

Four Weeks in May & T.E.A.M.W.O.R.K.

*This is a 15 page highlight of
the "Four Weeks In May" &
"T.E.A.M.W.O.R.K." Workbook.
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Introduction

Welcome to the training package for Four Weeks in May & T.E.A.M.W.O.R.K. This program comes in two separate DVDs – and provides an in-depth and thorough training experience that is packed with flexibility to meet your specific training needs.

This training package profiles The Rahal/Letterman Racing team as it strives to win the Indianapolis 500 race, one of the most challenging automobile races in the world. The Rahal/Letterman Racing team was formed in 1995 when television personality, David Letterman, teamed up with Bobby Rahal to create a team to compete in the Indianapolis 500. Bobby Rahal, the Hall of Fame racing legend and winner of the Indianapolis 500, leads the team. This program is divided into two DVDs (or VHS tapes). These two videos show how this remarkable team works.

DVD 1: Four Weeks In May.

This introductory DVD tells the story of Danica Patrick and the Rahal/Letterman Racing team's efforts at the Indianapolis 500. Built into this fun and entertaining program are a number of training points, any combination of which, can be adapted to your organizational needs. (You can see a full listing of these training points on Pages 8 and 9.) The versatility of this training program is what makes it so valuable to your training goals. This program is:

- A motivational program
- A team-training program
- A program that helps every employee understand the importance of taking a longer term perspective
- A risk and reward program
- A leadership training program
- A fun program to watch

DVD 2: T.E.A.M.W.O.R.K.

Success in the racing world doesn't happen without teamwork. Moreover, it doesn't happen without a trained, motivated, and excellent team. When you look at Danica Patrick, do you think she needs a team to get her to the front of the pack? Absolutely! Danica Patrick burns up the track because all the members of her team work together to help her achieve her goal... winning races!

This DVD provides eight separate training modules. Each module is designed to provide insight into one aspect of team achievement.

The eight modules cover the following topics:

- Training
- Excellence
- Attitude
- Motivation
- Winning
- Organization
- Risk & Reward
- Kinship

Each of the eight modules adds extraordinary flexibility to the training experience. The modules can be used as part of a comprehensive training experience or as part of ongoing training refreshers. Need to help explain a tough decision or new organizational challenge? Use the Risk & Reward module. Want to motivate your team? Use Winning or Motivation. Need to build unity? Use the Kinship module.

This DVD also includes a module where you meet the individual team members and gain some insights into how they work together. These are extremely valuable insights for any team, in any department, in any organization.

ABOUT THE LEADER'S GUIDE/WORKBOOK:

There is a three-part learning structure for this video and workbook:

- Learn the key concepts presented in the two DVDs
- Review and discuss them in a group
- Apply the concepts to your own organization

ACTION AGENDA: The video presents a fascinating exploration of teamwork, competition, leadership, and motivation. Each element can be used to meet specific management purposes.

DISCUSSION: We have provided discussion questions as well as observations for debate to help participants reflect on the core lessons.

APPLICATION: Application exercises are included to allow participants to develop strategies for putting key lessons from the program to work in their own organization.

The two DVDs in this training package contain many lessons. Trainers and educators will find many relevant teaching points in the eight **T.E.A.M.W.O.R.K.** modules as well as in the program **Four Weeks in May**. These learning elements will bring to life key training objectives and provide a springboard for discussion and in-house exercises. The program will also motivate managers and leaders who are looking to encourage excellence and provide leadership and incentive to their employees.

Using The Programs In Your Training Session

In Advance of the Training Session:

Watch the programs! The two DVD set in this training package is packed with information. You should view the programs in advance. This will help you structure your training session and allow you to choose the messages that are most appropriate for your immediate training needs.

The Training Session:

Pre-Screening Preparation. Welcome people to the training session and give them an overview of the program. You may want to address the concepts presented in this program in the context of your own organizational goals.

Screening. Show *Four Weeks in May* to your audience.

Post Screening Discussion. Use the themes from the program as a catalyst for discussion, including:

- Control the chaos by taking ownership of your job
- Develop clear, consistent plans to fix any problems and to achieve all set goals
- Listen, communicate, and engage your team to help resolve the problems
- Be positive and flexible. Support your team as they implement solutions.

Follow Up Session:

Use any one or a combination of the eight individual training modules to reinforce the specific learning elements that you would like to emphasize to your team.

DVD 1: Four Weeks In May

Four Weeks in May provides a unique look at the Rahal/Letterman Racing team. You will see how this team works together before, during, and after the Indianapolis 500 race. Built into the program are lessons that can be used to motivate and train everyone in your organization.

As the program unfolds, you see how Bobby Rahal leads the team. You also see how Danica Patrick interacts with her teammates and with Bobby. Finally, you learn about the importance of preparation and excellence from every aspect of the team.

As you watch the program, you will see how each person plays a critical role in the ultimate success of the entire team. From the pit crew to the coaches and the leader, you will see communication, training, and excellence in action. More importantly, you can take these ideas to implement your own blueprint for success.

Four Weeks In May – Key Learning Points

Four Weeks in May contains many direct and subtle lessons about teamwork, competition, and success. Here are some of the lessons contained in this program.

