

Best Practice

KOSMOS raises the courage potential of teams to a new level with the courage box

Game manufacturer KOSMOS relies on the Are You Ready? box on the topic of courage to strengthen the courage potential of teams and to anchor new behaviors in the organization.

01 Initial situation

- › KOSMOS Publishing, as a guidebook and game expert, is always open to new things and likes trying out new things with the teams.
- › KOSMOS Publishing is very closely connected to the „game“ and is always and constantly interested in new input and ideas for game development.
- › The Are You Ready? box on the topic of courage was met with immediate enthusiasm at KOSMOS. The team wanted to get to know the courage box for themselves.

02 Goal

- › Team building and getting to know each other even better was the most important goal of using the courage box.
- › Strengthening the trust of the team members and promoting team spirit.
- › Encouraging employees to reflect on their own behavioral patterns in everyday work in order to develop potential quicker and easier.
- › Initiation of a new perspective.

03 Approach

- › Use of the Are You Ready? Box according to the playful principle and rules of the courage box.
- › 10-week discovery journey with a team of five.
- › 45-minute meetings once a week to explore own courage potential and increase courage level.
- › In each meeting, one of the black envelopes was opened, containing team and individual missions that are built on each other.
- › Each meeting is structured the same: 20-minute homework reflection, 20-minute team mission, and 5-minute individual mission.

KOSMOS PUBLISHING:

At KOSMOS, everything begins with one question. Why?

Because asking questions makes you strong. Every question is the beginning of something new. It makes the person who asks the question grow. And the answer makes him stronger

That's why we never stop asking questions: How do you tell stories in a way that brings them to life? Can book heroes be real friends? Do you win even when you lose? Does it have to be that way, or can it be better? Smarter? More sustainable? Can you rise above even when you're very small? Is time more precious when you share it with others? Can you learn by playing?

Where there are questions, you are not done. They are what drive us. They make us stronger. And the people who appreciate us..

➔ www.kosmos.de



**BIST DU
BEREIT**

Team building as a common goal



Enthusiastic and open to new things

KOSMOS Publishing is celebrating its 200th anniversary in 2022 and has already been closely connected to the topic of „Game & Game Development“ for many years. As a leading expert in guidebooks, children's books and games, KOSMOS Publishing is open to new ideas and interested in innovative ideas around game development in order to try things out and learn as a team. One thing is clear: The Are You Ready? box on the topic of courage immediately evoked enthusiasm at KOSMOS and is a perfect fit for the teams who are enthusiastic about playing.

One thing is clear: The Are You Ready? box on the topic of courage immediately caused enthusiasm at KOSMOS and is a perfect fit for the teams who are enthusiastic about playing.

Therefore, it didn't take long to think about it: The courage box was promptly used at KOSMOS in the house organization team.

The participants decided that their primary goal was to get to know each other even better and to use the courage box as a team building tool.

At the same time, the mission was to strengthen the trust of the participants and to promote team spirit. The KOSMOS team had a great interest in reflecting on their own behavioral patterns of action in everyday work in order to develop potential quicker and easier.



Increase courage level significantly in 10 weeks!



Quick & tangible: The courage box is not just fun, but leads the participants to courageous behaviors in a playful and structured approach.

A courageous discovery journey – that's how working with the courage box is often described. At KOSMOS Publishing, the use of the courage box has also gotten the participants out of their comfort zone. The house organization team, consisting of five people, tried out the courage box.

The application is simple and does not require much preparation – the framework is predefined and all the necessary materials are included in the courage box. Over a period of ten weeks, a team of no more than six people meets once a week for 45 minutes. Each meeting is structured in the same way: One of the ten black envelopes contained in the courage box is opened and the tension builds. Each envelope contains the tasks for the weekly 45-minute meeting: one team mission, one individual mission, and one homework assignment. The tasks are playful and build on each other level by level. The entire, structured and creative process resembles escape rooms or exit games.

For the KOSMOS team, the application of the courage box was the same:

Each meeting started with a 20-minute reflection on the homework assignment, followed by a 20-minute joint team mission, and each weekly meeting ended with a 5-minute individual mission. All tasks are linked to everyday work and promote a positive „error culture“ as well as an open feedback culture. The participants emphasize that the application is totally fun and that their own courage level as well as the trust within the team is increased week by week. Playful, innovative, interactive – without overwhelming anyone..



Aiming high – what no one expected



Paragliding as a shared end to the 10-week courage journey at KOSMOS Publishing.

The courage box, as a team and people development tool, quickly brought the KOSMOS team into action during their courage journey and supported them in showing courageous behavior in their everyday work.

In addition to enthusiastic participants, the team members got to know each other better as „people“ and gained new energy and motivation by leaving their comfort zone. And not just that: in the course of their courage journey, the team agreed to end the application of the courage box with a shared, team task that they had thought of themselves. To do this, they searched together for an activity that none of the team members had done before: During a joint team week-end, they went up high and paraglided back down. In this way, each participant was not only able to overcome their own limits or grow beyond themselves while paragliding, but also take away a personal value for themselves from the courage journey..



Thank you for taking me out of my comfort zone and encouraging me to rise above, let go and dare to take off. This is what the Are You Ready? box made me do!

Antje Hönninger, KOSMOS Publishing

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02 Goal

- › Team building and getting to know each other even better was the most important goal of using the courage box.
- › Strengthening the trust of the team members and promoting team spirit.
- › Encouraging employees to reflect on their own behavior.

03 Approach

- › Use of the Are You Ready? Box according to the playful principle and rules of the courage box.
- › 10-week discovery journey with a team of five.
- › 45-minute meetings once a week to explore own courage potential and increase courage.

04 Results

- › Getting to know the team members better, also as „people“.
- › Release of new energy & motivation as all participants leave their comfort zone.
- › Reflection on individual behavioral patterns in everyday working life.
- › Completion of the courage box with a joint team task, with an activity that none of the team members had done before: paragliding as a special finish..
- › Enthusiastic participants.
- › Each team member was able to gain personal value from the courage journey and overcome their own limits or grow stronger..

Gitta and Marie from Future People had told me about the courage box. We were very curious to see what this black box might have in store for us. It was the first time we had to leave our comfort zone as a team. Each of us in a different place.

This allowed us to get to know each other in a completely new way. The final team event was the icing on the cake of our 10-week journey of growing stronger. It still has an impact today – thank you very much, dear eigenland team, for this experience.

Andrea Burkhardt, Management Assistant, KOSMOS Publishing

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Office Haltern am See

Gantepoth 1
45721 Haltern am See
+49 23 64 50 52 -940
hallo@eigenland.de

Office München

Augustenstraße 7
80333 München
+49 89 45 55 49 48