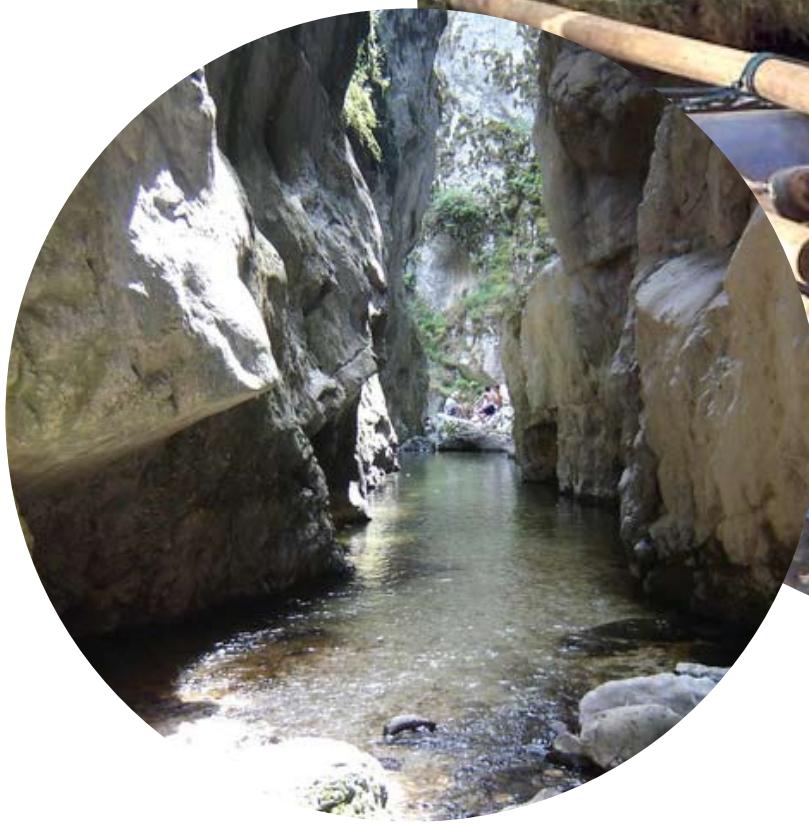




Team BUILDING





O nama

Advance Response International postoji od 2002. godine i članica je internacionalne kompanije Response International.

Svojim klijentima obezbeđujemo usluge u oblasti upravljanja ljudskim resursima, pri čemu je važno naglasiti da se one zasnivaju na kompleksnom pristupu potrebama i HR strategiji klijenata. Kompleksan pristup ne podrazumeva samo raznovrsnost usluge već i njihovo prilagođavanje korporativnoj kulturi, viziji i potrebama klijenata.

Tokom realizacije projekata koristimo metodologiju naših partnera Wilson Learning (www.wilsonlearning.eu) u oblasti obuke, dok u projektima koji se odnose na procenu veština kadrova, koristimo metodologiju kompanija A&DC (www.adc.co.uk) i Consulting Tools (www.consultingtools.com). Za distribuciju proizvoda i korišćenje metodologije navedenih britanskih kuća zvanični smo zastupnici i sertifikovani konsultanti za područje Srbije i bivših jugoslovenskih republika. Sve naše aktivnosti, bilo da su iz oblasti HR konsaltinga, procene stručnosti kadrova, obučavanja kadrova i organizacije/sprovođenja *Team Building* aktivnosti, prilagođavaju se specifičnim potrebama kompanije.



About Us

Advance Response International was founded in 2002 as a member of the international company Response International.

To our clients we provide all services in the field of Human Resources management. We follow the complex approach that includes deep discovery and understanding of a client's needs and adopting all our services and tools to client's corporate culture, vision and defined strategic goals.

