittlebush, have your Area Landmarks person point out Weavers Needle.
5. Have your compass person take a directional heading to make sure the picture will face Southeast.
6. Instruct your facilitator/guide to stand in a location facing SE where both the Barrel Cactus and Brittlebush will be included in your picture. Next, align the facilitator so that Weaver's Needle is visible to the left of the Saguaro.
7. Position your entire team so that they will be included in the picture along with the elements requested.
8. Have your team decide what they should do to win Creativity Points from the judges.
9. Take the picture.
10. Interrogate your teammates and/or look around you to find the answer to the quiz question indicated by the Q:
11. Plan your next move!

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SAMPLE SCORING

Teams will receive points based on the following:

Correct picture directional orientation – 10 points per correct picture

This score is based on facing the pictures in the correct direction requested on your clue sheet.

Correct picture elements – 10 points per correct picture elements

This score is based on including the correct elements in each picture as requested on your clue sheet. For example: the Saguaro cactus.

Creativity in pictures - 200 points (awarded only to the most creative team)

At each control point, your clue sheet gives some anecdotal information that should help spawn some creative ideas. Capture the whole group in the picture and incorporate a creative element in the picture.

Order of Finish – 150 points

The first team to finish on your course gets 150 points, second 130 points, third 110 points, etc...

(The point system for order of finish may change based on the number of teams)

Quiz Answers – 75 possible points

Each correct answer to the Quiz is worth 5 points for a maximum of 75. The quiz questions are based on information found in the skill station packets, on your clue sheet and along the course.

Team Challenges - 50 points per successfully completed challenge (if applicable)

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SAMPLE SKILL PACKET

Now that you have been separated into teams, it is time for each team member to learn a different skill. Each team will need a variety of skills in order to successfully compete in today's game. Your skill is indicated below and you will be responsible for learning the following information.

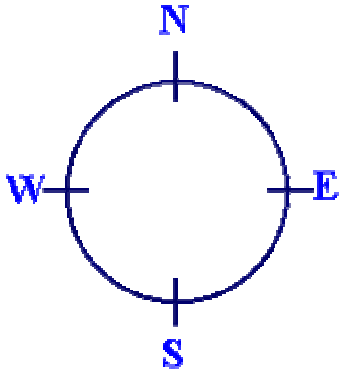
COMPASS USE

Your skill as the compass expert will be essential to your team's ability to competitively participate in this teambuilding event. At the conclusion of the skill-learning period, please ensure that you each have a good understanding of how to efficiently use a compass for navigation and directional identification. You have been supplied with a compass. This is your team's compass, which will be used for the duration of the event. After the skill-learning period, you will be asked to return this packet. Make sure you understand compass use before you return the packet!

BE SURE YOU KEEP THE COMPASS AT THE END OF THE SESSION

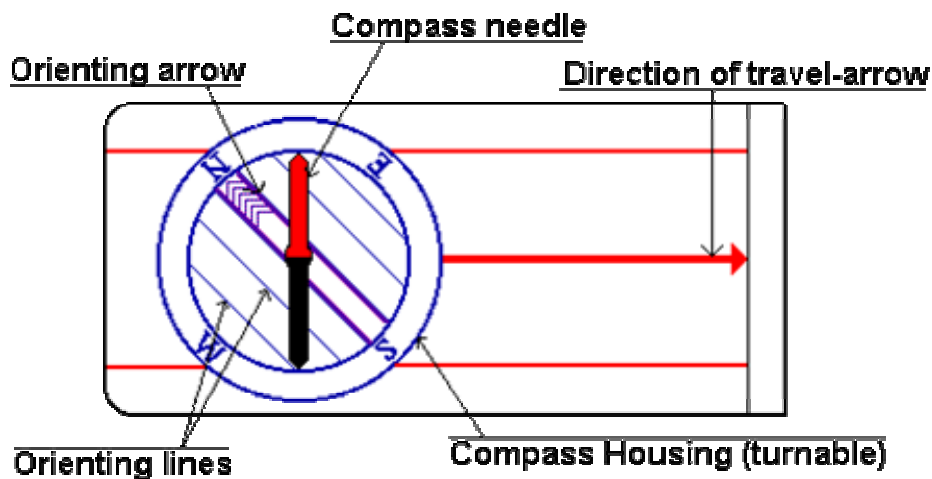
How to use a compass:

