



*Transformative experiences
that unleash leaders' talents to create
success and enjoyment in companies and people*

Services



Index:

<i>INSPIRING STORIES</i>	3
<i>ADVENTURES TO GROW</i>	12
<i>LEARNING EXPERIENCES</i>	20
<i>EFFECTIVE TRANSFORMATION</i>	29
<i>INSIGHTS AND IDEAS</i>	43

INSPIRING STORIES

Inspiring stories

Our **inspiring stories** are an excellent background for a memorable journey of discovery and learning.

We look for the **most exciting and interesting stories, people and adventures, current or historical**, we take participants to places and times different from ours, we get excited, we discover ideas ...

Besides, our stories have a **didactic** purpose. With them, we acquire new perspectives and skills with which to enrich ourselves back to reality.

We can **adapt** our stories to different formats (workshop, conference ...), durations, sizes and types of audience, messages and content, medium (face-to-face / on-line), etc. **for each specific case** and we help **to transfer** conclusions to reality.



Leadership in critical situations - Shackleton expedition to the South Pole

How to lead companies and people when the environment is hostile and uncertain? In this lecture, we will remember the epic Shackleton's expedition to the South Pole from 1914 to 1917.

We will enjoy very beautiful historical **films and pictures** and the protagonists' diaries to understand how 27 men could survive all kinds of adversity.



Finally we will take some of these ideas to the current context, and we will look for practical **conclusions** applicable to our reality. For example, we can compare Shackleton's management of critical situations with other **modern crises**, such as that of the **coronavirus**, and look for keys to success and failure.

The most beautiful mountains – Ramón Portilla

Ramón Portilla is one of the **best mountaineers in the world**. He has **survived** more than 30 years of climbing, 16 of them on the TVE program "Al filo de lo imposible".

Luckily for us, we will be able to **shudder in awe** with one of his many adventures, through first-person narration, and **impressive audiovisual material** exclusive.

We will also find many points in common with the business **world**: setting and fighting for goals, teamwork, overcoming crises, leadership, planning, etc.



Rommel: Leadership, decisions, values and moral dilemmas

Erwin Rommel is very controversial and interesting but unknown historical character. Full of **lights and shadows**, it challenges a simplistic analysis and offers us many **learnings about leadership and values**, decision making, moral dilemmas, integrity, etc. both positive and negative.



Without engaging in sterile historical or ideological debates, we will review anecdotes, facts, and decisions on and off the battlefield, seeking **conclusions applicable to the leadership of people** in modern companies.

Volvo Ocean Race and management in VUCA environments



The **Volvo Ocean Race** is the main and most competitive sailing regatta. Across all oceans and for several months, they face subhuman conditions to demonstrate which is the fastest team around the world.

We will count on **Antonio Bolaños**, former Director of the Volvo Ocean Race, to reveal the secrets and learning that have allowed the **success and growth of this company in VUCA environments** (volatile, uncertain, complex, and ambiguous).

We will discover **amazing sailing stories**, connect them with other equivalents in the **management of the** Volvo Ocean Race company, and obtain ideas and best practices applicable in **our reality regarding the creation and management of high-performance teams and companies**.

Leadership in the Magallanes / Elcano expedition - Success or disaster?

What can we **learn from the greatest maritime epic in history and its leaders**? From the 265 sailors who left Spain 500 years ago, only **18 alive returned** in the Victoria ship, after three years of expedition, and almost 80,000 kilometers sailing the oceans.



We will discover historical material of great interest to **get to know the leaders** (Magellan and Elcano) and their relationship with other people. We will review their **strengths and weaknesses**, the critical moments, the behaviors and crucial decisions that made the difference between life and death, between glory and disaster.

Finally we will take these learnings to the current context, and we will look for **practical conclusions** applicable to the day to day.

Pirates of the Caribbean: learning even from the devil.

The 17th century pirates of the Caribbean are as **mythical as unknown**. Films convey a **distorted image**.



However, these pirates managed to **succeed for 200 years against the most powerful empires and armies** of the time. Regardless of moral judgments about their means and ends, how did they do it?

We will navigate between fiction and **historical reality**, towards a great treasure: the **keys to success of organizations and teams** (then and now) in hostile and competitive environments.

Fear - Understand and overcome your most primitive emotion

What is fear? Where does it come from and how does this powerful and crippling guest work? How does it dominate and limit us?

What does NOT work to control it and why can't you defeat it? What **behavioral, emotional, and rational strategies** DO work to deal with it?

Luis González will share his life journey with this emotion and the strategies he has used to

manage it in himself and in his children and clients. And most importantly, each of us will dare to shed light on the most blocking, dark and powerful emotion, **so that it becomes our servant, and not the other way around.**

1. Comprendiendo
 1. Mis miedos
 2. Origen
 3. ¿Problema?
 4. Comprendiendo
2. Estrategias
 1. Fallidas
 2. Conducta
 3. Emoción
 4. Mente
3. Conclusiones



Stupidity vs. intelligence - whose side are you on?

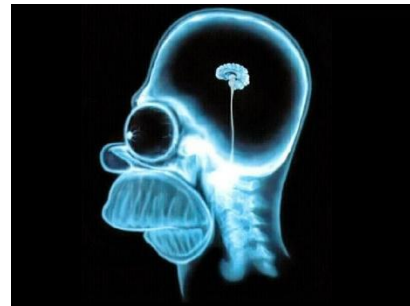
Human stupidity is a **phenomenon which is as widespread and harmful as misunderstood**, especially by those who suffer from it, whether individuals or organizations.

So we will try to **understand stupidity and how to react** before it. We will also understand what the **evolutionary purpose of the human mind is**, and how the little use we make of it. We will clarify the concept "**intelligence**" and other related concepts, and why intelligence is so

important for the success and performance of individuals and companies.

Regarding **organizations**, we will diagnose our degree of collective stupidity, and we will try to awaken a "nervous system" to allow the collectivity to acquire consciousness and intelligence and learn from its mistakes without repeating them.

The right of admission is reserved **only for intelligent people with sense of humor.**



Freedom - From theory to practice

Freedom is a **concept** that has always fascinated human beings, along time and across jobs and places. It is as difficult to acquire and maintain as to understand it.

The interest is not only intellectual, but eminently **practical**. Every day we make thousands of decisions, conscious or unconscious, banal or strategic, but all of them with an effect on our lives.



In this lecture we will investigate questions such as: What is freedom? Does it exist? How to **be freer**? How to relate to others and lead from freedom without failing in the attempt? How to integrate this fundamental value in our lives as individuals and in our companies?

Female leadership - A different vision

In this lecture we will discuss the keys to **developing the potential of female leadership**, beyond stereotypes and superstitions.



