

BootCamp

Overview

BootCamp is a 5-day, 5-night, experience that leads any group to a state of shared vision, while also having them learn and use tools to determine the best course of action, make effective decisions, resolve conflict, and perfect their results.

This is an experiential workshop in that it is a simulated work environment where a team must reach a shared vision to complete a project on time. Participants learn by doing and producing the assigned product by the end of the workshop.

BootCamp

The name “BootCamp” is a play on the term “booting” or starting a computer.

BootCamp serves as an opportunity to load new mental software for effective team formation and the product development cycle. We also refer to it as ResultsCamp to avoid any military connection.

At BootCamp, the instructors do not “teach” you with slides and lectures. You are given a special edition handbook, which contains everything you need to know to succeed at BootCamp. The attendees themselves comprise a self-directed team. The instructors intermittently play the role of their managers, and of consultants to the team when asked, in the simulation.

On the last day of BootCamp, the team ships the product(s) of the project. This project is invariably on time, and it is typically judged by the students to be the greatest project with which they’ve ever been involved.

Audience

If you are an executive, we recommend inviting the top executives who want to make the most difference in your organization, and the people who want to achieve the highest success of your vision.

The only prerequisite is that each student must want to attend. Mandated, or even mildly coerced attendance is not accepted. The material has no “technical” content or prerequisites, so there is no knowledge that a student must have prior to attending the course.

Objectives

- To teach you how to use The Core Protocols™ - the new mental software
- To take the most effective practices that have been used by previous Campers, apply them to the current team, refine them, and give them to the next set of BootCampers
- To enable the individuals of the team to enhance the effectiveness of any future team of which they are a part

Benefits

BootCamp is very often used successfully in merger and other new-team formation situations. Attendees consistently report that the BootCamp experience not only teaches them about forming teams, shipping great projects on time, and applying results-oriented leadership, but that it is a life-changing and life-affirming experience. By committing to results instead of effort, previous teams have developed interpersonal protocols that always work for any team, in both BootCamp and in the workplace.

There have been over 200 BootCamps. We take the most effective practices that have been used by previous campers, provide them to the current team, refine them based on what works, and give them to the next set of BootCampers. The complete set of these practices is called The Core.

Because of this iterative, evolving improvement process, many original, and genuinely effective practices have evolved for getting a team into a state of Shared Vision so they can create great things whether it be products, services or

BootCamp

organizations.

Results

McCarthy-Tech, the creators of BootCamp, has consulted and worked with top executives of corporations all over the world, such as Microsoft, InstallShield, Hyperion Software, Cadence, HP, Symantec and Halliburton Energy Services. BootCamps have been experienced by work teams, families, volunteer groups, individuals meeting for the first time—you name it.

With 2500+ students over 12 years, our **average student course evaluation is greater than 9**, where 10 is a perfect experience.

In a 2001 survey of 100 BootCamp graduates, 61% said that **they were between 2 and 10 times more effective in their life** as a result of attending BootCamp.

Methodology

These best practices for team and personal effectiveness have been codified into a set of patterns and interpersonal protocols called The Core.

Before you arrive at BootCamp, your team receives the latest version of The Core Protocols, including whatever has been learned from the BootCamps that came immediately before yours. After you leave, whatever was learned from your BootCamp team will be passed on to all teams that come after yours.

The original version 1.0 of The Core is detailed in *Software for your Head*, Jim and Michele McCarthy, 2002, Addison-Wesley.

Leadership

BootCamp creates an environment wherein leadership must emerge before results do. There is no hierarchy on a BootCamp team but the meritocracy of good ideas. The boss = leader mythology gives way to vivid examples of bold leadership from any and every member of the team.

After BootCamp?

BootCamp teams are encouraged to stay connected, with each other and with us. They

create historically great results in any area on happier and wiser teams, with less effort than previously spent. To spread adoption of The Core Protocols, employees of your company can be certified to conduct your own BootCamp with further experience and BootCamp Instructor training. Or The Core Protocols can simply be used by the original team to help lead the organization.

Deliverables

Similar to starting, or “booting”, an operating system for a computer, BootCamp “boots” The Core Protocols for the attendees, as Software For Your Head™.

And BootCampers know how to replicate this experience more or less at will with their future teams and projects.

We leave the ongoing generation of the next great product or service to them.

Ordering Information

For more information, to receive a free copy of the Core Protocols, or to register for a BootCamp, please contact Vickie Gray, President of V Gray Service Management Consulting, or Paul Reeves, Principal of Business Improvement Solutions.

Vickie Gray:
vgray@vgray.ca
902-521-8483
www.vgray.ca

Paul Reeves:
paul.reeves@impsol.biz
902-521-8493
www.impsol.biz