

## Grand Dynamics Fosters Teamwork Among Jackson Hole Employees

For many Jackson Hole employees, building relationships with co-workers often revolves around sharing stories of their outdoor pursuits. But some valley businesses are discovering that capturing the energy of active endeavors – and using it to motivate employees and foster effective teamwork – isn't as difficult as it might seem.

Grand Dynamics, a local company that specializes in business consulting, corporate retreats, and health and wellness programs, is working with local businesses to put action-based and experiential learning to work in Jackson Hole. On the national stage, Grand Dynamics has served some of the nation's leading companies, including MCI, Microsoft, the Minutemaids Company and Patagonia.

The Teton Mountain Lodge, the Snake River Lodge & Spa, and Knobe's Office Supply and Radio Shack are among the local businesses that are taking advantage of having a nationally recognized leadership training and teambuilding organization based in Jackson Hole. Grand Dynamics designs an individual training program for each business based on its philosophy and goals.

Tim Walther, M.S., the president of Grand Dynamics and a Jackson Hole local for more than 10 years, believes an experiential or action-based learning component is the hallmark of quality employee training. Using his Master's Degree in Experiential Education and Organizational Development and a Bachelor's Degree in Applied Business Psychology, Walther combines cutting-edge training strategies and team-building techniques into a core set of training and development services designed to improve the bottom line for businesses. These services include in-depth team and organizational assessments; facilitated meetings; indoor seminars; and adventure-based team programs. Grant funding is often available for local businesses to subsidize the cost of a Grand Dynamics program, and Grand Dynamics even helps local businesses secure such funding.



Grand Dynamics often combines outdoor training such as mountain travel, high-tech treasure hunts using GPS units and whitewater rafting with indoor teamwork sessions designed to reflect and reinforce an organization's goals and to encourage employee unity and leadership. The purpose of these efforts is allowing people to learn important messages through interactive exercises and challenges rather than the more standard lecture format. And when people learn for themselves rather than being told, employee training is much more effective.

It was Grand Dynamics' focus on action-based learning and a creative, individualized program that appealed to the Teton Mountain Lodge. The Lodge arranged to provide teambuilding and leadership training to all its managers and front-line employees through a year-long Grand Dynamics program. It began with a team assessment and then a customized design process that addressed the needs facing the Lodge.

"Providing the best quality service in any business, whether it's guest service or something else entirely, means having employees who are well-trained in the company's overall philosophy, who work together effectively, and who are empowered to be leaders and affect change when they see a problem," said Jeff Ward, General Manager of the Teton Mountain Lodge. "Telling people how to do those things is much more difficult than having them learn for themselves. That's what this relationship with Grand Dynamics is all about."

Grand Dynamics, which is in its sixth year, promotes its belief that people are an organization's most important asset. By focusing on employee interaction and teamwork, Grand Dynamics helps businesses achieve a competitive advantage through a cooperative internal environment. When it comes to team and organizational improvement, Grand Dynamics believes that the key is being proactive, a solution that has served many of its clients well.

Local businesses that are interested in optimizing employee performance may want to think about an off-season program to gear up for the winter season. Any business interested in finding out more about these training programs should contact Grand Dynamics by phone at (307) 733-1989 or by email at [info@granddynamics.com](mailto:info@granddynamics.com).