Leadership: Bobby Rahal's leadership style is a model for success. He is a coach and he knows how to support his team. He also knows how to manage risk and create a team of people who bring out the best in each other – a team who can work through adversity and stay focused on their goals.

Teamwork: This program is the ultimate lesson on teamwork. This team practices all the time; they strive constantly for higher degrees of speed and accuracy. Each member of the team is aware of the other members and they work together to ensure that everyone is working at their top performance level. Within the Rahal/Letterman Racing team there are a number of smaller teams that need to collaborate to ensure the overall success of the big team. The Pit Crew team is one example.

Practice and Training: You won't be successful in a competition like the Indy 500 unless you constantly train and practice. Danica has to practice her skill as a driver. The pit crew needs to train and rehearse their job so they can be the fastest and most accurate pit crew around. This lesson is absolutely relevant to any team in your organization.

Perspective: A big part of the competition at the Indianapolis 500 race is the effort to win "Pole." The "Pole" at the Indy 500 race shows the top race qualifiers. Winning "Pole" means the racer gets to start first at the Indy 500 race. When Danica was competing for Pole, she ended up in 4th place because she was too aggressive in her first turn. She was unhappy with her result, but after doing a practice run, she realized that she wasn't going to be able to substantially beat her prior record. Despite her personal disappointment, Bobby Rahal put her disappointment in perspective. He said, "4th place is pretty darn good. I won the Indy 500 from 4th place." It is always important to put your performance in perspective.

Perseverance: The Indy 500 is a long race. When Danica's car stalled, she went from a leading position to 16th place. However, by the end of the race she had moved up to a leading position again. It is a long race and Danica wasn't discouraged by a short-term setback. She focused on the long-term goal.

Four Weeks In May

Questions for Discussion

1. Danica states, "The Indy 500 is a long race." This perspective is important to her success. Think about your work. Do you have a similar long-term perspective on success? Do short-term setbacks discourage you? How can you change your perspective to focus on long-term success?
2. The pit crew team practices constantly to ensure that they can perform their job quickly and accurately. This constant training is critical to the team's success. Discuss ways you can use the crew as a model in your organization. List ways in which your team could train and improve productivity.

**The complete 45-page
workbook is included in
your rental or purchase...**

T.E.A.M.W.O.R.K. – Module 8: KINSHIP

Kinship is a close connection marked by a community of interests that binds the team together for maximum results. The Rahal/Letterman Racing team exudes this sense of family and kinship. They have created a commonality of purpose. To create this sense of commonality, you have to start with common goals. You also have to look at how each team member and team leader nurtures and supports the goals of the entire team.

You need to believe in the individual. Certainly the team is important, but you can't ignore each individual contribution.

As a leader, you need to show everyone that you have his or her best interest at heart. It's not just the dollars and cents. It is the subjective aspects of every relationship. Remember to treat every member of your team with respect and appreciation – and through that you will create an environment to achieve your goals.

KEY LESSONS

- Create a commonality of purpose
- Believe in the individual
- Support your team

KINSHIP - QUESTIONS FOR DISCUSSION

1. Successful teams create a unique sense of community and commonality of purpose. This aspect of kinship can be difficult to quantify. Think about your own colleagues. What will build a sense of kinship for you and your team? List some of these aspects below:

How can you reinforce these aspects? Are there teambuilding exercises you can use to reinforce collaboration and trust? Do you celebrate both individual and team success? Discuss ways you can build the level of kinship in your organization.

2. What words best describe your organization's philosophy? Think about the products or services your company offers, its culture and business philosophy, and then take out a sheet of paper and write a few individual words or a short phrase that best represents the essence of your company.

KINSHIP - QUESTIONS FOR LEADERS AND MANAGERS

1. Respect and empowerment are critical to building kinship within your organization. One way to empower your people is for the leader to establish the guideposts for the employees and allow them great freedom within those guideposts to achieve goals and serve the customers. What are the guideposts in your organization? Do you allow freedom within those guidelines? Is the answer is no, what can you do to allow this to happen?
2. The belief in the individual employee is an important part of creating an effective team. What can you do to foster this belief? How can you show your team you care? Use the space below to list additional ways to do this.

T.E.A.M.W.O.R.K.

Exercise 1: Engaging Your Team and Implementing the Solution

For any team to succeed, you need to engage every member of your team to fix the problems and implement a solution. This exercise is designed to help you present your plan and involve your team in the solution.

STEP 1: Have the supervisor or manager present his or her plan in front of the group of his or her direct reports.

**The complete 45-page
workbook is included in
your rental or purchase...**

Biographies

Rupert Hitzig, *Producer and Director* has produced and/or directed several theatrical motion pictures, documentaries, reality TV series, corporate training films, situation comedies, entertainment specials, award shows, and even a giant game show in Paris, France. Now, with Bizazz Media, he is calling on his Hollywood contacts and his vast array of experience to produce innovative, effective training and image-making programs for the world of business.

About Bizazz Media

Bizazz Media is a new company with an experienced vision. The business training programs that they produce are engaging, informative, amusing, and never dull. The message is clear, and the delivery is entertaining.

The company has set a new media standard, going beyond traditional training programs to create... ENTER-TRAINMENT.