

Grand Dynamics by Frederick Reimers.

Any organization's most important resource is its people, according to Tim Walther of Grand Dynamics. "Organizations that invest in their employees inevitably get more from them" he said.

Grand Dynamics is a local firm that delivers experiential-based trainings to help organizations achieve greater productivity, efficiency and innovation. These trainings are action-oriented and can include river rafting, overland navigation, a ropes course, and indoor conference room-type challenges.

Grand Dynamics programs are learner-centered, based on the belief that the participants are the experts. "We provide the environment and facilitation for teams to bring out their best," said Walther. Programs challenge teams to work together and overcome a series of unique tasks. Groups celebrate strengths, review communication and problem solving techniques, and analyze opportunities for improvement. "It's hand-on, the consequences of decisions are obvious and immediate. Feedback is always directed back to the workplace." Walther said.

Walther and his brother Todd started Grand Dynamics in March of 1998. Previously, both worked closely together in developing Community Entry Services' Frontiers Program, an experiential learning center for individuals with disabilities. They also returned to school to earn Masters degrees, focusing on the application of experiential training in a business setting.

"We believe in process consulting," said Walther. "*Many consultants come in as an expert to 'fix' problems. What good is this the next time you have a problem? You have to call the consultant again.* What we focus on is developing specific team-related skills and abilities, such as shared mental models, consensus building and problem solving. That way, you take the skills and process you learn, and apply them to the real and unpredictable challenges you face at work every day."

The growth of Grand Dynamics in little over a year has been even greater than expected. "We have already worked with many fantastic businesses locally and nationally," said Walther. Clients include local restaurants such as the Snake River Grill, businesses such as St. John's Hospital and the Jackson Hole Mountain Resort, as well as international companies including the MCI corporation and Astra Pharmaceuticals.

Many of the local businesses could really benefit from a Grand Dynamics program. "Having fun and experiencing success together can be very powerful, particularly at the beginning of a hectic summer season".

Although Grand Dynamics has many different programs to choose from in a variety of settings, each is customized to the specific goals and time constraints of their clients. "*The one constant in business today is change,*" said Walther. "*Our program helps organizations stay innovative in order to meet change head on.* For more information call Grand Dynamics at 733-1989, or visit their website at www.granddynamics.com.