We use the methodology of well known international consultancies: Wilson Learning (www.wilsonlearning.eu) in the field of training and coaching, A&DC (www.adc.co.uk) in the field of assessment and development diagnosis and Consulting Tools (www.consultingtools.com) in the field of personality assessment, managerial competencies assessment (through 360 feedback) and survey solutions (employee and clients satisfaction surveys). We are the official representatives and certified consultants, for the region of Serbia and the former Yugoslav republics, for the use of the methodology and the distribution of products.

All our activities, be they from the field of HR consulting, assessment, staff training or organizing/running Team Building activities, are tailored to suit the specific needs of a company.

Bilo je dobro struktuirano i drugačije! Veoma profesionalno organizovano. Odlično ste motivisali sve učesnike.

It was well structured and different! Very professionally organized. You motivated all the participants really well.

Nevenka Aleksić
Head of People Development/Human Resources - Crédit Agricole Serbia

TEAM BUILDING



Team Building

Kao kompanija koja je duži vremenski period prisutna na tržištu Srbije nudeći usluge iz oblasti HR konsaltinga, mišljenja smo da rukovodeći timovi uspešnih kompanija dele viziju da se planirani rezultati mogu jedino ostvariti kroz sinergiju i motivaciono delovanje na sve zaposlene.

Rukovodeći se ovim uverenjem Advance Response International organizuje i realizuje *Team Building* aktivnosti sa osnovnim ciljem postizanja timske sinergije i otkrivanja potencijala zaposlenih za različite uloge u timu. Zbližavanje zaposlenih i timsko rešavanje zadataka tokom *Team Building* aktivnosti jesu osnova za prevazilaženje eventualnih budućih konfliktnih situacija u poslovnom okruženju i postizanja veće timske produktivnosti.

Predlog *Team Building* aktivnosti radimo na osnovu našeg višegodišnjeg iskustva i u dogovoru sa menadžmentom vaše kompanije, a sve u cilju ispunjenja unapred definisanih ciljeva ovog događaja. Izbor aktivnosti je esencijalni momenat, koji još na samom početku može da odredi uspešnost realizacije ovakvih projekata. Iz pomenutih razloga izboru aktivnosti prilazimo veoma oprezno i uz uvažavanje želja i ideja klijenata, predlažemo određene aktivnosti. Aktivnosti definišemo na osnovu cilja koji treba postići, činjenicama o vremenskom okviru događaja, lokaciji/destinaciji održavanja i planiranom budžetu. Odabir aktivnosti/zadataka varira od kreativnih, preko sportsko-adrenalinskih (komunikacija i poverenje) do strateških.

Našim klijentima takođe nudimo i mogućnost dizajniranja edukativnih radionica za učesnike *Team Building-a* koje podrazumevaju poboljšanje komunikacije među članovima tima, razumevanjem različitosti tipova ličnosti (na osnovu psihometrijskog testa *Facet5*) ili procenu kompetenci na osnovu grupnih vežbi simulacije pregovora i tiskog odlučivanja.

Za navedene metodologije procene generalni smo zastupnici proizvoda britanskih kuća *ConsultingTools* i *A&DC* za područje Srbije i bivših jugoslovenskih republika.

Uspešnost realizacije *Team Building-a* svakako određuju i ostali prateći elementi, između ostalog, odabir lokacije/destinacije, prevoz, smeštaj i ishrana učesnika. Sa zadovoljstvom možemo da navedemo, da smo u mogućnosti da odgovorimo svim željama i potrebama klijenata prilikom održavanja *Team Building-a*, po pitanju lokacija/destinacija, kako u zemlji tako i u regionu, zemljama EU, pa i šire. Između ostalog, ističemo i to da smo jedina kompanija u Srbiji koja je za svoje klijente osmisnila i pripremila programe *Team Building* događaja na Islandu, Švedskoj i Ujedinjenim Arapskim Emiratima.

Naš iskusni konsultantski tim, koji čine psiholozi, andragozi i HR eksperti sa bogatim iskustvom na menadžerskim pozicijama, su realizatori programa. Na osnovu vaše odluke o realizaciji događaja, a po završetku istog, možemo da pripremimo i evaluaciju postignutih rezultata na osnovu dogovorenih kriterijuma.