We will discern what is true and useful in female leadership, and the real and fictional **differences** between the sexes. We will debunk some **myths**, present some shocking facts, and move away from political correctness, searching the sciences for **explanations of complex realities**. Finally we will look for guidelines and keys to **lead and work successfully** among and with men.

All this from a scientific and humanistic point of view, away from machismo, radical feminism, and past and present topics that prevent a **constructive debate between people**, whatever their sex, so that we all have **the same opportunities**.

Your mind deceives you! Psychology of belief

We will discover how our cognitive, social, emotional biases... make our strongest beliefs may be wrong. This will allow us to answer questions such as:

- How does our own mind **deceive** us?
- How do advertisers, politicians, and people around us **take advantage** of them?
- How can **we avoid being manipulated**? How can we use them to our advantage?
- How do we **self-program for success or failure**?



We will try **in person** some curious experiments documented by psychology, and we will discover some shocking or fun scientific evidences. Finally, we will reflect on how we can harness the psychology of belief for **our professional and personal success**.

The Empire State - Why your goals don't work and how to achieve them?

The Empire State Building is one of the most iconic and well-known buildings, but it hides a **really surprising story** that we will discover together.

Through this storytelling, we will **break down some keys to having objectives that lead us to personal or organizational success, and vaccinate ourselves against the most common mistakes** that usually happen when we establish them.

Finally we will choose some **personal or professional objectives** and we will work them so that later they work for us.



What do I have to know about Coaching as an HR professional?

Many HR or training professionals have **doubts when introducing Coaching processes** in their organizations. Amid fads and commercial pressures, it is not clear what the added value of this methodology is, nor when and how to use it with **good judgment**.

In response to this need, we proposed an informative session in which the objective is not to learn to do coaching, but to **have the perspective and criteria** to be able to manage it, buy it and make the most of it in my organization.

Some of the contents are: What is and is not Coaching? Coaching vs. other development methodologies, Buying well Coaching, Some applications



Generational diversity. Are we ready in companies?

In a journey through the generations that today coexist (and sometimes disagree) in companies, we will discuss the following points:

- The main differences that you did not know between the 5 generations
- Why is it wrong to treat them all in a homogeneous way?
- Opportunities and challenges posed by generational diversity for people management
- How to manage talent between different generations? Guidelines to make it an asset and not a problem in companies



Next, we will establish a dialogue between generations and individuals that will allow us to understand and work better.

Success case

Situation: Extended management committee (50 people) of a food multinational that wants to relaunch the company after the crisis.

Solution: Conference on Shackleton and leadership in crisis situations.

Result: High involvement, rich debate among managers and congratulations from the CEO.

Let's talk!

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ADVENTURES TO GROW

Adventures to grow

Our **adventures to grow** (not merely outdoor activities) use adventure, sports and activities as **experiences** that catalyze and create processes of reflection and **learning** for professional and personal development.

They are the backbone of a memorable day. They are exciting, suitable for all audiences, and they have a clear **learning purpose**. We experience the most interesting adventures and turn them into **learning** through a **structured process**.

ReviTalent experiential learning model



We can **adapt** our adventures and experiences to different formats, durations, sizes and types of audience, messages and content, combine them with other services, etc. **for each specific case** and we help **to transfer** the conclusions to the reality of our client.

Boxing workshop with Manel Berdonce – Boxing as a school for work and life

Boxing has always been a mythical sport, showing glory and drama, aggression and civilization, the best and worst of human beings, at the gym and in cinemas. The **ring is a metaphor for life** where the human being struggles, suffers, exceeds himself, thinks, strives, feels, learns ... and comes out stronger after surpassing himself.



In this risk-free activity, **for all audiences** and levels, during one afternoon we will have the privilege of **training the noble art of boxing** with Manel Berdonce, one of the best Spanish boxers and trainers. Not only physically but in his mental, strategic and emotional aspects.

Aside from physical training, with the help of the coach Luis González we will link each exercise with takeaways that can help us when we leave the ring. We will talk about self-improvement, fear management, resilience, people development, success and failure, motivation, etc.

The Rescue - An Introduction to Climbing for Office Mountaineers

The **difficulty** in working as a team or getting better is not about a rational model, but about **deeper beliefs and emotions**, which only come to light in **situations perceived as extreme** (even if they are objectively safe).

Therefore, to work on these important and difficult aspects, we will put participants in an environment as beautiful as challenging, allowing them to bring out the best and worst in themselves and learn from it.



In this activity, a mountaineer allegedly had an accident while climbing. He remains hanging several meters high, unconscious. Fortunately, another group of mountaineers (the participants) have seen the situation. They will have to put into play their technical and professional, individual and team skills in order **to rescue and get him off the wall**.



Magallanes- El Cano / Management teams sailing for success

In companies, there often are **teams of excellent individual managers who do not manage to develop their collective potential**, they are not a cohesive and high-performance crew.

Sailing is an activity that is as exciting as educational, for it perfectly reflects the way teams and people work. **The sea and the ship are teachers who do not need words**. Participants will learn to perform basic maneuvers on board, they will have to coordinate, communicate, work as a team, lead, organize, plan, set strategies, manage risks and unforeseen events, etc.

In this context, accompanied by a coach, we will develop **fundamental skills and behaviors** to reach our destination, whether at sea, in companies or in life.

In addition, we will have as a background the epic of Magellan and Elcano, so rich in adventures and **keys to success and failure to lead people and organizations**, valid both 500 years ago and now.



Journey to Ithaca ~ Sailboat coaching to recover your way

Many **people** today have concerns about their work or their lives, or have lost the **illusion they once had**. Others dream of starting a project or improving the current one, they feel a **will to change** that they cannot always **carry out**, or they simply never find **time for themselves** in the rush and stress of their day to day.

It is the moment for a unique trip: we will **sail** the Mediterranean sea, we will discover the most **beautiful** corners of the coast, we will learn to maneuver our boats, we will work as a team, we will overcome unforeseen events...

As a context, we will use the Odyssey of the Greek hero **Ulysses**. This myth is, in addition to an adventure story, a metaphor for the **vital journey of the human being**. It will guide us in a group or individual Coaching process to facilitate our reflection and our own decisions.



We will also have **time** (the scarcest resource today) to rest, read, swim, think, speak, and **relax** in a unique natural environment. Take the break you deserve!

Corporate rugby – Values and teams

We believe that **any organization can be like a rugby team**. Each member of the team is different, thinks differently and develops a specific activity, but ... Do you really know **how to work as a team**? Is each individual at the service of the team?



Guided by **Jaime Nava** (captain of the Spanish rugby team) we will play a version of rugby "for all audiences", without contact but with the emotion and values of rugby. Later we will reflect on the learnings that we can take back to the company.

In addition, we can carry out the "haka" activity. It is a traditional dance from the Pacific Islands popularized by the New Zealand team. After a short motivating presentation talk, attendees will have the opportunity to meet and work with the best "Haka master" in Spain, with whom they will be able to develop this activity and carry out a real Haka.

