

# Training Resources

## For Your Courses



**THE ESCAPE ROOM**  
Your teams have 60 minutes to escape!

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**NEW**  
activities  
inside!

**Order  
online!**

**Engage your  
delegates!**



**CAPTURE  
THE FLAG!**

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**Virtual and  
Face-to-Face**



**Roll@Ball!**

**3 TEAMS...  
1 RUNWAY!**

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**You do the training, we supply the games!**

# Dear Trainer

## Do you design or run courses?

If yes, you're in the right place! Northgate's range of quality training resources on key management skills has been developed to make your life easier! Use Northgate activities to make your courses interactive, memorable, effective and fun!



### Experiential or 'active' learning

Northgate activities allow your delegates to 'have a go' at practising the skills you're teaching them ('learning by doing'). We have a wide range of ready-to-use interactive training activities and business simulations for your face-to-face or virtual courses – see next page for topics covered!

### Anti-boredom guaranteed + FIVE YEAR repeat use licence

Trainers tell us that Northgate resources are the perfect antidote to 'death by PowerPoint' – you can read their testimonials on the following pages. Once purchased, you have a five-year licence to use and re-use the activity within your organisation PLUS access to our online Trainerhub and Trainer Forum!

### What's in a Northgate activity?

Each activity is supplied differently – some packaged into a small box (or two), some supplied digitally and some come with both hard copy & digital versions. Each activity includes:

- all the **resources** you need for your delegates
- comprehensive **instructions** on how to introduce, run and debrief the activity
- **handouts** on key learning points and team reviews
- a five-year licence for **repeat use** with up to the maximum number of delegates
- a **100% Satisfaction Guarantee** (see our no-quibble returns policy).

If you have any questions, please do get in touch – use LiveChat on our website [northgatetraining.co.uk](http://northgatetraining.co.uk) or call us on **+44 (0)1225 484990**. We'd love to hear from you.

### So easy to order

Take a look at the activities (and package offers) in this catalogue and online.

If you'd like to run them in your courses, order via our secure checkout at [northgatetraining.co.uk](http://northgatetraining.co.uk). Or simply phone or email us and we'll send an invoice and process your order! We offer next day courier delivery in the UK, 2-6 days elsewhere and same day delivery on our digital products.

### Any hot training topics not covered?

We love developing new activities – so if you have a learning topic that would benefit from a participative activity, let us know and we'll get to work!

All the best

*Mike Lynch*

Mike Lynch & the Northgate Team

Cover photo credit: Select Training and Management Consultancy LLC

## Choose your learning topic!

Here are the learning topics we cover! Please contact us if you have an upcoming course and need suggestions on what might work best, as many activities cover multiple topics.

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## Delivery Charges

For boxed products: £15 UK Next Day, £29 Europe (1-2 days), £39 Rest of World (2-6 days). We offer a fixed delivery price regardless of the number of activities in your order! Digital activities are supplied via our online Trainerhub.



## No Quibble Returns

"Your satisfaction is our number one priority. However, if you are not 100% happy we offer a no-quibble returns service on unused goods."

*Mike Lynch*

Mike Lynch,  
Managing Director

**100%**  
SATISFACTION  
GUARANTEED

## It's so easy to order!

Order online [northgatetraining.co.uk](http://northgatetraining.co.uk)

Call +44 (0)1225 484990

Email [sales@northgatetraining.co.uk](mailto:sales@northgatetraining.co.uk) and we'll send you an invoice

All prices quoted in this Catalogue are exclusive of delivery and VAT (tax).



# Boost your training resources

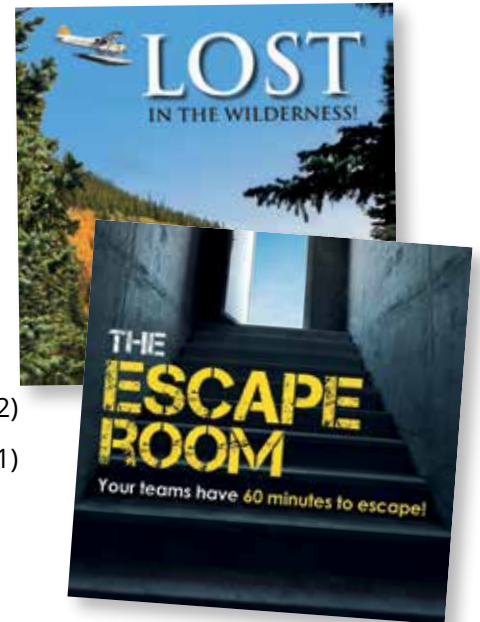
Here are three package offers for you!

## Starter Package Offer - £495

(normal price £745 – a £250 saving!)

If you haven't used Northgate activities before, this is a great place to start. This package is for new customers only. The two activities included are:

- **Starter:** Lost in the Wilderness!™ (page 22)
- **Collaborative Teamwork:** The Escape Room™ (page 41)



## 5-Activity Package Offer - £1,800

(normal price £2,240 – a £440 saving!)

This package includes five training activities - perfect if you are looking to increase interaction and delegate participation on more of your courses.

- **Coaching:** The Coaching Game™ (page 14)
- **Communication:** Communication is the Key!™ (page 16)
- **Managing People:** Talking to Staff!™ (page 15)
- **Teamwork:** RollaBall!™ (page 42)
- **Time Management:** Time Trial!™ (page 45)



## 10-Activity Package Offer - £3,999

(normal price £4,905 – a £906 saving!)

This will give your training resources a huge boost – providing you and your colleagues with a library of training activities to choose from when designing your next course!

- **Business Game:** Going for Profit!™ (page 10)
- **Change:** Introducing Change™ (page 13)
- **Communication:** Listening Skills™ (see online)
- **Decision-making:** Decisions! Decisions!™ (page 21)
- **Leadership:** Leadership Challenge™ (page 25)
- **Negotiation:** Stonehenge Plus!™ (see online)
- **Managing People:** The 30-Minute Manager!™ (page 29)
- **Teamwork:** A Taste of Teamwork!™ (page 40)
- **Time Management:** Set Your Objective!™ (page 47)
- **Wellbeing:** Emotional Intelligence™ (page 49)



Package offers are subject to stock availability; and not available in conjunction with any other offer.

# Everything at your fingertips!

The Northgate Trainerhub is an online resource library for Trainers! You can now access the digital elements of Northgate activities via your own (organisation-specific) Trainer Dashboard!

Packed with benefits for Trainers including:

- **Instant overview** of the games you have access to
- **Easy-to-access resource library** for each game
- **Access to game programs** including auto-save function
- Immediate access to **upgrades** made to an activity over the licence term
- Access to our international **Trainer Forum** where you can give feedback, post questions, exchange ideas & network with other Trainers
- Access to **free activities and icebreakers**
- Option to **download** game resources directly to your computer to run sessions
- Option to send information to team leaders digitally via the hub using **Team Access Codes** - ideal for virtual or paperless training sessions
- **Unlimited Trainer logins** for all Trainers based at the licence-holding site



**REQUEST A  
TRAINERHUB  
LOGIN TODAY!**

“

The Northgate Trainerhub is great to be able to see everything in one place - and it's always good to get the freebies too!

Kay Reynolds, OD Manager,  
Diamond Light Source

”

# Fun activity (with a serious purpose) for large numbers!

## Pirates!™ Training Activity

This exciting new activity illustrates the need for pirate teams to collaborate – plus the need for staff to see THE BIG PICTURE.

*Pirate hats and eye patches provided plus an inflatable parrot!*



“ Northgate activities are highly popular with our staff and have reinvigorated how we do training at Ecclesiastical Insurance.

Sarah Holroyde,  
Learning & Development Consultant,  
Ecclesiastical Insurance

“ We like Northgate activities here at ELS because they are great for rapidly creating cooperative team working in a fun, subliminal way and without any link to the course subjects. We deliver complex courses and we need people thinking fast and in different, creative ways. Northgate activities get people’s minds working and are the conversation pieces at coffee breaks long after the session has finished.

Rob Allen, Senior Consultant,  
Explosive Learning Solutions

### Learning objectives

- Bonding activity for up to 10 teams
- Importance of sharing information freely
- Highlight benefits of team cooperation
- Group problem-solving
- Inclusion, trust and ethical behaviour

✓ 1.5 hours + debrief

£ £1,500 per 5-year licence for 18-60 participants

✓ For face-to-face.  
Supplied as a hard copy pack with some digital components.

# The shadow marks the spot!

## Cleopatra's Gold!™ Training Activity

Teams attempt to reconstruct the building of Cleopatra's Needle. At a certain time of day, the sun's shadow will point to the location of the buried gold. Can teams break the code and find the gold?