TEAM
BUILDING

Team Building

As a company present in the Serbian market for ten years, we firmly believe that the management of successful companies share the vision that their goals and strategies can only be implemented through the synergy of highly motivated teams.

Keeping this belief in mind, Advance Response International has been organizing and delivering *Team Building* activities with the major goal of helping the clients to achieve team synergy and develop employees' potential for performing different roles within a team.

Getting employees closer together and making them solve the assigned problems during *Team Building* activities; present the solid base for managing possible future conflict situations at work and achieving better team results.

We prepare the proposals for *Team Building* activities on a basis of our rich experience and in liaison with the management of the company, with the purpose of achieving predefined goals.

The essential part of *Team Building* preparation is the choice of activities which can seriously affect the successful completion of the whole event. For this reason we devote a lot of time to choose the right activities that will match our client's needs and allow successful accomplishment of the predefined goals.

We propose suitable activities on the basis of a defined goal, time scale of delivery, preferred destination and agreed budget.

Activities can vary from creative team exercises and games, through sport activities (communication and trust) to strategic team games and case studies.

We also offer educational workshops with the goal of improving team communication through understanding the differences in personality of team members (by using the *Facet5* personality inventory) or assessing social/managerial competencies through using assigned role group discussions and case studies.

Successful completion of *Team Building* activities also depends on other logistic details such as the appropriate choice of destination, transportation, accommodation and meals. We can proudly say that we are able to meet clients' expectations in regard to *Team Building* destinations and organize events in Belgrade, Serbia or abroad. We are the only company in Serbia that has prepared *Team Building* programs in Iceland, Sweden and UAE.

Our experienced team consisting of chartered psychologists and HR experts with rich experience on managerial positions deliver and facilitate the team building programs.



*Bilo je odlično. Prevazišli
ste sva moja očekivanja...*

*It was really great. You have
exceeded all my expectations...*

Dragan Vukosavljević,
Direktor sektora za obuku NIS-a.d.

Referentna lista / Relevant Clients List



A circular collage of team building activities. At the top left is a group of people in a yellow rafting boat on turbulent water. To the right are two large green circles, one above the other. Below the collage is a large blue circle containing various team building activities.

Actavis
British American Tobacco
Bayer
Credit Agricole Bank
Decco International
Delta Maxi
Ericsson
GlaxoSmithKline
Henkel Serbia
InterMol
Johnson & Johnson
KimTec
KMPG
Microsoft
MPC Properties
Milšped
MK Group/Sunoko
MUP Srbije
NIS
Polimark
Pepsico
Raiffeisen Bank
Synovate
SKF
Cooperative housing foundation
Telenor
Tenneco Europe
UniCredit Bank
Unicredit Leasing
Wurth

KOMUNIKACIJA

COMMUNICATION

MOTIVACIJA

MOTIVATION

OLIMPIJADA
Olympic games

SPLAVARENJE
Rafting

POTRAGA
ZA BLAGOM
Treasure
hunt

KREATIVNA
RADIONICA
Creative
workshop

RONJENJE
Diving



LAVIRI
Labyrinth

TEAM BUILDING



10 koraka uspešnog Team Building-a

Team Building je bio vrlo dinamičan.
Hvala Advance timu, na ovom zanimljivom
druženju po Jadranu... Ispunili smo se
nekom novom energijom, bili smo na vodi,
kopnu i u vazduhu... savršeno.

The Team Building event was very dynamic.
Big thanks to the Advance team for this
interesting social event on the Adriatic... We
are filled with a new kind of energy; we have
been on water, land and in the air...perfect.

Goran Plazonić

Sales Manager Al Adria - Henkel Srbija d.o.o.