The star path to Santiago - Group coaching

We will leave from Sarria and we will walk the last **5 stages of the Camino de Santiago**, plus one day to visit the city. We will discover perhaps the nicest stretch of the road due to **vegetation, landscape, people, food...** The group will share very special experiences and memories forever.



The way of the star is, in addition to an adventure story, a metaphor for the **vital journey of the human being** in this complex world. Normally those who walk it discover new facets of themselves and acquire a **new perspective** on their life.

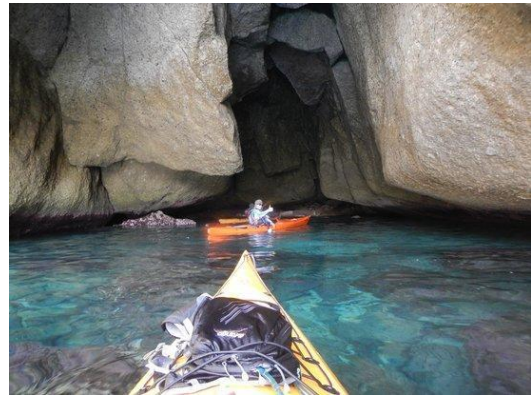
The way and the conversation will be intertwined with an **intensive Coaching process**. This way we will get clarity, energy and action. Group / individual coaching sessions will be held mainly in the morning. Each **participant will choose what and how much to work on**, whether they are personal or professional issues, and they will have at their disposal an expert **coach** to catalyze and help them make their transformation a reality.

Jason and the Argonauts - Greek myths, kayaks and sea caves

Work teams are often so focused on daily activity and **stressed** that they are not able to develop personal and emotional ties that are necessary for good performance and collective welfare. Therefore, from time to time, it is necessary to live adventures together that allow us to **return, individually and collectively reinforced**, to our reality.

We will use the story of **Jason and the Argonauts** as a context. This myth is, in addition to an adventure story, a metaphor for **success through teamwork and self-improvement**.

We will discover some spectacular places in one of the last virgin areas of the Mediterranean, in Portús, **Cartagena**. We will learn to **sail in a sea kayak**, we will discover **sea caves**, we will climb mountains and we will **rappel** or zipline them down, we will learn **orientation** and survival techniques... a true adventure worthy of Jason.



The flight of Alvar Nuñez Cabeza de Vaca - Orientation and survival

One of the most impressive and unknown historical episodes is the epic of **Alvar Nuñez Cabeza de Vaca**. He was the first European who traveled the entire southern part of the current United States for 9 years, not out of a desire for glory or wealth, but trying to save his life amid enormous dangers and suffering.

This is, in addition to an adventure story, a metaphor for the seemingly insurmountable difficulties we encounter in our daily lives. It will serve as a context for an **outdoor orientation and survival activity** for companies and professionals, but suitable for all audiences.

We will be "abandoned" in the midst of unpopulated nature, with very limited resources, and we will have to learn survival techniques from the experts and **find our way back** to civilization.

The participants will develop **teamwork, leadership, adaptability, tenacity, problem solving, initiative, decision making, motivation**, etc.



Blind football - Feeling the team

The predominant human sense is sight. It allows us to anticipate risks and opportunities, get an idea of the world, feel independent and in control ... but what happens when we are **deprived of sight**, even temporarily? What if we also have to **achieve a sporting challenge as a team**? We talk about playing a **soccer game blindly**.

How do we react in this stressful situation? What are our insecurities and fears? What resources, strategies, individual and collective work processes do we develop to make up for this lack? How does a team evolve and help each other to achieve what seemed impossible? How does the goalkeeper (the only one who can see) lead and communicate?



Teams will have to maximize their individual and collective skills to overcome this limitation, and **in the process they will discover in themselves a hitherto invisible potential**.

Coaching with horses - Leading the herd

The horse is a magnificent mirror that **reflects things that we don't normally see and helps us improve**. It is totally sincere and, without words, he transmits powerful messages to us if we are able to listen to them.

Although horses has long been used for therapeutic purposes with excellent results, in our case we will apply it to coaching for companies and professionals.

It is not about riding; in fact, no previous experience or fitness is required. The challenge is mental and emotional.

Hand in hand with the best specialists, we will experience situations in which we will have to **relate to and influence horses and other people**. Without being able to resort to awards or punishments, without hierarchy, without human language. With intelligence and emotions understandable at a much more ancient level: that of social animals that live in organized herds.



The Siege of Troy - Building success

We will use the history of the Trojan horse as a context. It was a huge wooden horse shaped contraption used by the Greeks as a strategy to enter the fortified city of Troy.

This myth is, in addition to an adventure story, a metaphor for **success through teamwork and ingenuity, despite the difficulties**.

The participants, divided into several cities of the Greek coalition, will have to carry out a series of activities that culminate in the **construction of "war chariots" to transport supplies and a Trojan horse**.

To achieve this, they will have to establish strategies and plans, manage and share resources, work in their team and with other teams, divide tasks, lead and follow, improvise, take care of their own and others' safety, etc.



Outdoor training and custom expeditions

Although we have more than 200 designed activities, many times **clients asks us to design a custom one, adapted to their circumstances.**

For example, sometimes there is a corporate message to convey, an ability to develop, a specific problem of the participants to solve, a large group, people from different countries or with particular characteristics, need to fit within a larger event or program, large or tight budgets, etc.



That's where a mere playful activity is not enough, where we prove to be **consultants in experiential learning, and we make a tailored suit.** We have the best resources and technical and didactic experts to design a customized, unforgettable project focused on the real needs of the company and people.

Success case

Situation: Expanded steering committee (40 people) of a multinational that wants to define and involve managers in new values and strategy and to work as a team, instead of operating with a "silos" mentality.

Solution: After a project of collective definition of strategy and values, a day of introduction to team climbing.

Result: A memorable day in which you could experience first-hand both the desired values and the difficulty of putting them into practice working as a team, and the keys to achieving it.

Let's talk!

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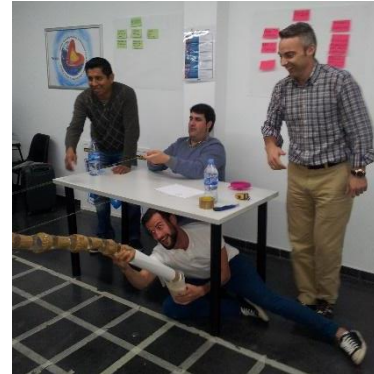
LEARNING EXPERIENCES

Learning experiences

Our **learning experiences** (and not mere indoor activities) use **games and activities** as experiences that catalyze and create **reflection and learning** processes for professional and personal development.