*Teams need the height of the Needle, the sun's position and a time of day to calculate the shadow length*



“ Northgate Training activities have been a great time-saver in cutting down the amount of time needed to create modules for each competency within our new management programme! ”

Amy Mellor, Learning Consultant,  
First Rate Exchange Services Ltd



### Learning objectives

- Development of an effective team
- Identifying team skills and roles
- Attention to detail
- Delegating tasks
- Bringing it all together
- Presenting the facts

✓ 1 hour + debrief

£ £495 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use.  
Supplied as a hard copy pack and digitally.



# High-performing teamwork required!

## The Pyramid Game™ Training Activity

Allows participants to demonstrate teamwork behaviours and organisational skills. So, plenty to assess. Teams submit plans to construct a pyramid (or possibly two) for the Pharaoh. Involves calculating costs and timings as well as building a sample pyramid to present to His Eminence. Whose pitch will make the best impression and win the contract?

### Learning objectives

- To work as an efficient team
- To communicate well within the team
- To have a structure to the team goal
- To consider various options and select objectively
- To manage the time effectively
- The impact of a good presentation

✓ **1 hour** + debrief

£ **£395** per 5-year licence for 3-24 participants

✓ **For face-to-face & virtual use.**  
Supplied digitally.

See also for assessment:  
Astronaut Rescue Mission™ on page 24

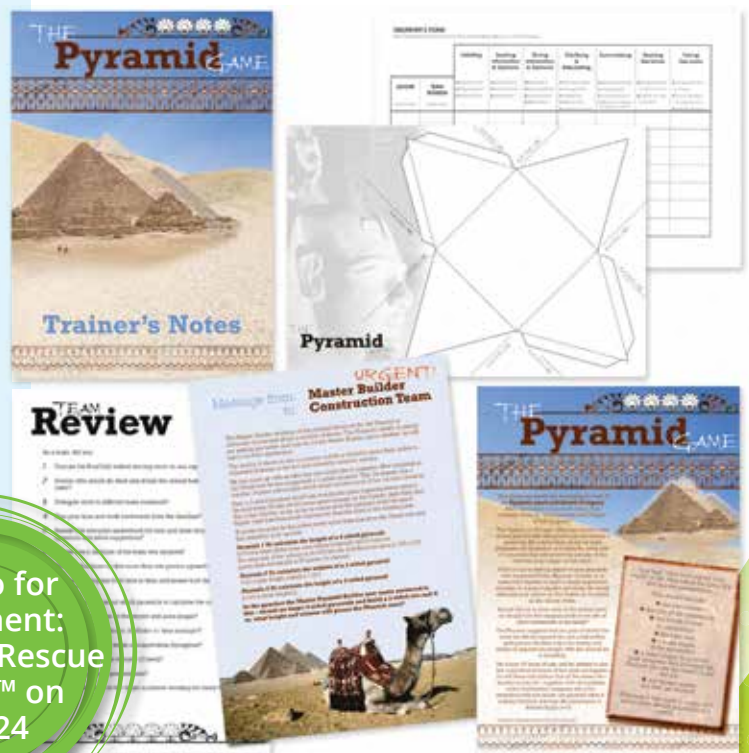


“

The Pyramid Game always goes really well. Northgate activities are great because they deliver effective learning outcomes and they are easy to facilitate. But above all, they are engaging and fun!

John Cropper, Co-Founder,  
Pyramid Learning

”



# Pizza panic!

## Going for Profit!™ Business Simulation

Everyone thinks it is easy to run a pizza takeaway. Especially in a town that hasn't got a pizza shop. But unless you target the right market and have the right price you might have pineapple on your face!

*Participants analyse their Profit & Loss Statements each quarter and see if they can improve their profit on the next round!*

“

It went down a storm!  
Extremely positive feedback from everyone involved. Many thanks indeed – a great product!

Colin Guest, Senior Business Architect,  
Lloyds Banking Group

”



### Learning objectives

- Getting to grips with the market
- Understanding the competition
- Making good team decisions and taking responsibility
- Analysing results
- Dealing with opportunities and threats
- Aligning all parts of the business

✓ 3-4 hours + debrief

£ £795 per 5-year licence for 6-24 participants

✓ For face-to-face & virtual use.

Supplied as a hard copy pack and digitally. Includes online program (internet access required).



# Back to the future!

## Robot™ Business Simulation

You don't have to be Elon Musk to find producing domestic robots for worldwide use a challenge. Just try this dynamic simulation to test your business skills.

“

We have just finished a two-day management program where we play the *Robot* game. We really like running this game, it gets the delegates to think of actions they take in a business environment, it creates good conversations within their groups and a bit of competition within the whole group which is healthy. It drives them to drill down and look at the whole picture of a business, which is critical. We will continue to use this game with our training.

Laura Manze-Coakley, Competence Development Specialist, Volvo Group

”



*Our most complex simulation - but still easy to run!*

See our other business games including: The Wine Bar Game™, Hotel™, The Sandwich Shop™ and Winning Strategies™ online

### Learning objectives

- Basic business acumen
- Managing financial decisions
- Balancing opportunities and risk
- Reading financial reports and Balance Sheets
- Coping with constant challenges

✓ **4-6 hours + debrief**

£ **£995** per 5-year licence for 6-24 participants

✓ **For face-to-face & virtual use.** Supplied as a hard copy pack and digitally. Includes online program (internet access required).

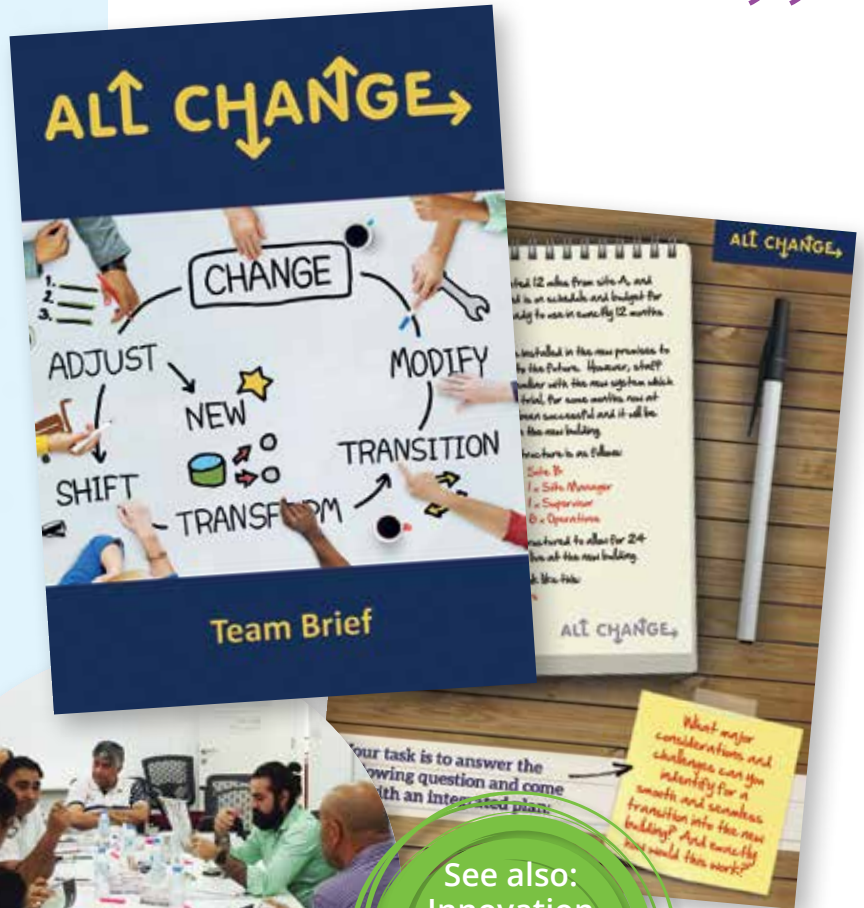
# Coping with change!

## All Change!™ Training Activity

Teams are faced with an office move and all the disruption that entails. Staff are unsettled and worried – how can managers help the process along? Teams can look at it from both sides.

“All Change! is highly thought-provoking, immersive and interactive.”

Heide Dubison, Learning & Development Manager, FTI Consulting



See also:  
Innovation & Change™  
Training Activity  
online

### Learning objectives

- Key levers in the change process
- Strategies for change
- Identify potential problems early
- Communicate fully to allay fears
- Seven steps to successful organisational change

✓ 1 hour + debrief

£ £350 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use.

Supplied as a hard copy pack and digitally for virtual use.

Photos credit: Neil Porter, Training Specialist, BARCO

# Brings out key issues in change management

## Introducing Change™ Training Activity

Teams represent a management team that needs to introduce some specific changes (not all will be welcome). How can they plan to overcome staff fears and ensure a successful change process?

### Learning objectives

- Identify misconceptions among staff
- Canvas staff opinions
- Confront worries and anxieties head on
- Use 'champions' to support the process
- Understand need for transparency

✓ **1.5 hours** + debrief

£ **£395** per 5-year licence for 3-24 participants

✓ **For face-to-face & virtual use.**  
Supplied as a hard copy pack and digitally for virtual use.