2

Cilj Team
Building-a

*The Purpose of
Team Building*

1

Prezentacija i
upoznavanje

*Presentation and
Introduction*



3

Budžet za Team
Building događaj

*Team Building
Budget*

4

Odabir aktivnosti,
lokacije i termina Team
Building-a

*Selecting activities,
locations and dates for
the Team Building*



5

Sastavljanje
programa Team
Building-a

*Preparing the Team
Building program*

6

Prezentacija
programa Team
Building-a sa
aktivnostima

*Presenting the Team
Building program
including activities*

10 Steps of Successful Team Building

Smatram da je Team Building bio veoma uspešan, jer smo kroz igru i zabavu uspeli da postignemo cilj.

I consider the Team Building event to be a great success, as we were able to achieve our goal through fun and games.

Vladan Živanović
GM - Microsoft software d.o.o.

10

Evaluacija Team Building-a i nastavak saradnje

Evaluating the Team Building and continuing our cooperation

9

TEAM BUILDING

7

Izbor programa i potvrda realizacije Team Building-a

Choosing a specific program and confirming the Team Building event

8

Priprema i organizacija Team Building-a

Preparing and organizing the Team Building



Team Building aktivnosti

Timske kreativne aktivnosti

Muzička radionica - Music Workshop
Kreativna radionica - Creative Workshop
Društvena odgovornost - Social Responsibility
Slikarstvo - Painting
Lutkarska radionica - Puppet Workshop
Fabrika čokolade - Chocolate Factory

1

Timske kreativne aktivnosti

– ove aktivnosti namenjene su prvenstveno unapređenju komunikacije među članovima tima, razvijanju grupne dinamike kroz aktivno slušanje, timskom radu i veštinama prezentovanja i kreativnosti...

Creative team activities – these activities are geared mainly towards improving communication between team members, developing the group dynamics through active listening, teamwork, presentation and creativity...

2

Strateške timske aktivnosti

– ove aktivnosti namenjene su prvenstveno razvijanju veština strateškog planiranja i organizovanja, rukovođenja, razvoju timskog rada i međusobne komunikacije...

Strategic team activities – these activities are mainly geared towards developing skills of strategic planning and organizing, management, development of teamwork and interpersonal communication...

Strateške timske aktivnosti

2 D Puzzle - 2 D Puzzle
Izgradnja mosta - Bridge Building
Lavirint - Labyrinth
Minsko polje - Mine Field
Potraga za blagom - Treasure Hunt
Paparaco - Paparazzo
Advance "Survivor"
Fit Bits
Briga o klijentu - Customer Care
Paukova mreža - Spider Web



Team Building Activities

3

Sportsko adrenalinske aktivnosti

- Paintball
- Obruči - Hoops
- Streličarstvo - Archery
- Let balonom - Balloon Flight
- Splavarjanje - Rafting
- Kanjoning - Canyoning
- Jedrenje - Sailing
- Karting - Carting
- Golf
- Intro Dive
- Vožnja džipovima - Off Road Drive
- Mountain biking
- Veštačka stena - Artificial Rock
- Veslanje - Rowing

Sportsko-adrenalinske aktivnosti – ove aktivnosti prvenstveno su namenjene razvijanju komunikacije i integriranosti među članovima tima, razvijanju takmičarskog duha i timskog rada...

Sport-adrenalin activities – these activities are mainly geared towards developing communication and integration between team members, promoting a competitive team spirit and teamwork...



Zabavni program

- Detektivska večera - Murder Mystery Dinner
- Salsa
- Tradicionalne igre - Country Dance
- Kostimirani šou - Costumed Show
- Dance veče 80-ih - 80s Dance Night
- Kviz znanja - Quiz
- Karaoke - Karaoke

4

Zabavni program – ove aktivnosti prvenstveno imaju za cilj da ulepšaju Team Building i da podstaknu svakog učesnika da se kolegama predstavi u drugačijem svetlu...igrom, plesom, glumom... Ove aktivnosti imaju za cilj da poboljšaju komunikaciju, razviju timski rad i kreativnost kod svakog učesnika.