They are an excellent resource for a memorable day. They are exciting, suitable for all audiences, and they have a clear **didactic purpose**.

We seek out the most exciting and exciting experiences and adventures, and turn them into **learning** for your reality through a **structured process**.



*Modelo de aprendizaje experiencial
ReviTalent*



We can **adapt** our adventures and experiences to different formats, durations, sizes and types of audience, messages and content, combine them with other services, etc. **for each specific case** and we help **to transfer** the conclusions to the reality of our client.

Pirates of the Caribbean - Role playing game for bold crews

17th century pirates of the Caribbean are **as mythical as unknown**. Films convey a **distorted image**. However, these pirates managed to **succeed for 200 years against the most powerful empires and armies** of the time. How did they do it?



In this **role-playing game**, **complementary to the workshop** on the same theme, we will play as some of the most famous pirates of the Caribbean in the 17th century. We will have to demonstrate **timeless skills**, such as searching for information, teamwork, strategizing, making decisions, collaborating or competing, managing limited resources, dealing with storms, and perhaps, if the devil smiles at us, gaining fame and **wealth**.

We will navigate between the game and **historical reality**, towards a great treasure: the **keys to success of organizations and teams** (then and now) in hostile and competitive environments.

Apollo's Rhythm - Team percussion



The **drum** is one of the oldest man-made instruments and has served since time immemorial as a **tool for communication, connection** with nature and release of tension.

In classical Greece, **Apollo was the god of music**, beauty, perfection, poetry, harmony, balance, and reason. We will use its legend as introductory storytelling

for the activity.

Playing the drums as a group in a circle, like our ancestors, we'll live experiences of connection, expression, motivation, participation and mutual listening, generating extraordinary results. **No prior musical knowledge is required** as the process unfolds step by step.

With the help of **Germán Bertolotto, percussion expert and coach**, they progress from cacophony and lack of coordination to creating a harmonious and energetic rhythm, in a fun, deep and meaningful experience. This evolution and the emotional and sensorial memory of the activity are then easily transferred to the team dynamics and relationships.

Vulcan's power – Forging knives and professionals

Vulcan, according to the Romans, was the **god of fire, volcanoes, forging and metallurgy**. Moving from mythology to history, the mastery of fire and the forging of metals have been key to the development of civilizations, and it is something so common that **we have forgotten its importance and difficulty**.



Guided by an **expert metallurgical craftsman**, we will learn the different tasks and arts that were formerly required to make something apparently as simple as a knife.

We will have to quickly learn **new skills, make an effort and work hard** with heat, hammer and anvil, understand how metal behaves, plan work, collaborate with colleagues, manage our tasks within a limited time ... and if Vulcan is with us , **make our own knife**.

Management Laboratory - Strategic and company vision

How to give current or potential managers a **direct experience of success or failure managing companies**, in a game and learning environment, so they can learn from it? How to get them to understand the **complexity and interrelation** of the different parts of the company and acquire a **global and strategic vision**, beyond the usual silos mentality?

The solution is the "management laboratory", a program in which participants (12 to 16) divided into **groups** must manage several organizations that start with the same resources and **compete and interact** each other for eight virtual quarters in a **controlled environment**, where **there is no luck** and the **only cause** of the results are the decisions, skills and behaviors of the participants

The development of the program uses a **virtual board** that simulates each organization, in which all its areas are represented, with its tangible and intangible assets and liabilities.



By managing their own business, participants realize the **impact of their actions** on the bottom line; they identify the repercussions of the decisions in the different areas: people, processes, clients and finances; they acquire strategic vision and develop their managerial skills.

Lego serious learning – Building the future

Lego is a game that **opens the minds of adults** and bring us back to childhood. It awakens our creativity and allows us to generate a **metaphorical world** in which to project our ideas.

But beyond having a good time, a **careful design and exploitation of the activity** (not just playing to build without a purpose) allows us to **work on absolutely serious and relevant topics** for the participants and your company.



We can generate customized **scenarios and challenges** to work a thousand situations; for example, the diagnosis and definition of the company's strategy, the current situation vs. desired by a team, the tension between a project and continuous activities, conflicts between departments, non-hierarchical leadership, teamwork, etc.

Monster Chef – Team cooking (on-site / on-line)

Sharing the process of making and enjoying of food is arguably one of the **oldest and most universal social rites** in any human society.

It is time to strengthen ties, to share the best we have, to get closer, to communicate, to create, to work together (on-site or on-line) for a common good, to belong and contribute to **something greater than oneself**, to learn something new and different, and enjoy all of it.



With the help of an **expert chef in a cooking school we will** learn to make some surprising and tasty dishes.

To give it a little salt and pepper, we will **compete in teams** to prepare our best dishes. Finally, the judges will decide who are the "Monster Chefs" of the day.

In addition, we will reflect on the work process, mistakes and successes, and learn some of the timeless keys that **successful teams** demonstrate. Taste an enriching experience!

The perfume (on-site / on-line) – fragrances around the world



The sense of **smell** is the most powerful and, sometimes, also the most forgotten one; but with adequate stimulation we can discover the immense power of aromas over emotions.

Discover its magic, relive moments, dare to dream and **TRAVEL**. Yes, TRAVEL! Surely with so many

restrictions, travelling is something you miss, right?

We propose an **olfactory trip through Japan, New York, Italy, Paris and Marrakech**. Five destinations where you will travel through smell, finding, hopefully, your ideal fragrance.

Guided by an **expert perfume master** of one of the most exclusive brands, we will learn to **enjoy, in in-site or from home, all the nuances of luxury perfumes**. We will also discover the tradition, culture and science that is behind a drop of essence.

And the best part is that you don't need to prepare luggage!

Bacchus' elixir - Wine / beer tasting

We will use Bacchus legend as an introduction to the activity. Guided by an expert in wine or beer we will **learn to savor, differentiate, describe and consciously appreciate** Bacchus' elixirs.



Apart from the recreational and relational aspect the activity can be used to introduce performance evaluation and management, the selection of people, learn the importance of language, description, separation of personal biases, etc.

This activity can be the backbone of a workshop, or a fantastic complement or introduction to a team building or convention.

Board games: Werewolf, creative dice, collective chess, etc.

Board games have always been a very popular form of collective entertainment. What if we take advantage of them to **learn skills that are also applicable at work?**

Whether as a dynamic element or as a practice of a series of skills within a longer day, a small game often makes the difference in impact and emotional anchorage in the participants.

For example we propose creative dice, werewolf, collective chess, etc., but many others could be adapted.



With them we can develop teamwork, thinking skills, creativity, lateral thinking, non-verbal language, argumentation, influence strategies, etc.

Dinner & interview with an expert

We will share food and conversation with a front-line expert on the topic you want to work on, but instead of teaching things to participants, they will have the opportunity to ask and **learn** from the guest.