See also:  
Improve  
That Process!™  
Training Activity  
online

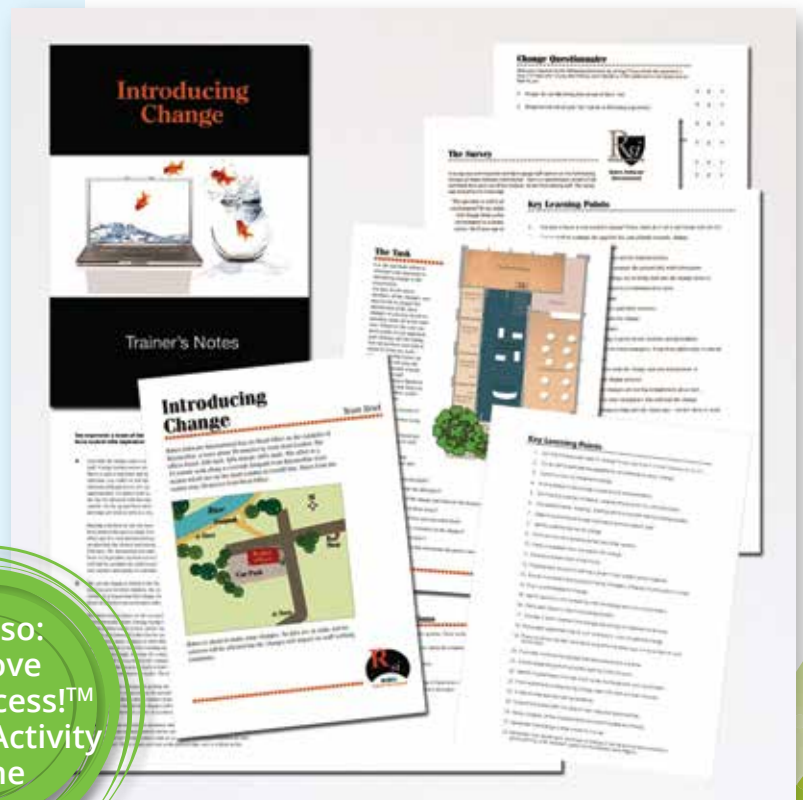


“

*Introducing Change* is a great way to illustrate the key themes associated with any large-scale change initiative.

C. Watson, University of York

”



# Basic practice on coaching skills!

## The Coaching Game™ Training Activity

A board game where teams pick up hints and tips on coaching and put them into practice with mini coaching sessions. 'Having a go' in a risk-free environment raises awareness, reminds participants of the basics and builds confidence.

*Participants throw a dice and move around the board*



“

I use *The Coaching Game* with our managers and supervisors, and it works really well.

Jane Crossman, L&D Business Partner,  
VolkerWessels UK

”



### Learning objectives

- Avoid making judgments
- Avoid assumptions or at least check them
- Establish rapport from the start
- Ask, don't tell
- Encourage people to find their own solutions
- Learn to listen and show you are listening

✓ 1 hour + debrief

£ £450 per 5-year licence for 4-12 participants

✓ For face-to-face use.

Supplied as a hard copy pack with some digital components.



See also:  
Coaching & Mentoring™  
Training Activity  
online



# Regular, honest conversations with staff

## Talking to Staff!™ Training Activity

Teams plan for honest (sometimes difficult) conversations with staff to deal with everyday issues that crop up – about performance, attitudes, behaviour etc.

### Learning objectives

- Planning for the conversation
- Listening to the staff view of the situation
- Concentrate on the issue not the personality
- Avoid confrontational language
- Agree on a joint solution
- Set date for review to see what has changed

✓ **1 hour + debrief**

£ **£450** per 5-year licence for 3-24 participants

✓ **For face-to-face & virtual use.** Supplied digitally.

“

I have used *Talking to Staff!* and it was very effective and easy to facilitate. The feedback has been wonderful - my clients love Northgate activities, the learning outcomes are great!

Cedrick LaFleur, Chief Executive, LaFleur Leadership Institute

”

*Optional online program included for virtual use*



# The ultimate communication activity!

## Communication is the Key!™ Training Activity

Two teams have a task with a joint score and they can email each other (via the online computer program) as many times as they like. Plus, they can meet for 5-minute meetings. Easy? Think again!



“ The learning from *Communication is the Key!* is virtually limitless and I always find it great fun to run.  
Helen Langhammer, Director, Aspire Consulting ”



See also: *Difficult Conversations™* Training Activity online

*One task is to draw each other's flag, communicating via email or at meetings*

### Learning objectives

- Exposes the danger of making assumptions
- Highlights the importance of checking and clarifying
- Illustrates importance of unambiguous written notes
- Highlights importance of planning for meetings
- Importance of having an agreed agenda for meetings
- Shows how easy it is for communications to go wrong!

✓ 1.5 hours + debrief

£ £495 per 5-year licence for 6-12 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with some digital components. Includes computer program (online access required).

Photo credit: Rebecca Wray, Leadership Coach, Rebecca Wray Coaching Consultancy





Photo credit: Roger Porthouse, Lead Consultant, Latent Capability

# Communicate & collaborate!

## Mission Improbable™ Training Activity

Carrying eggs across uneven terrain in the mountains (in this tabletop activity) can't be that difficult, can it? Especially when you have another team to help.

### Learning objectives

- Dangers of making assumptions
- Importance of establishing good relations with others
- The need to share not withhold information
- Seeing the bigger picture
- Communicate! Communicate! Communicate!

✓ **1 hour** + debrief

£ **£450** per 5-year licence for 6-24 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with some digital components.

“ *Mission Improbable* is one of the best training activities I've EVER used! Fun and challenging.  
Peter Collins, Head of Training, 24Seven Group ”

*Walkie talkies link you to a second team which has a similar (but not identical) objective!*



# Communicate effectively

## Capture the Flag!™ Training Activity

Separate teams have to work together to capture a flag. They both need information the other team has but will they spend too much time asking for data they need, and not enough giving what the other team needs?



“

We are really enjoying using *Capture the Flag!* It creates amazing learning within the virtual classroom.

Martin Bycroft, Director,  
People-Centric, UAE

”



### Learning objectives

- Establish common ground
- Avoid making assumptions
- Active listening is a must
- Maintain good relations and avoid conflict
- Trust and empathy
- Give information freely

✓ 1 hour + debrief

£ £395 per 5-year licence for 4-24 participants

✓ For face-to-face & virtual use. Supplied digitally.



# Work as ONE BIG TEAM!

## Eldorado!™ Training Activity

The activity with the WOW factor! Up to 10 teams are searching for the treasure of Eldorado! They need a map location, the answers to six tasks and the number of the right key to open the chest. It all hinges on how well they exchange information – and levels of trust.

“

In short, it was a triumph! The game brought out everything we wanted to raise – including communication, collaboration and teamwork. It was superb! We have been running corporate events for years and this was by far the best big-team event ever! Thank you for a great game.

Simon Derry, Consultant,  
Rainmaker Coaching (a brand owned  
by Re-thinking Ltd)

”



Photo credit: Select Training and Management Consultancy LLC



### Learning objectives

- See the bigger picture in an organisation
- Highlights the importance of working as one big team
- Exposes the abuse of trust, honesty, integrity and ethics
- Demonstrates the importance of sharing knowledge
- Unifies all participants and creates high energy
- Teamwork and leadership issues
- Often unmasks skullduggery!

✓ 1.5 hours + debrief

£ £1,250 per 5-year licence for 24-60 participants

✓ For face-to-face use.  
Supplied as a hard copy pack.

# Give the customer what they want!

## Chinese Tower™ Training Activity

Teams construct a Chinese tower according to the requirements of a customer, but unless they double check what exactly is required, they can easily make several assumptions which means the customer does not get what they want.

“

Absolutely brilliant at understanding the importance of taking an accurate customer brief.

Paul Parish, Group Sales Trainer, Advanced Business Software & Solutions

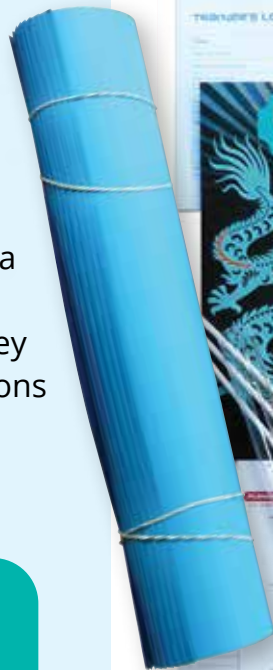
”

“

Makes an excellent point about how people can assume understanding of needs. I'm loving using it and it works with so many industries! Plus it's lots of fun for me & the delegates.

