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Training offered by ITSTIME – Catholic University

Special Learning Experience

Soft air Programme

Soft air: *fighting among teams in challenging natural environments to reconnect with physical skills, test capabilities concerning individual and collective decision making under stress.*

Premise

The activity of **Soft Air** aims at the training of managers capable of making business decisions and managing complexity is expressed through a scenario of physical and mental fatigue as an additional element in corporate governance. Everyday life shows how the level of well being affects the quality of personal and social choices ; it is therefore extremely useful to highlight the mechanisms adopted by the participants to solve problems and critical issues in situations of high stress for the body and the mind.

At the end of the simulated combat, a training course in the classroom will be set in order to allow to bring the experience of competing in a high conflict and discomfort in the working context, thus promoting a form of re-balancing and re-positioning both cognitive and physical, and relational.

The experience

The dimension of the game is able to create personal dynamics within the group that are very useful during subsequent de-briefing activities, when the work will be streamlined and brought back to the daily work of managers. The experience will be divided into 2 parts. First a session of 24 hours of soft-air game on the field: it is a simulated battle using fake weapons (gas guns using rubber bullets), but perfectly plausible in the battle royal on gear (camouflage, caps individual), tactics and strategies, physical effort required. The activity on the field brings the participants to experience a state of high physical stress for an effective decision-making and organizational capacity to achieve the goals of the game. Within the group, fatigue is an accelerator of the interpersonal dynamics that can highlight the fragility of both the individual and the team.

Second, a 24 hours of discussion in the classroom, mixing the de-briefing of the experience with a theoretical path about issues such as the leadership, the teamwork, the decision making process under stressful conditions, the ethics of competition in a company.

Objectives and themes

The aim of is to bring participants to an understanding of themselves beyond their daily perceived limits. Through the expression of physicality, the body and mind can still amaze show unexpected resources as well as a fragility ever experienced. The objectives are:

- Break the "showcase" of the virtual world and the consolidated representation of themselves;
- Use the cohesion of the group to experience strong physical strenght;
- Promote a continuous organizational management, selection and reorganization of personal and collective decisions under conditions of high physical and psychological stress;
- Pursue the objectives and enhancing creative solutions to solve unexpected problems.

Despite the difficulties and fatigue brought physical and mental, the objective is to promote the testing of body and mind as capable of resistance and creativity in unexpected scenarios and extremely stressful situations. Fatigue as a vehicle for contact with those resources and creative relationship that may be the discriminant of the success or defeat in the game as well as in meeting business objectives.