Previously we will have **defined with the company** the subject and profile of the expert, and we will look for the right **person**, both for knowledge, trajectory, and communication capacity.

Performing Arts: Company Theatre / Movie Scenes / News/ Storytelling

Life can be understood as a succession of scenarios in which we are playing roles, consciously chosen or not, and interacting with other actors, without knowing the script that awaits us.

In fact, **the performing arts** in all cultures have always had a dual purpose: to thrill and **entertain** but also to convey ideas **important** to life.



- Enterprise theatre activity: It consists of making a play, **actores** scene or improvisation through the theater and semi-professional actors in which **participants can interact** to modify the end of the play.
- Movie Scene Activity/ Movie Forum: Selected movie scenes are used **to show skills**, behaviors and situations you want to work with. One variant is the **cinema forum**.
- "TV News" activity: Participants have to prepare a **newsroom**. They have a very tight time to prepare and record a live news program, starting from the **latest news about a serious pandemic** that is spreading around the world.
- Activities with / for storytelling: **Storytelling** is possibly the oldest and most powerful element of impact and collective **communication**. That's why we use it to open or close sessions, to convey powerful ideas, to capture attention, as a common thread of a session, etc. **We** also train in the art and science behind this resource to communicators, leaders, vendors and in general anyone who has something important to tell.

Immersive virtual reality - Team missions

We've come a long way since the early games. From a few dots and stripes on a screen, to a **virtual reality in 3d, completely immersive and realistic**.

In these immersive **virtual reality** games you have to work as a team to survive the zombie apocalypse, fulfill missions on spaceships, explore fantastic worlds in which the laws of physics are different, etc.

In addition to being a **shocking and memorable experience**, we can use the latest and greatest technology to generate situations on which to reflect and learn.



Wire games / The gamblers / Power Trivial (in-site / on-line) - team competitions for autonomous learning



These activities have their origins in a successful **didactic innovation** developed in the URJC, but it really is a structure that can be used for various **contents**.

It uses a **team competition format** based on the novels and dystopian films of "**Hunger Games**". This adds an epic context and a cultural reference especially for new generations. Other versions use the context of clandestine **Poker in Chicago** in the 30s, or a custom-made version of **Trivial Pursuit**. They can be played in-site or on-line.

With the excuse of this competition, what you really get is:

- **Motivate** participants
- **Assimilate/remember the contents**
- Develop **teamwork and natural leadership**
- Adapt to the **pace and availability** of participants, whether face-to-face or online

In short, these are **original, powerful and effective** activities to get **participants involved in learning**.

Tailor-made activities and outdoor-to-indoor adaptations

Although we have more than 200 designed activities, **often the client asks us to design / adapt an activity to their circumstances.**



For example, there can be a corporate message to be conveyed, an ability to develop, a specific problem of the participants to solve, fit within a larger event or program, tight budgets, logistical constraints, inability to do outdoor activities, etc.

That's where we prove to be **consultants in experiential learning,** and we make a **tailor-made suit**, a didactic solution by and for the customer.

Success story

Situation: New team that start working together, being several of their members unknown to each other.

Solution: Team building "Monster Chef", preparing various dishes as a team in a cooking school.

Result: Mutual knowledge, reflection on the key attitudes of the team, generation of cohesion and feeling of belonging between individuals that moves to later work.

Let's talk!

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EFFECTIVE TRANSFORMATION

Conventional training or consulting is fine, but it is a poor substitute for the **real transformation** of people, teams and companies.



From ReviTalent **we challenge the traditional model of training and consulting.** Instead we focus on **transformation projects** to generate real and significant improvements in the people and **companies** we work with.

To do this, we propose comprehensive projects in which processes, contents, people, tools and methodologies combine with a clear purpose: **to transform the reality of the client** in three levels:

- Leaders and professionals (individual level)
- Synergistic teams (team level)
- Transforganization (organization level)

The Leaders' Path - Comprehensive and Structured Leadership Development


Leadership **training**, as we know it, simply **doesn't work**. Pupils don't consistently improve their behaviors in their reality. Leadership requires a comprehensive learning **process**..



The **leaders' path** is the unique and radical leadership and skills program with:

- **Guaranteed** success
- **Personal trainer**
- **Flat rate**

Work process:



1. **Medición 360°**, feedback, concienciación, **selección** de participantes, consenso sobre habilidades a trabajar y **KPIs**, preparación del programa



2. **Aprendizaje** y práctica
-Formación en habilidades
-Mentoring grupal / individual
-Materiales didácticos



3. **Entrenamiento** y apoyo
-Ejercicios y prácticas
-Planes de acción y proyectos
-Entrevistas de seguimiento y tutorías



4. Refuerzo, medición 360° post y revisión de **resultados**

The **result?** When we have been able to measure skills before and after the itinerary, the participants' environment recognizes an **average 12% improvement in their management skills**. In fact, we are so convinced and committed that we link a portion of our fees to success.

Integrated developer - In-company expert with efficient and flexible packs

The development of professionals in companies is quite ineffective (doubtful results and transfer) **and inefficient** (in cost and time of management) for customers and suppliers.

But... what if we turn **inefficiency into shared value**? Our proposal: **let's move from training to trans-forming** with an integrated development expert in your company:

- **Development expert** in and for your business
- **Relationship** of trust and mutual gain
- Focus on **real** application
- **Integration of development services** (training, coaching, mentoring, evaluation and HR consulting)
- Applicable in **ReviTalent's** comprehensive development programs or other **company-specific development plans**
- **Flexible and efficient pre-hired** packs, combining training with "extra" days
- Services and dates to **be agreed** with the customer
- Actual commitment: 20% of turnover linked to **results** or satisfaction
- Several packs according to the required dedication, with volume savings of up to 30%.



Resident mentoring/ coaching - focus on the real application

Coaching and mentoring are **high-impact** development methodologies regarding transfer to the workplace, but still have little **implementation** for various economic, psychological and organizational reasons.

That's why we propose **resident mentoring/coaching packs** in your company, with a **20% discount** vs. isolated sessions or processes. They include 10 full in-company days in which to schedule up to 5 sessions.

- ✓ Enjoy your own **coach/mentor**, expert in your organization and its leaders
- ✓ **Complement** your training programs and strengthen the **application** to the workplace
- ✓ Train leaders in their **day-to-day challenges** and address individual needs
- ✓ Packs of 10 full days (up to 50 sessions) with a **20% discount**. (Packs not cumulative to other offers or programs.)



Now your company can afford coaching or mentoring!

Human factor assessment (skills, personality, climate)

Individual talent

The **quality of managers** has a clear impact on business outcomes and the work environment. To **improve** it, you have to start by **measuring it**.

That's why we measure different aspects (personality, competencies and skills, etc.) using different **tools** such as the Behavioural Evidence Interview, multisource online measurement (180° / 360°, or assessment center.