The history of the compass dates back to the time before Christ. The invention of the compass was based on the realization that when a Lodestone was floated on a piece of wood in water, it always turned and pointed in the same constant direction. Because your compass still works on this same principle, it **MUST ALWAYS BE HELD LEVEL IN ORDER TO WORK PROPERLY!**

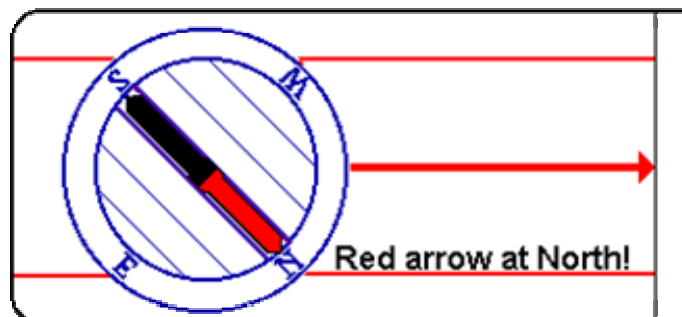


The directions are the first things you need to learn. **North, South, East and West.** Look at the figure below and be familiar with how to read each direction. North is the most important.

There are several kinds of compasses. The diagram below will familiarize you with the type of compass you will be using today.



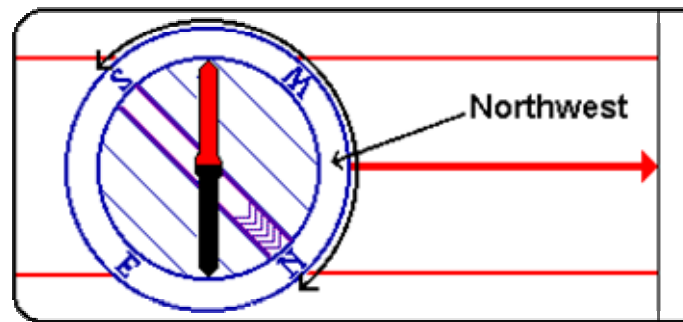
Note the red and black arrow – referred to as the *compass needle*. **The red part of the needle is always pointing towards the earth's magnetic north pole.** So, if you line up the red arrow with the N on your compass you will always be able to determine what direction North is. That's basically what you need to know. It's as simple as that and you can usually figure out all the other directions based on this reading.



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Now how do you use the compass if you want to go a different direction? Notice the turnable part on your compass – it's called the *Compass housing*. On the edge of the compass housing, you will have a scale - from 0 to 360 or from 0 to 400. Those are the degrees or the *azimuth* (or you may also call it the bearing in some contexts). You should also have the letters N, S, E and W for North, South, East and West printed on the compass housing. If you want to describe a direction between two of these, you would combine them. For the descriptive terminology for a direction between North and West, you simply say: "I would like to go northwest."



Let's use that as an example: You want to go northwest. First, you find out where on the compass housing northwest is. Then you turn the compass housing so that northwest on the housing lines up exactly where the large *direction of travel*-arrow meets the housing. Hold the compass in your hand. Make sure you hold it quite level, so that the compass needle can turn.



Now, time to **be careful!** It is *extremely* important that the red, north part of the compass needle, points at north in the compass housing. If south points at north, you would walk off in the exact opposite direction of what you want! And it's a very common mistake among beginners. So always take a second look to make sure you did it right!

A second problem might be local magnetic attractions. If you are carrying something made of metal, it can disturb the arrow. Even a staple in your map might cause a problem. Make sure there is nothing of the sort around. There is a possibility for magnetic attractions in the soil as well, such as in mining districts. These problems, known as "*magnetic deviation*", happen but very rarely.

When you are sure you've got it right, walk off in the direction that the travel-arrow is pointing. To avoid getting off course, make sure to look at the compass quite frequently, say every hundred meters. Once you have the direction, aim at some point in the distance and use it as a guideline while you take your picture or move to your next control point.

There is something you should look for to avoid going in the opposite direction: the Sun. At noon, the sun is roughly South (or in the north on the southern hemisphere). If you are heading north and have the sun in your face, it should ring a bell.

If you are taking a long hike in unfamiliar terrain, you should always carry a good map that covers the terrain, especially if you are leaving the course. It is in this interaction between the map and a compass that the compass becomes really valuable. For this event, there will be another teammate learning map-reading skills. You will meet them soon!

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