Rachel Powell, Director, Enhance & Aspire Ltd

”



### Learning objectives

- Work in a highly effective team
- Be clear on what the customer wants
- Importance of meeting the customer's needs
- Avoid making assumptions
- Highlights need for clear objectives
- Stresses need for accurate information

✓ 1 hour + debrief

£ £450 per 5-year licence for 3-24 participants

✓ For face-to-face use.  
Supplied as a hard copy pack.



*Includes construction element!*



Photos credit: Caroline Trainor and Bryan Pentland, HRD Business Partners, Almac Group

# Balancing profit vs customer service – tricky!

## Decisions! Decisions!™ Training Activity

As the management team of a Travel Company, teams have holidaymakers in Borneo who have a number of issues. Spending money will keep them happy but will lower profits. What to do?

### Learning objectives

- Review the options
- Cabinet responsibility
- Balance the perceived risks of any action
- Reach consensus
- Assess likely consequences
- Develop a decisions strategy

✓ **1 hour** + debrief

£ **£495** per 5-year licence for 4-24 participants

✓ **For face-to-face & virtual use.** Supplied digitally. Includes computer program (online access required).

“

*Decisions! Decisions!* is practical and very exciting with immediate feedback about decisions made.

Vicky de Bruijn, Senior Director, Talent & Leadership Development, EMEA, Hilton Worldwide

”



“

A fantastic training tool!

Andrew Pipes, Commercial Training Team, Volkswagen Group UK Ltd

”

# Energiser!

## Lost in the Wilderness!™ Training Activity

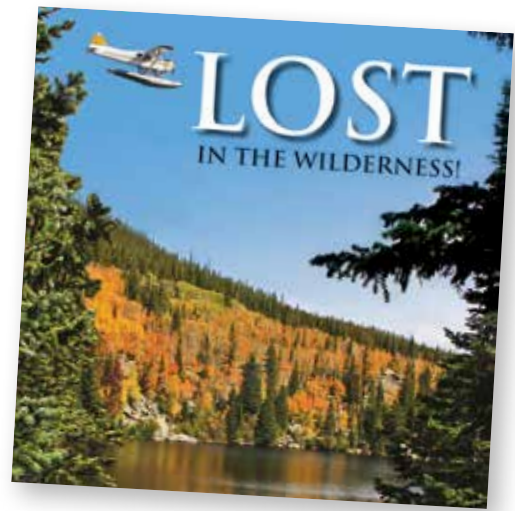
Ideal to get team members working together and making decisions under time pressure. Teams have to come up with a plan after having crash-landed in the Canadian wilderness!

“

We used *Lost in the Wilderness!* with our new Apprenticeship cohort. It was high energy & fun!

Michelle Hardwick, Learning & Development Trainer, Weightmans

”



### Learning objectives

- To discuss an issue under time pressure
- To analyse a problem
- To work together as a team
- To need for decisive leadership
- To express their own ideas forcefully

✓ 30-40 minutes + debrief

£ £250 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use  
Supplied digitally.

# Starter!

## All Adrift!™ Training Activity

Teams have to agree priorities following a fire on board their yacht, of which they are crew members, with an expert ranking provided by the RNLI.

### Learning objectives

- To grasp the essence of a situation
- To think clearly and logically - and use common sense
- To evaluate levels of importance
- To be able to put a point of view

✓ 50 minutes + debrief

£ £250 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use  
Supplied digitally.

“

All Adrift! is a great activity!

Anne Dewison, L&D Director, Aramark

”



See also:  
Wiff Waff™  
Training Activity  
online

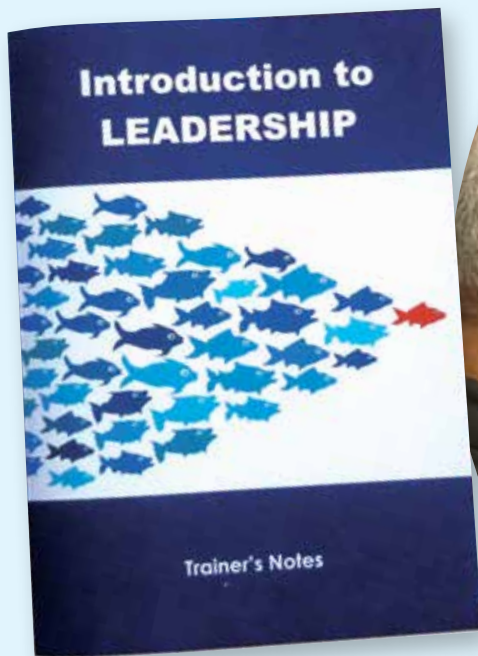


Photo credit: KNOWLEDGE Consulting & Talent Development

# Great for discussion on leadership

## Introduction to Leadership™ Training Activity

A basic introduction to what leadership is all about. Creates discussion about the function of leadership and what attributes are required. Very easy to use.

### Learning objectives

- Identify typical leadership skills/attributes
- Six different leadership styles
- Situational leadership
- Functions of a good leader
- Group discussion on key points

✔ **35 minutes** + debrief

£ **£150** per 5-year licence for 3-24 participants

✔ **For face-to-face & virtual use.**  
Supplied digitally.

“

I use *Introduction to Leadership* in one of my Management Development Programmes, and it creates a lot of discussion around the different types of Leadership and people identifying which traits they followed.

Maxine Knight, Management Development Trainer, Norwood

”

*Six leadership styles to discuss*



# Based on a NASA training exercise!

## Astronaut Rescue Mission™ Training Activity



Teams have landed back on Earth from the International Space Station! You, as Trainer, observe, looking out for nine critical points during the activity where someone needs to step up and push the team forward. Reinforces the idea that teams need to be pro-active and 'get on with it' rather than prolong discussions about important factors.

“ We've run *Astronaut Rescue Mission* remotely a couple of times now and we're very impressed. ”

Mark Drummond, Head of Training & Development, Story Contracting



Also good for teamwork



See also: Mayhem!™ Training Activity online

### Learning objectives

- Highlights effective team performance
- Identifies trigger points where leadership is required
- Benefits of incisive thinking
- Value of collaboration between all team members
- Need for decisiveness under time pressure
- Tests problem-solving skills

✓ 1 hour + debrief

£ £495 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use. Supplied as a hard copy pack and digitally.

“ Resulted in some excellent discussions on leadership styles! ”

Jo Kehoe, Director, JK Training Ltd



# A test of leadership!

## Leadership Challenge™ Training Activity

As the title suggests, this is a challenge for the leaders! Team leaders study details of a task that involves collecting points on a trek in remote country. They must then brief their teams and oversee implementation. Pinpoints the qualities a good leader needs – a real test of leadership skills.



See also:  
Leadership Style™  
& Leadership in Action!™ Training Activities online



“ An excellent activity for individuals and teams to focus, plan and achieve the goal whilst the Leader encourages and motivates throughout the exercise.

Jim Murphy, Training Manager,  
Iceland Foods Ltd

### Learning objectives

- Highlights key skills of a leader
- Stresses importance of communicating clear objectives
- Tests planning skills
- Focus on different leadership styles and their effectiveness
- Need to maintain morale and commitment

✓ 2 hours + debrief

£ £495 per 5-year licence for 3-24 participants

✓ For face-to-face use.

Supplied as a hard copy pack with digital components.

“ An excellent activity for our client group of law firm partners. After a day of leadership theory, it brought home the crucial points and added energy and fun to our awayday.

Rachel Stone, Smith & Williamson LLP

# A board game

## The Assertiveness Game™ Training Activity

A great interactive way to encourage discussion of why effective teams need to be confident, assured and assertive. Non-assertive or aggressive team members are obstacles to empowerment in the workplace.

### Learning objectives

- Recognise the difference between assertive, non-assertive, passive-aggressive and aggressive behaviours
- Consider the benefits of assertiveness
- Practise the language of assertive behaviour
- Recognise when it is, or is not, appropriate to be assertive
- Awareness of the importance of self-esteem

✓ **1 hour + debrief**

£ **£450** per 5-year licence for 4-12 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with digital components.



See also: Influencing Others™ Training Activity online

“ I used *The Assertiveness Game* with great results – it really got the group talking and was an excellent way of wrapping up a one-day event.  
Jane Crossman, L&D Business Partner, VolkerWessels UK ”

*Participants move around the board picking up cards*



Hard copy pack plus digital files on the Trainerhub

# Take responsibility! Be pro-active!

## Accountability & Performance Improvement™ Training Activity

This activity encourages staff to take ownership of their work, to be pro-active in the workplace and to be accountable for their actions. Good for managers, good for staff and good for the organisation!