360° leadership skills assessment

The 360° Assessment collects information on intangibles that are difficult to measure, asking the perception of those who have direct contact with the

assessed person, so that he can compare it with his own and **help in his personal and professional development.**

The report will analyze various leadership skills (24 according to the ReviTalent model, or the customer's competencies), as well as the influence of those skills on the management process and on the results perceived by their environment.



Las medias de las valoraciones ajenas para cada habilidad son las siguientes:

ETAPAS DEL PROCESO DE GESTIÓN			HABILIDADES DIRECTIVAS GENERICAS			
			AUTO-GESTIÓN	GESTIÓN DE OTROS	GESTIÓN DE LA TAREA	
1. COMPRENDER	1.1. Conseguir información	4,6	Presencia	Preguntas y escucha activa	Búsqueda y organización de la información	
	1.2. Entender la situación	4,5	4,6	4,4	3,4	
	2. DECIDIR Y PLANIFICAR	2.1. Fijar objetivos	4,3	Auto-consciencia y humildad	Empatía, comprensión y expresión	Comprensión del entorno
		2.2. Generar alternativas	4,6	3,9	3,8	3,3
		2.3. Decidir	4,3	Sentido e integridad	Orientación y motivación	Definición de objetivos
		2.4. Organizar	4,6	4,3	4,1	4,2
	3 REALIZAR	3.1. Adaptar	4,6	Enfoque en soluciones	Creatividad colectiva	Generación de alternativas
		3.2. Conseguir resultados	4,6	4	4,3	3,3
				Iniciativa y auto-confianza	Influencia y negociación	Valoración y elección
				3,4	4,5	3,9
			Auto-organización	Mando y delegación	Planificación y recursos	
			4,4	4,9	4	
			Equilibrio y gestión emocional	Trabajo en equipo y gestión de conflictos	Flexibilidad y adaptación al cambio	
			3,8	3,2	3,7	
			Auto-exigencia	Gestión del rendimiento	Estándares y resultados	
			4,2	4,5	3,5	

RESULTADOS		
Percibidos por su entorno	Éxito personal del evaluado	Éxito relacional del evaluado
Satisfacción de los empleados	4,4	4,6
	Clima	
		4,4

It allows to compare self-perception with perception (aggregated and anonymous) from each of the points of view of your environment (boss, collaborators, collateral, others).

	Auto	Media otros	Jefes	Colaterales	Externos	Colab.	Dispersión
Presencia							
Actual	5	4,6	5	4	5	4,1	0,47
Referencia	4	4,5	5	4,3	4	4,2	0,38
Auto-consciencia y humildad							
Actual	4	3,9	3	5	4	4,4	0,66
Referencia	4	3,4	3	3	4	3,8	0,47
Sentido e integridad							
Actual	5	4,3	5	4	3	4,4	0,74
Referencia	3	4	5	3	3	4,2	0,84
Enfoque en soluciones							
Actual	5	4	4	3	4	4,8	0,71
Referencia	3	3,4	3	2,2	5	3,8	0,95
Iniciativa y auto-confianza							
Actual	4	3,4	3	3	4	3,9	0,48

In addition, it focuses on best and worst valued skills, detailing current level behaviors and recommendations for improve it.

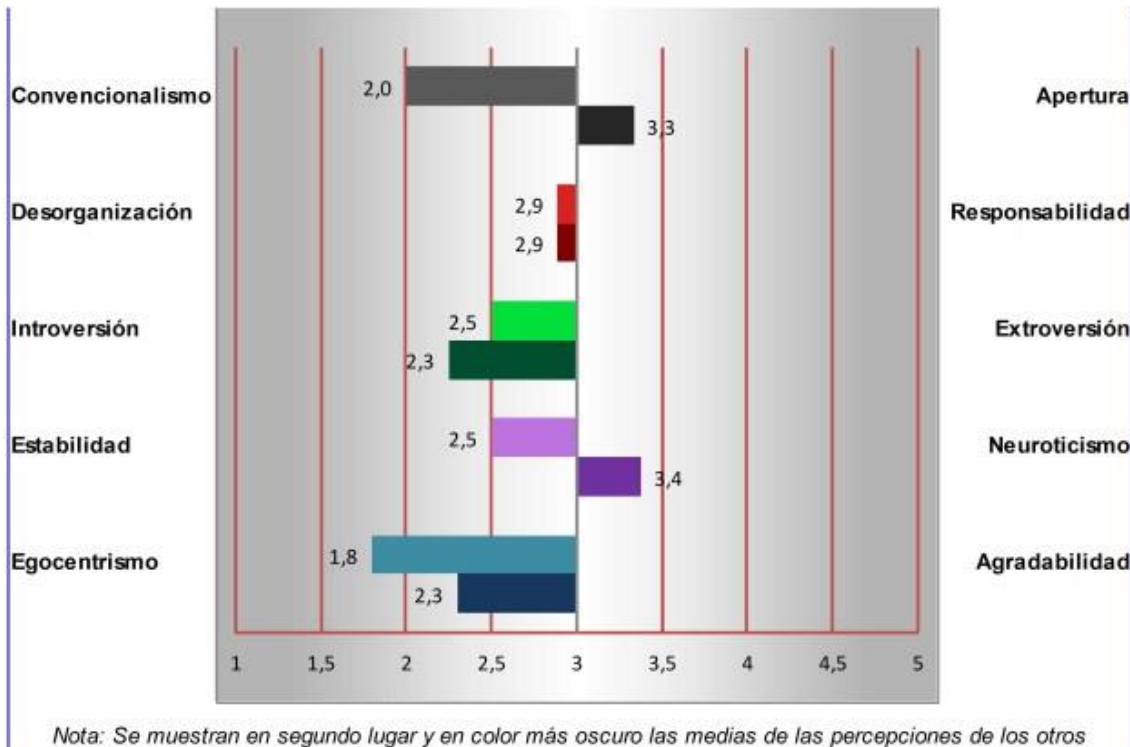
It also allows you to complement quantitative information with qualitative texts for a better understanding.

Personality assessment applied to the professional environment

Cómo somos influye en lo que hacemos. El autoconocimiento basado en los **Big Five (el modelo más sólido y reputado en psicometría)** es la mejor base en la que cimentar el **desarrollo de habilidades y la cohesión de los equipos**. Sobre todo, cuando puedes comparar cómo te ves y cómo te ven.