Entertainment program – these activities are mainly geared towards making the Team Building event more fun and to encourage each participant to present themselves to their colleagues in a different light...through play, dance, acting...These activities have as their goal to improve communication, develop teamwork and creativity for each participant.



Team Building lokacije

Locations for Team Building

Prvo moram da pohvalim organizaciju. Sve precizno i tačno po satnici. Odlična kombinacija timova i izbor aktivnosti. Mnogo je dobro što smo imali priliku da sarađujemo sa kolegama i na „drugačijim“ zadacima.

Firstly I have to commend the organization of the event. Very precise and keeping with the timetable. A great combination of teams and choice of activity. It was great to get a chance to work with our colleagues on „different kind“ of tasks.

Iva Cvetić
Head of Human Resources UniCredit Leasing

Beograd, okolina (do 40km) - near Belgrade (to 40km)

Srbija, Vojvodina - Serbia, Vojvodina

Srbija, planinski centri - Serbia, mountain resorts

Srbija, banjska mesta - Serbia, spa centers

Crna Gora, primorje - Montenegro, coast

Crna Gora, planinski centri - Montenegro, mountain resorts

Hrvatska, Dalmacija - Croatia, Dalmatia

Hrvatska, Istra - Croatia, Istra

Makedonija - Macedonia

Austrija - Austria

Turska - Turkey

Grčka - Greece

Norveška - Norway

Island - Iceland

Ujedinjeni Arapski Emirati -

United Arab Emirates

Hotel
Mećavnik
Srbija



Smatram da je naš Team Building bio idealna prilika da se bolje upoznamo, što smo i učinili. Ovo je veliko iskustvo za moj tim, jer smo kroz razne igre (kreativne i strateške) i zabavu uspeli da saznamo više jedni o drugima!

I think that our Team Building event was an ideal opportunity for us to get to know each other better, which is what we accomplished here. This is a great experience for my team, as we have through different game (creative and strategic) and a lot of fun succeeded in knowing so much more about each other!

Ivana Stefanović
HR Assistant, Intermol d.o.o., MOL Group

Najbolja je bila orijentacija po gradu. U roku od samo par sati recitovali smo na ruskom u društvu dvorske dame u Skadarliji, kupili pršutu na pijaci i probali divne kolače...

The best activity was the Treasure Hunt around the city. In a matter of just a couple of hours we recited poems in Russian in the company of the Lady of Skadarlija, bought prosciutto at the open market and tried tasty cakes...

Gordana Tadić Stefanović
Business Analyst TM&D
Eastern Europe Region - BAT

Iskreno se nadam da ćemo se i sledeći put družiti. Sve pohvale za Advance tim i profesionalnost tokom Team Building-a. Uvek ste nam bili dostupni i spremni da nas iznova iznenadite. Družićemo se ponovo na nekom lepom mestu, sa još zanimljivijim programom!

I sincerely hope we will be doing this with you the next time as well. All praise to the Advance team and their professionalism during the Team Building event. You were always available and ready to constantly surprise us. We will be socializing in a beautiful location again, with an even more interesting program.

Olivera Pešić

HR Manager - Microsoft Software d.o.o.



**Hotel Bianca
Kolašin
Crna Gora**



**Hotel
Falkensteiner
Carinzia
Austria**



Timske igre su vrlo kreativne i osmišljene tako da razvijaju timski duh. Učestvovanje na ovakovm događaju, koji je osmišljen baš za potrebe naših pojedinaca, upravo podsećaju da efekti rada pre svega zavise od timskog duha i kvalitetne komunikacije među svim članovima tima.

The team games were very creative and were designed to develop the team spirit. Participating at such an event, which has been tailored exactly for the needs of our individuals, remind us that team spirit and effective communication among all team members is what makes a job done successfully.

Marijana Stojanović

Head of Human Resources – MPC Properties

TEAM BUILDING