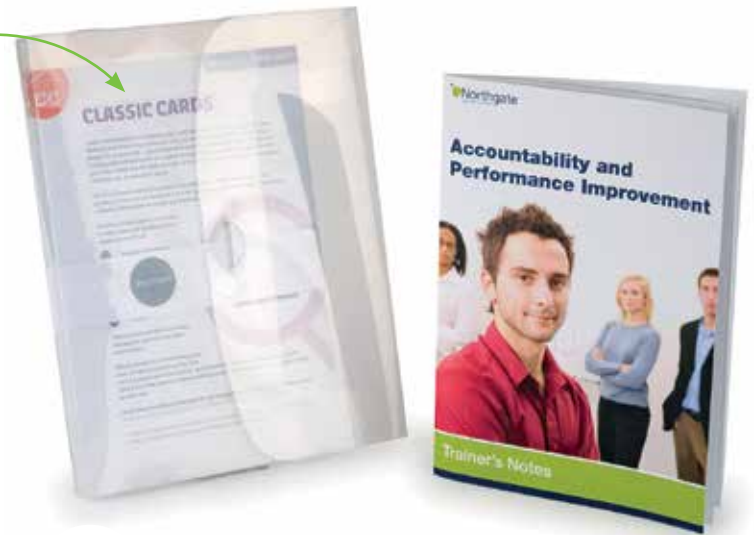
### Learning objectives

- Defines accountability in the workplace
- Identifies how a lack of accountability impacts negatively on performance
- Shows need for staff to take responsibility for their actions
- Emphasises need for constant updating of job descriptions
- Importance of communicating key result areas and goals
- Creating a 'can do' culture

✓ 1 hour + debrief

£ £395 per 5-year licence for 6-24 participants

✓ For face-to-face use and virtual use. Supplied as a hard copy pack and digitally.



“

Worked very well and helped my participants to practise the accountability concepts, reflect on their own situations and to be more aware about the importance of accountability in their workplace.

Juan Losada, Consultant,  
Tesoro Consulting LLC, California

”



# Handle conflict well!

## Managing Conflict™ Training Activity

Conflict can be creative or destructive! This activity allows teams to see both aspects and how to focus on the positives. It considers the management skills required to resolve workplace conflict, including the importance of talking with people, listening carefully, having the right focus, clarifying points and developing a plan together.

*Includes Dos & Don'ts and Top Ten Golden Rules Handouts*

“

As always with Northgate, this is an excellent development activity – useful discussion aids and thought-provoking.

C. Jeffreys-Hoar, Ricoh UK

”



### Learning objectives

- Exploration of different 'conflict' situations at work
- Importance of spotting signs of conflict early
- Potential damage of conflict on morale and productivity
- Difference between positive and negative conflict
- Basic DOs and DON'Ts when faced with conflict at work
- Strategies for handling and resolving conflict situations

✓ **30-50 minutes + debrief**

£ **£295** per 5-year licence for 3-24 participants

✓ **For face-to-face & virtual use.**  
Supplied digitally and cards also supplied in hard copy.

# Creating the ideal 'profile' (of a manager)

Photo credit: KNOWLEDGE Consulting & Talent Development



## The 30-Minute Manager!™ Training Activity

A great way to kick-off any management course! Gets delegates interacting with high energy and lots of ideas and opinions on what management is all about and what makes a good manager.

### Learning objectives

- Promotes discussion on attributes of successful managers
- Looks at personal, organisational and interpersonal skills
- Identifies those skills new managers need
- Allows teams to reflect on own strengths and weaknesses
- Identifies an organisation's cultural bias



*62 statements to sort through!*

“ Worked really well and the delegates really enjoyed it. It helped them identify that being a good manager is about having good people skills – as well as technical skills.

Sarah Stevens, Learning & Development Business Partner, TLT LLP

✓ 30-60 minutes + debrief

£ £395 per 5-year licence for 3-24 participants

✓ For face-to-face use. Supplied as a hard copy pack with digital components.

# Theory into practice!

## Practical Negotiation Skills™ Training Activity

Buyers meet sellers for a negotiation. Each has slightly different objectives - can they work out a solution with which both parties will be satisfied?

“ I ran *Practical Negotiation Skills* with two groups so we could compare their approaches - and that worked really well. ”

Chris Chin, Director, Curious Learning

“ *Practical Negotiation Skills* is a really useful activity. Highlights all the key learning points through a realistic situation. Gives everyone the opportunity to participate. Highlights areas for improvement for personal development plans. All the Northgate activities we use are great in delivering exactly what we want. ”

H. John, John Smith & Son Group

### Learning objectives

- Need for detailed preparation
- Targets; fall-back positions; worst case scenarios
- Importance of time-outs to avoid thinking on the hoof
- Illustrates dangers of winning at all costs
- Importance of compromise
- Value of knowing when to make concessions
- Body language



✓ 2 hours + debrief

£ £450 per 5-year licence for 6-24 participants

✓ For face-to-face & virtual use. Supplied as a hard copy pack and digitally.



# The art of compromise

## The Win Win Game™ Training Activity

Four teams are negotiating hard to get what they want, but all negotiations require compromise. You can't get it all and leave the other party resentful. So, what's the plan, team?

### Learning objectives

- Illustrates the need for a clear negotiating strategy
- Identifies the need for fall-back positions
- Highlights the art of compromise and contingencies
- The need to 'put yourself in other people's shoes'
- Flexibility and adaptability
- Maintaining good relations when negotiating

“ I have used *The Win Win Game* twice over two days and the sessions went very well. Both sets of participants really enjoyed the exercise and building the single tower at the end was exciting with respect to not letting the tower fall! I look forward to using it again.

Annette Smith, Training & Development Business Partner, Anglian Water



*Will teams achieve a win-win outcome?*

“ Wowser what a success! I purchased *The Win Win Game* for a Negotiation Course: it was truly brilliant! I absolutely loved it and the teams did too, they learned loads and the building of the tower at the end created some amazing negotiations with me over fines for knocking it down!

Simon Hares, Training Consultant, SerialTrainer7 Ltd

- ✓ 1 hour + debrief
- £ £395 per 5-year licence for 12-24 participants
- ✓ For face-to-face use. Supplied as a hard copy pack with digital components.



# Planning a project!

## How to Rob a Bank!™ Training Activity

Robbing a bank is like any other major project, requiring key planning skills, timing and the right people. There's a tight deadline and everyone and everything needs to come together just in time.

Photo credit: Neil Porter, Training Specialist, BAPCO



“

We used *How to Rob a Bank!* on a teambuilding day for our recruitment team and they greatly enjoyed it! The teams performed well with varying degrees of success, with one team in particular getting excellent results, and there were great learnings in each case.

Toby Smith, L&D Specialist, Epson Europe BV

”



Teams must recruit appropriate staff

### Learning objectives

- Planning a project
- Choosing the right staff for the job (skill sets)
- Ordering resources (equipment) on time
- Planning a critical schedule
- Costing the whole project and calculating ROI
- Risk assessment

✓ 75 minutes + debrief

£ £450 per 5-year licence for 3-24 participants

✓ For face-to-face use.

Supplied as a hard copy pack with digital components.

See also:  
Project Planning™  
Training Activity  
online



## Antarctic Challenge!



Photos credit: Gayle Wallace, Deputy Head of Learning & Development, VIMA Group

# To the South Pole - and back!

## Antarctic Challenge™ Training Activity

Based on real facts and real events, this activity challenges teams to plan an expedition to the South Pole and back. They start with no information - so need to brainstorm what they need. Absorbing!

### Learning objectives

- Breaking a project into bite size chunks
- Establish key factors on which to base plans
- Manage time and resources (physical and human)
- Collect, collate and interpret data
- Review progress regularly
- Leadership and teamwork in action
- Persuasive presentations for funds from sponsors

✓ **3-4 hours + debrief**

£ **£595** per 5-year licence for 3-24 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with digital components.

“

*Antarctic Challenge is a great training activity! I've used it for years with executive groups and really appreciate the realism and complexity they have to deal with.*

Dan Eisenman, Executive Director, Equalus

”

*How will teams cope with data overload?!*



# Critical decision-making

## The Expedition™ Training Activity

Planning a desert expedition from scratch means asking for the right information and choosing the best route – which means conserving as much water and fuel as possible. There are limited amounts in the desert itself. Perfect to test/practise teamwork and planning skills!

### Learning objectives

- Addressing the overall planning process
- Asking the right questions early on, to identify key issues
- Importance of accuracy and attention to detail
- Basic logistics
- Selection of the best personnel for the job
- Evaluation of different options
- Teamwork and leadership issues

✓ 1.5 hours + debrief

£ £450 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use. Supplied digitally.



“ We played *The Expedition* in person during our team meeting back in November. We had very good feedback and the participants really enjoyed it. ”

Maria-Luisa Engelmann, Administrative Sales Support, Hilton International



# Think like Sherlock!



## Problem Analysis™ Training Activity

When things go wrong in a clothing factory, all production is shut down until the source of the problem is discovered. Teams collect information about procedures and staff as they attempt to drill down for the answer. A participative team challenge!

### Learning objectives

- Developing problem-solving strategies
- Organising a consultancy team and brainstorming ideas
- Thinking logically and analytically
- Identifying and eliminating potential problems
- Using a critical approach and avoiding assumptions

✓ **75 minutes** + debrief

£ **£395** per 5-year licence for 3-24 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with digital components.