Los cinco rasgos o factores principales de la personalidad se suelen denominar:

- O (Openness to new experiences)
- C (Conscientiousness or Responsibility)
- E (Extraversion vs. extroversion)
- A (Agreeableness or kindness)
- N (Neuroticism)



Our application of the Big Five model is unique because:

- It uses the personality model with **the best psychometric characteristics**.
- Unique **360° work personality** test, compares self-perception with **environment** perception
- Includes and **outperforms other personality or motivation models**, such as MMPI or McClelland.
- It complements and often **explains the skills** and competencies.
- **Speed and ease** of use: About 5 minutes on our online platform
- Facilitates and improves **person-job adequacy**

Working climate (in a team / in the organization)

More and more organizations are equipped with a "**sensory system**" that allows them to know the degree of **satisfaction** or dissatisfaction of their members with different aspects of the organization. It is what is known by climate surveys **or organizational environment**.



Starting with a good diagnosis, the causes can be detected and effective measures taken. Our own model, which integrates the best of others, allows us to measure:

- ENVIRONMENT: Macro, Stakeholders

- ORGANIZATION: History, Strategy and Structure, Resources, Ergonomics, Processes and Tools, Organization Hierarchy, My Direct Boss, Objectives and Standards, Positive Reward, Negative Reward
- TEAM: Information Exchange, Task Cooperation, Trust and Personal Relationship
- INDIVIDUAL: Individual Satisfaction, Development, Personal Life Balance

Our model has important advantages:

- It is fully automated and online, to facilitate the management and elaboration of information even in large groups
- It allows as many groupings and combinations of information as necessary to aggregate the information
- Model amplitude (more than 150 items available to choose from)
- Modularity, each company chooses what aspects to ask about

Synergistic teams

Teambuilding

It takes **time before the team is formed and starts to be productive**. That is why it is advisable to invest in a **teambuilding that catalyzes and accelerates** the team training process.

Luckily, the team's creation can be accelerated and improved to be productive as soon as possible through a **memorable day, full of experiences, emotions and reflections**.

In it, and with the help of activities and expert facilitators, **interpersonal ties and working patterns** will be established to allow the team to work as such when it goes back to its reality.

In these situations, we always make a **custom design or adaptation of some of our outdoor adventures or indoor experiences**. But always with a purpose of learning and improvement, not merely playing, and with a structured work process and facilitators with more than 20 years of experience creating teams.



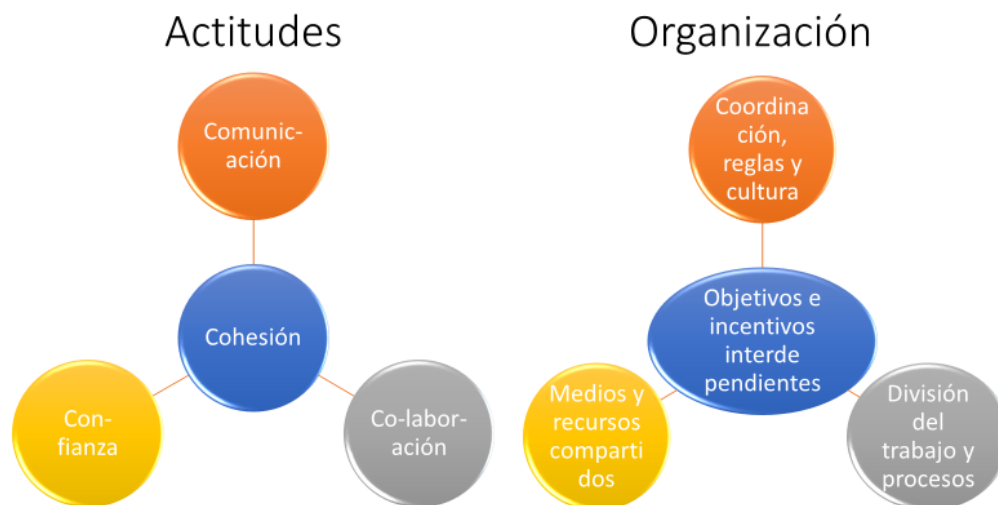
2x4 team improvement and high performance

In a natural team that is already functioning, you can and must **evolve** in your work and relationship dynamics to approach your collective **potential**.



But any organizational system has a lot of difficulty changing itself. This requires a process, a framework, and a **catalyst** that allows the team to increase its levels of collective intelligence and **effectiveness**.

1. **Diagnostics** (using a previous online survey), reflected in a detailed **report**.
2. Workshops, using **team coaching** techniques and learning experiences, the team will agree on its current and desired **situation** and work on the **attitudes and essential elements** for its proper functioning.



3. Concrete action **plans** for improvement will also be established and **further coaching** can be arranged for effective implementation. The result will be a team not only improved, but **able to learn** and improve on its own in the future.
4. Going one step further, we can facilitate the development **of high-performance** teams.

Synergistic personal diversity with Big Five

Our **personalities** greatly influence the dynamics of work and **efficiency of teams**.

From the in-depth knowledge of oneself and others (using the **Big Five personality model**) we will be able to **successfully interact** with other people (colleagues, customers, collaborators, family members...), with less wear and more **effectiveness**.

The program includes:

1. **Online personality test**, and individual report.
2. **Face-to-face workshop**: different personality types, their **implications** for individual work and teamwork, and how to cooperate with each of them.
3. We will also design **strategies to adapt** to various people when we return to **our reality**.



This program is complementary with others of teambuilding or improvement.

Direction to success - Management teams and better strategic decisions

Management teams have certain **specific characteristics and difficulties**, and they often find it difficult to function as a **team** and not just as a group of individually brilliant managers.

That's why we work with and for them differently, providing an external vision and methodologies that **catalyze their full potential** and generate a high impact on the company, its people and its business.



Thus, it is necessary to address their improvement as a team with the **combination of methodologies most appropriate** to each case: team coaching / individual, 360° diagnosis, outdoor training, high performance teams, etc. and with consultants experts in this type of collectives.



Once constituted as a functional team, managers have to make strategic decisions. In an uncertain, changing world, with ill-defined problems and imperfect information, **full decision-making success can never be guaranteed.**

Traditional decision-making techniques are of little help in such circumstances. So, how to **improve**

the process and habits of managers when making strategic decisions to make them likely to succeed?

We accompany managers who have to make key decisions, either individually or as a team, **not to tell them what to decide** in a specific situation but to ensure that they follow rational and **effective processes** in their autonomous decision-making.

Transforganization

The Zen company

Today there are many **stressed organizations**, in which people work too much and burn out, there is permanent anxiety, but also many inefficiencies and waste of resources and time.



This way of working is apparently **productive, but it really isn't**. Seeking to optimize short-term financial results we damage the company as a whole and its long-term participants. But the problem **has no easy solution** from within, as it is invisible, involuntary, systemic, and recurrent.

"The **Zen company**" is a philosophy and methodology to improve the operation of companies. It seeks to restore **harmony and consistency** in the company, not only to improve the quality of **life** of the people who compose it, but also to generate better long-term **results** with less stress.

For this purpose, various techniques of systemic coaching of teams and companies, change management, consulting, etc. are used.