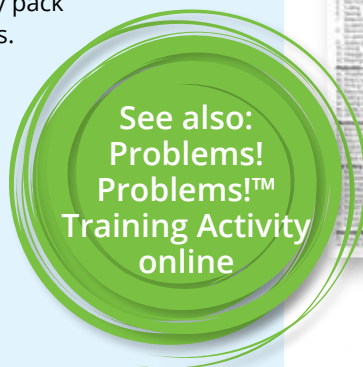
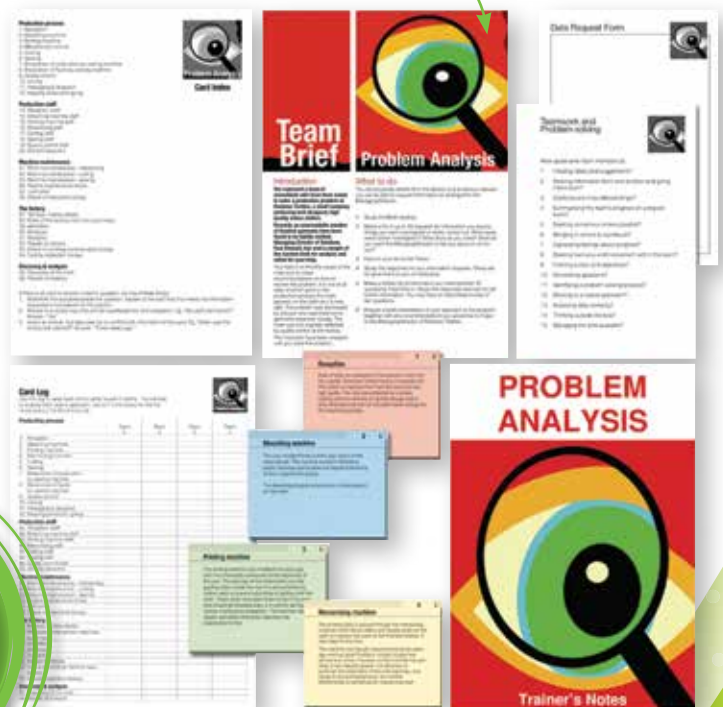
“

*Problem Analysis is a superb package to promote and stimulate analytical thinking and risk analysis.*

S. Thompson, The Stock Exchange

”

*Plenty of red herrings along the way!*



# A race against the clock – but more haste...

## Deadline 30 Minutes!™ Training Activity

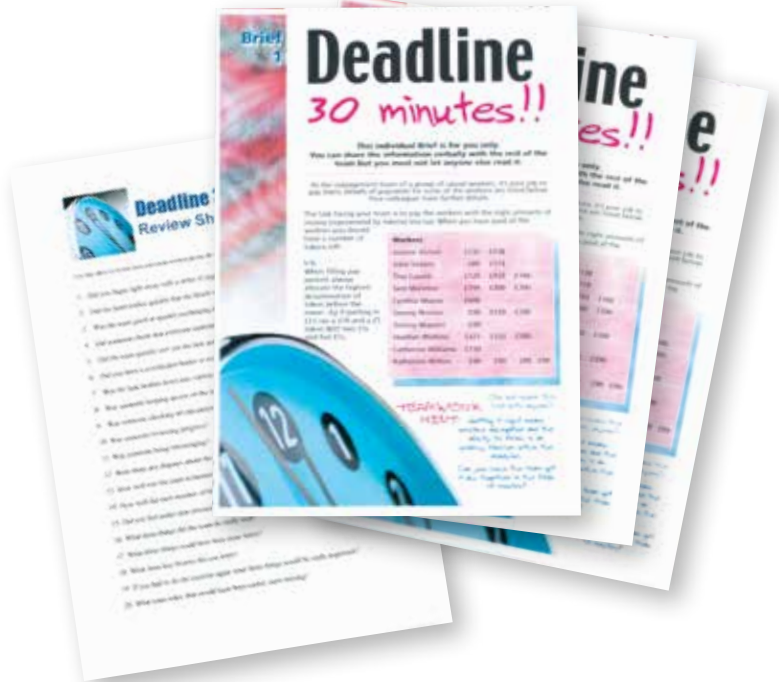
Teams calculate pay packets for a number of workers – each team member has some of the data but needs to share it with others. As well as pooling the data, teams have to physically fill the pay packets with the right amounts – and there's no room for error.

*One slip-up and it all goes horribly wrong!*



“ I ran *Deadline 30 Minutes!* and it's brilliant – will definitely be using it a lot. ”

Johanne Malin, Principal Consultant, Inspirational Development Group



### Learning objectives

- Learning to give information freely
- Collating different bits of information - accurately
- Basic numeracy skills
- Attention to detail
- Keeping an eye on the time
- Working methodically as a team without panic

✓ **30 minutes + debrief**

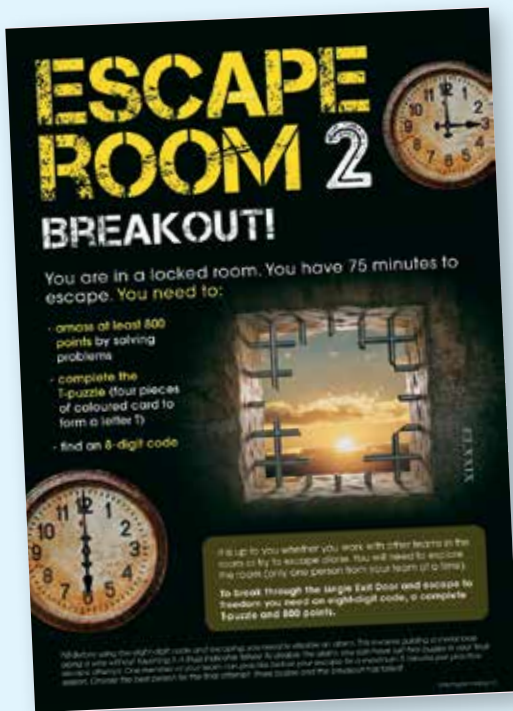
£ **£350** per 5-year licence for 4-20 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with digital components.

See also: The Urgent Order™ Training Activity online



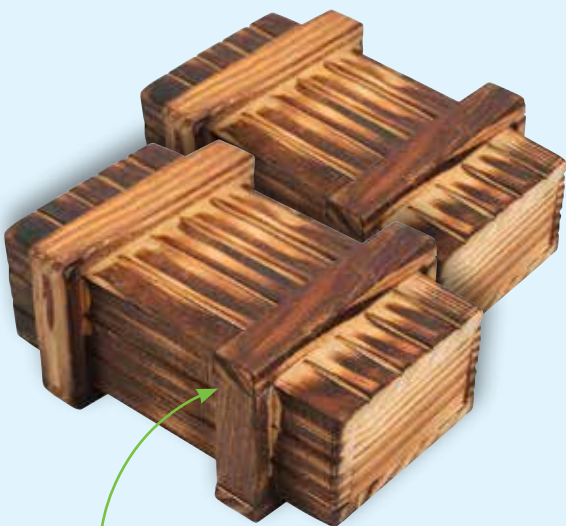
Photo credit: Simon Hares, Training Consultant, SerialTrainer7 Ltd



# Intriguing Escape Game!

## Escape Room 2 – Breakout!™ Training Activity

Break the codes, tackle the fiendish Japanese Puzzle Box (to find a key) and solve a multitude of braintwisters before you can escape. Mindbending!



*Puzzles galore!*

“

What a great activity *Escape Room 2 – Breakout!* is. A real challenge, it tests collaboration, communication, prioritisation and problem solving.

Gary Shewan, Learning & Development  
Consultant, Legal & General

”

### Learning objectives

- Working out the overall objective
- Identifying the various challenges involved
- Deciding who will do what (skill levels)
- Planning a strategy
- Double-checking others' work
- Ensuring the escape takes place before the deadline

✓ **75 minutes + debrief**

£ **£595** per 5-year licence for 3-24 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with digital components.

# Includes construction element!

## TeamBuild!™ Training Activity

In Part 1 teams attempt 16 problems to gain points. In Part 2 they construct a giant giraffe which is scored for its overall height. Together the best point score wins the day!

“

TeamBuild! was lots of fun and we were able to assess skills and behaviour very well.

Samantha Plant, HR Advisor,  
Hitachi Rail Europe

”



*Teams enter solutions using their unique PIN*



**Easy online ordering!**

### Learning objectives

- Fast-paced, fun activity
- Lateral thinking
- Resilience
- Problem-solving skills
- Construction skills (engineers score high!)
- Assessment of team interactions, behaviours and skills

✓ **1.5 hours** + debrief

£ **£450** per 5-year licence for 3-30 participants

✓ **For face-to-face use.**

Supplied as a hard copy pack with digital components. Includes online program (internet access required).



Photo credit: Select Training and Management Consultancy LLC

# Cleared for take-off!

## AirLift!™ Training Activity

Teams plan for an emergency air drop to villages in a disaster area. Supplies must be selected and packed in a Cargo Hold – in the order they will be parachuted out to each village! There's no room for error – or it's crashland time. A popular Northgate classic!

*Will teams pack the cargo hold in the correct order for the emergency air drop?*



“

I have been using *AirLift!* for 13 years and it always delivers so much learning through its immersive experience. Its design highlights the need for purpose, interdependence and trust, along with a flexible mission led execution. It is a first-class experiential product.

Justin Featherstone MC, Consultant and Expedition Leader

”

### Learning objectives

- A multi-faceted team task
- Breaking a task into manageable bites
- Identifying constraints early on in the process
- Managing limited resources
- Problem-solving in action
- Working effectively as a team

✓ **1 hour + debrief**

£ **£495** per 5-year licence for 3-24 participants

✓ **For face-to-face use.**

Supplied as a hard copy pack with digital components.

# Get teams working together!

## A Taste of Teamwork™ Training Activity

This training game is a great test of teamwork skills! Things could go badly wrong at Fawly's Bakery, but if teams get their act together they can save the day!

*Bakers' hats included!*



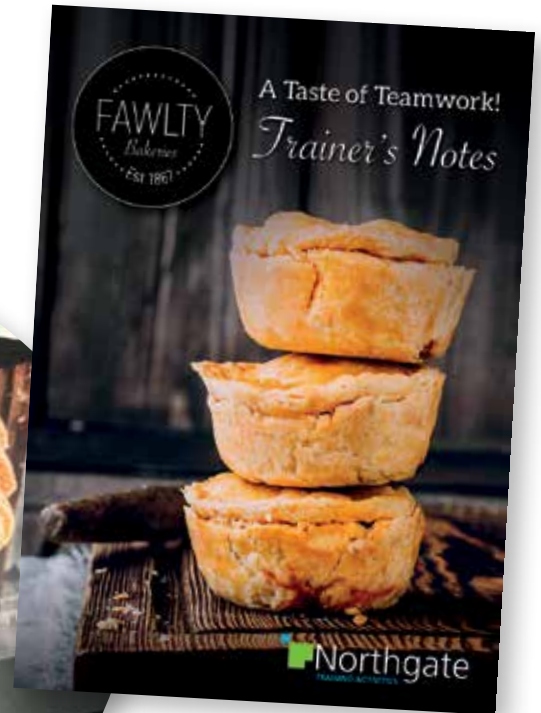
Photos credit: Jon Davies MD, Get the Edge Training & Consultancy Ltd

“

I have used *A Taste of Teamwork!* as our pre-opening training for years and have people who still remember it years later!

Niki Fincham, Group Learning & Development Manager, RBH Hospitality Management

”



*Can teams pack the right pies for the right customers?*

### Learning objectives

- Inter-team cooperation
- Free and open communication
- Organisation strategies
- Attention to detail
- Meeting a deadline
- Importance of working as one big team

✓ **1 hour + debrief**

£ **£595** per 5-year licence for 6-24 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack plus digital files for reprinting.



Bestseller!

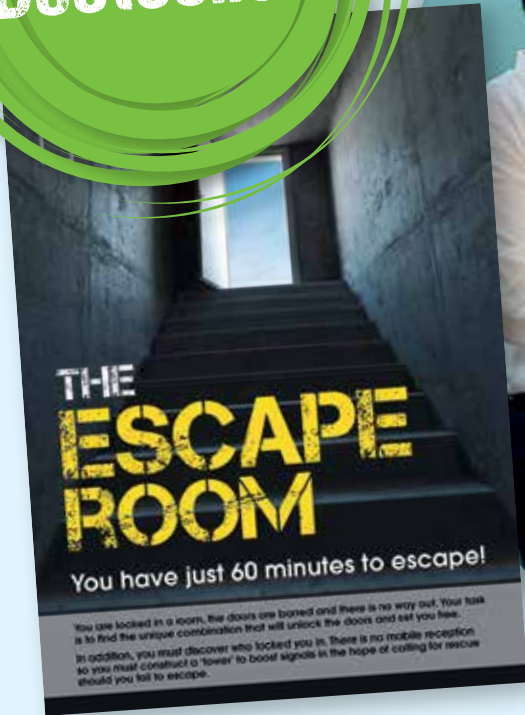


Photo credit: Anna Longstaff, Head of HR, Stature London

## Silo-buster!

### The Escape Room™ Training Activity

Our bestselling teamwork activity! Teams have 60 minutes to solve the puzzles and escape. They will likely start off competing before realising they have to collaborate to succeed!

#### Learning objectives

- Lateral thinking
- Work together
- Overcome silo thinking
- Prioritise tasks
- Have fun!

✓ 1 hour + debrief

£ £495 per 5-year licence for 12-24 participants (4-team version)

£895 per 5-year licence for 12-60 participants (10-team version)

✓ For face-to-face & virtual use.  
Supplied as a hard copy pack for face-to-face, and digitally for virtual use.

“ Works brilliantly each time! The teams have all loved it and it was enjoyable to facilitate. Highly recommend! ”

Nazareen Johnson, Head of Learning & Development, Pets At Home

A3 posters supplied for the door!



# Working together for success

## RollaBall!™ Training Activity

Three teams have to build a joint runway to allow a ping pong ball to travel the whole length without interruption. It means working together or the whole concept will collapse!



Photos credit: Select Training and Management Consultancy LLC

“

We use *RollaBall!* for values in our induction programme. It's relevant to the topic, enjoyable and we can just pick it up off the shelf and use it.

Anna Boyce, HR Director,  
The London Institute of Banking & Finance

”



*Three teams build a third of the runway each!*

### Learning objectives

- Working effectively within a team
- Seeing benefits of open collaboration with other teams
- Learning to give as well as demand required information
- Communicating effectively
- Listening to others
- Celebrating success

✓ **1 hour + debrief**

£ **£395** per 5-year licence for 9-21 participants

✓ **For face-to-face use.**

Supplied as a hard copy pack with digital components.



# Emergency in space!

## Houston, we have a problem...™ Training Activity

When things go badly wrong in space, you need someone on the ground who is calm and collected and can think laterally. Do your teams have that ability?

“*Houston, we have a problem... was very well received when used in a global conference with teams in Lisbon.*

Rebecca Tisdale, EMEA Operations Training Senior Specialist, Equinix

”

*Teams must fix the faulty filter!*

Photos credit: Helen Robson, Leadership Development Coach, Wessex Water



### Learning objectives

- Opportunity to assess a range of team skills
- Implications of executing a task poorly
- Need for communicating a situation clearly
- Clear written and face-to-face communications
- Working under pressure
- Cooperation between groups, or departments, at work

✓ 1.5 hours + debrief

£ £495 per 5-year licence for 12-24 participants

✓ For face-to-face use.  
Supplied as a hard copy pack.

# Out-of-this-world team challenge!

## Escape from Mars!™ Training Activity

Having completed a Mars mission, teams must locate their Escape Pod which, in 60 minutes time, will blast-off to the Mother Ship. But first, they need the correct entry code, the answers to 10 tasks and there's a transponder to assemble. No pressure then!

“ I have used *Escape from Mars!* very successfully in workshops on collaboration.   
Gavin Stockley, Learning & Development Manager, Specsavers ”



*Teams must work together to succeed!*

### Learning objectives

- Importance of sharing information accurately
- Sticking to the deadline
- Seeing the bigger picture
- Understanding the value of collaboration
- Trust and positivity
- Problem-solving

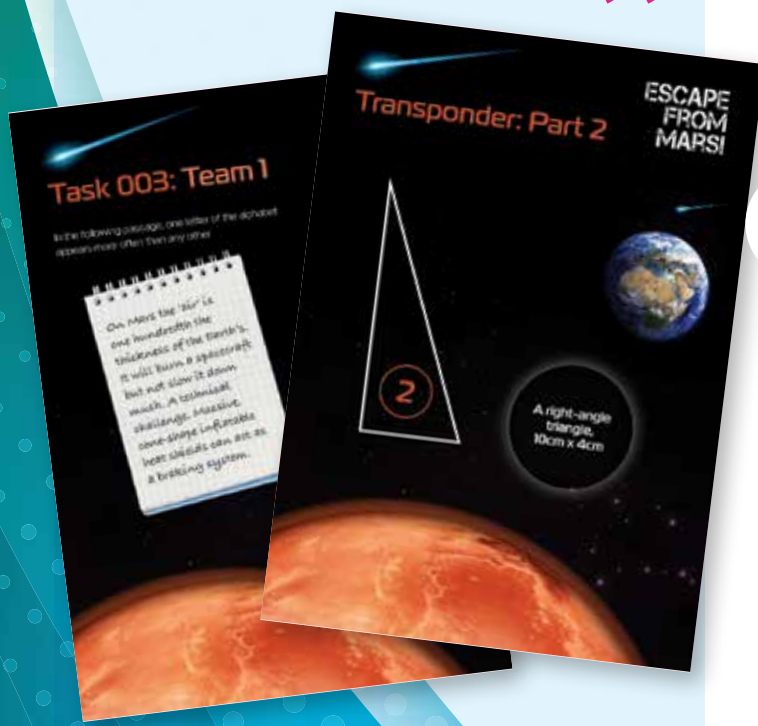
✓ 1 hour + debrief

£ £395 per 5-year licence for 12-24 participants

✓ For virtual use. Supplied digitally.