Our work process is as follows:

1. Make the company and its key people **aware** of their situation and involve them in the process
2. **Eliminate the scarcity** of time and resources, selecting a few very relevant things and generating quick resource savings.
3. **Generate abundance** by investing the resources released wisely.
4. **Re-align the** process, making the organization smarter



This will bring you greater **harmony**, greater **efficiency** in the use of resources, better quality of **life**, and better long-term **results**.

Systemic implementation of strategy, values and cultural change

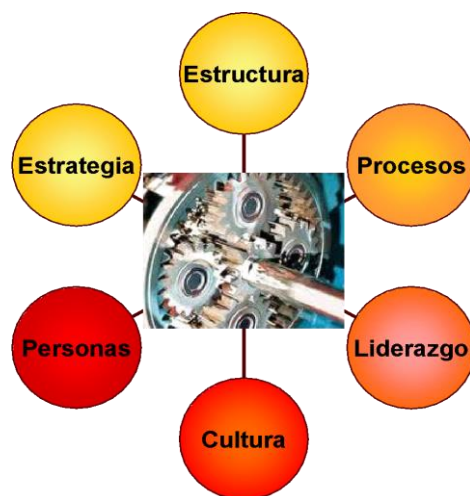
The culture and values of a collective determine the actions of its members perhaps as much as formal rules, procedures and hierarchy.

More and more organizations realize the **importance** of bringing down to everyday decisions and behaviors these intangibles. However, **most companies fail (90%)** in an attempt to change these kinds of intangibles.

The main **challenge** is to get **people** to know, understand, share, and truly commit to change.

This requires a systemic approach:

1. **Analyze** current culture, values, strategy and situation
2. **Define and agree** on the desired result with management and relevant stakeholders
3. Harmonize and make **coherent** other elements (strategy, processes, etc.) that interact, and that can determine their success or failure
4. Raising awareness, **communicating** and managing people's acceptance of change
5. Establish mechanisms to **prevent involution** and ensure coherence and progress of change



The ReviTalent generic leadership skills model

There are **certain behaviors that organizations consider valuable** or desirable to develop in their managers, and most of them appear to be common. At ReviTalent, after analyzing dozens of competency and skill models, we have synthesized a model with over 500 behaviors grouped into **24 generic management skills**.

They are structured across two axes: the leader's playgrounds (self management, others and tasks) vs. phases of the management process (understand, decide and execute). The model is broad, deep and tremendously powerful as **a basis for managing all HR development policies** (selection, training, evaluation, etc.).

	AUTOGESTIÓN	GESTIÓN DE OTROS	GESTIÓN DE LA TAREA
1. Comprender	Presencia	Preguntas y escucha activa	Búsqueda y organización de información
	Auto-consciencia y humildad	Empatía y comprensión de relaciones	Comprensión del entorno
2. Decidir y Planificar	Sentido e integridad	Orientación y motivación	Objetivos
	Enfoque de soluciones	Creatividad colectiva	Alternativas
	Iniciativa y auto-confianza	Influencia y negociación	Estimación y valoración
	Auto-organización	Mando y delegación	Planificación
3. Ejecutar	Equilibrio y gestión emocional	Trabajo en equipo	Flexibilidad
	Auto-exigencia	Asertividad y gestión del conflicto	Estándares y calidad

The modular approach allows for multiple combinations and itineraries, but we propose the following units to group skills according to didactic criteria:

		HABILIDADES DIRECTIVAS GENÉRICAS			
		AUTO-GESTIÓN	GESTIÓN DE OTROS	GESTIÓN DE LA TAREA	
ETAPAS DEL PROCESO DE GESTIÓN	1. COMPRENDER	1.1. Conseguir información	AUTO-CONOCIMIENTO	ENTENDIENDO Y COMUNICANDO	ENTENDIENDO EL ENTORNO
		1.2. Entender la situación	FIJANDO MI RUMBO...	MARCANDO OBJETIVOS	
	2. DECIDIR Y PLANIFICAR	2.1. Fijar objetivos	YO PUEDO	NUEVAS SOLUCIONES	
		2.2. Generar alternativas	...Y MI RUTA	INFLUYENDO GANAMOS TODOS	ELIGIENDO BIEN
		2.3. Decidir	EQUILIBRIO EMOCIONAL	CONSIGUIENDO...	
	3. EJECUTAR	2.4. Organizar	AUTO-EXIGENCIA	TRABAJANDO UNIDOS	FLEXIBILIDAD Y CAMBIO
		3.1. Adaptar		...QUE CONSIGAN	
		3.2. Conseguir resultados			

Talent organization

Talent is not something that simply happens in an organization, it needs to be managed in the medium and long term. This requires **tools and systems** to get the best out of people:

- Definition of **dictionaries and competency profiles**: The best employees in an organization or in one position do some different things than the rest, beyond fulfilling their functions. How to describe, systematize and adapt them to different positions?
- Advice / design of **people management policies**: We propose our help to design / implement / communicate / advise on policies, processes and management tools of people that facilitate the implementation of HR and company strategies.
- **Long-term talent** management (high potentials, careers, successions...): We help to proactively manage talent. From strategic development design to concreteness in training actions, from an individual itinerary to company-wide plans.
- Performance **management and objectives**: The processes, tools and IT systems to manage performance are necessary but not sufficient. Relationship with other HR policies such as retribution is also important. But the key to making all these systems useful to the business and motivation is often in "soft" aspects such as the culture of the organization, or the leadership skills of the leaders' people, such as setting good goals, or giving constructive feedback. That's why we propose a holistic approach.



Success story

Situation: An automotive company that wants its 200 managers (very pragmatic and results-oriented people) to understand and use corporate values to manage people.

Solution: Project of communication, training and practice of values, using various customized learning activities.

Result: Excellent assessment by participants, understanding and utilization of values effectively by managers in their daily management and in the following performance assessments.

Let's talk!

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INSIGHTS AND IDEAS



In addition to our core activities, we like **to share ideas and insights** about people development in companies, but also our development as individuals, parents and citizens.

- The bilingual blog [things to think about \(cosas que pensar\)](#) is our main channel of communication with customers and friends. Monthly, we select a few contents especially relevant to those who are interested in people development. If you want to receive the newsletter, you can send us an email to info@revitalent.com
- Self-created articles and video blogs (published on the blog)
- Occasional radio and press appearances.
- **Tales with values for valuable children** (book that compiles the prehistoric stories I invented for my children during their childhood)
- **Studies** and surveys:
 - Independent survey on coronavirus, by and for citizens
 - Why doesn't leadership training work in your company? (... and it never will))
- Book **projects** (based on time availability):
 - Zen Company
 - Historic leadership
 - The Leadership of the Pirates of the Caribbean - Learning Even the Devil
 - Rules and values to orient yourself in life
 - Generic leadership skills