“ I used *Escape from Mars!* virtually and it worked great. Given the session was about collaboration, their mindset was in that spirit and they collaborated very well, some great lessons for their day job!

Jean Vanhoegaerden, Professor of Practice, Globcon ”



# Get organised for productivity!

## Time Trial!™ Training Activity

Representing the manager of a Safari Park, teams face a daunting inbox and must decide how to cope – do the work themselves, delegate it (to who?) or just say No! It's all about priorities and knowing what's really important.

“*Time Trial! went down a storm! Thanks again for your assistance!*”  
 Meghan Davis, Learning & Development Coach, Furniture Village



*Do, delegate or say no?!*



### Learning objectives

- Diary planning
- Prioritising
- Knowing the difference between important and urgent
- Knowing when to delegate
- Knowing staff and who to delegate to
- Avoiding work overload, stress and low morale
- Handling emails

✓ 1 hour + debrief

£ £450 per 5-year licence for 6-24 participants

✓ For face-to-face and virtual use. Supplied as a hard copy pack and digitally.

# Rational decision-making

## Time for Decision!™ Training Activity

When a passenger jet has problems just after take-off from Khartoum on a routine flight to Cairo, it's time for cool heads and rational decisions.



“

We ran *Time for Decision!* virtually which worked really well. The participants thoroughly engaged with the exercise and really enjoyed it.

Clive Bradley, MD,  
The Leadership Group Ltd

”



*The clock is ticking - while you are deciding, you are using up fuel*

### Learning objectives

- Tough decisions under pressure
- Logic in the decisions process
- Urgent situation but no need to panic
- Reaching consensus on the flight deck
- Planning the knock-on effects of any decision

✓ 1 hour + debrief

£ £395 per 5-year licence for 3-24 participants

✓ For face-to-face & virtual use. Supplied digitally.



Photo credit: KNOWLEDGE Consulting & Talent Development

# Look before you leap!

## Set Your Objective!™ Training Activity

Teams have a planning phase and an action phase. In Phase 1 they plan for Phase 2, committing to certain tasks. But most teams choose the wrong objectives! A great test of objective setting, time management and prioritisation.

“

*Set your Objective!* went well - everyone got stuck in and enjoyed themselves, and most fell into the trap of prioritising points and either ignoring or missing the deadlines, so that gave us plenty to work with at the debrief!

Alex Smith, Head of People Development and Leadership, Quanta Training

”

*Includes a construction element*

See also: Personal Effectiveness Cards™ Training Activity online

Photo credit: Neil Porter, Training Specialist, BAPCO

### Learning objectives

- Group decision-making on setting objectives
- Highlights the need for SMART objectives
- Illustrates the importance of understanding time frames
- Prioritisation of tasks (urgent versus important)
- Ability of teams to work together under pressure
- Reinforces time management rules

✓ **75 minutes** + debrief

£ **£450** per 5-year licence for 3-24 participants

✓ **For face-to-face use.**  
Supplied as a hard copy pack with digital components.

# Keep calm & carry on!

## Resilience™ Training Activity

A check-up on staff resilience. Stresses the need to be assertive, take control of situations and show determination.



# Positivity means improved productivity!

## Wellbeing at Work™ Training Activity



“

I've used the *Resilience* activity and it is simple and easy to use and understand, with a professional look. And the online Northgate Trainerhub is very useful.

John Cunningham, Director, johnpc ltd

”

### Learning objectives

- Defines resilience and its place in the workplace
- Benefits of a resilient approach to life
- Skills and coping strategies involved in being resilient
- Ways to assess, and improve, staff resilience
- Mini case studies on maintaining a good mental health outlook

✓ **30-50 minutes** + debrief

£ **£295** per 5-year licence for 3-24 participants

✓ **For face-to-face & virtual use**  
Supplied as a hard copy pack and digitally.

Participants represent managers reviewing ideas on how to improve wellbeing, investigating options and identifying solutions. An interactive way to address misconceptions and encourage open discussion.

### Learning objectives

- Awareness of importance of wellbeing at work
- Highlights benefits of a positive approach
- Considers initiatives to improve wellbeing in the workplace
- Looks at main determinants of wellbeing
- Identifies small changes that make a big difference

✓ **1 hour** + debrief

£ **£295** per 5-year licence for 2-24 participants

✓ **For face-to-face & virtual use.**  
Supplied digitally.





Popular  
topic



## Emotional intelligence

*Self-awareness is key*

# Emotional intelligence can trump IQ!

## Emotional Intelligence™ Training Activity

This activity encourages teams to consider their own levels of emotional intelligence as well as discussing real situations at work and how best to deal with them.

### Learning objectives

- Identifies what emotional intelligence is all about
- Self-analysis of participants' own levels of EI
- Builds list of skills and attributes associated with positive EI
- Encourages awareness of other people's EI
- Gives staff confidence to identify EI failings and handle them

✓ **1 hour** + debrief

£ **£395** per 5-year licence for 3-24 participants

✓ **For face-to-face & virtual use.**  
Supplied digitally.

“

Northgate's *Emotional Intelligence* training activity went really well. It's a really good resource and everything - tutor and delegate information - is included.

Wendy Brown, Learning and Development Lead, Thurrock Council

”



**x30  
CARDS**

# So easy to order!



Online [northgatetraining.co.uk](http://northgatetraining.co.uk) for 24-hour ordering or call **+44 (0)1225 484990**. You can also email [sales@northgatetraining.co.uk](mailto:sales@northgatetraining.co.uk) to tell us what you'd like to order – we will send you an invoice, process your order and send the goods straight away!

	For Face-to-Face (F) and/or Virtual Use (V)	Price per licence (one licence per site)	Page (or see online)
<b>Package Offers</b>			
Starter Package Offer for new customers	F/V	£495	4
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10-Activity Package Offer	Mixed Offer	£3999	5
<b>New Titles</b>			
Pirates! <b>NEW!</b>	F	£1500	7
Cleopatra's Gold! <b>NEW!</b>	F/V	£495	8
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<b>Assessment</b>			
Cleopatra's Gold! <b>NEW!</b>	F/V	£495	8
The Pyramid Game	F/V	£395	9
Astronaut Rescue Mission	F/V	£495	24
<b>Business Simulations</b>			
Going for Profit!	F/V	£795	10
Hotel	F/V	£895	See online
Robot	F/V	£995	11
The Sandwich Shop	F	£495	See online
The Wine Bar Game	F	£695	See online
Winning Strategies	F/V	£495	See online
<b>Change</b>			
All Change	F/V	£350	12
Improve that Process!	F	£595	See online
Innovation & Change	F/V	£295	See online
Introducing Change	F/V	£395	13
<b>Coaching</b>			
Coaching & Mentoring	F	£395	See online
The Coaching Game	F	£450	14
<b>Communication</b>			
Capture the Flag!	F/V	£395	18
Communication is the Key!	F	£495	16
Difficult Conversations	F/V	£395	See online
Listening Skills	F	£395	See online
Mission Improbable	F	£450	17
Talking to Staff! <b>NEW!</b>	F/V	£450	15
<b>Conferences</b>			
Eldorado!	F	£1250	19
Pirates! <b>NEW!</b>	F	£1500	7
Strike it Rich! (4-Team/10-Team)	F	£850/1800	See online
The Escape Room 10-Team	F/V	£895	41
<b>Customer Service</b>			
Chinese Tower	F	£450	20
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<b>Decision-making</b>			
Decisions! Decisions!	F/V	£495	21
<b>Icebreakers</b>			
All Adrift!	F/V	£250	22
Lost in the Wilderness!	F/V	£250	22
Wiff Waff	F/V	£295	See online

	For Face-to-Face (F) and/or Virtual Use (V)	Price per licence (one licence per site)	Page (or see online)
<b>Leadership</b>			
Antarctic Challenge	F	£595	33
Astronaut Rescue Mission	F/V	£495	24
Introduction to Leadership	F/V	£150	23
Mayhem!	F	£295	See online
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Managing Conflict Cards	F/V	£295	28
Talking to Staff! <b>NEW!</b>	F/V	£450	15
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The 30-Minute Manager!	F	£395	29
<b>Negotiation</b>			
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