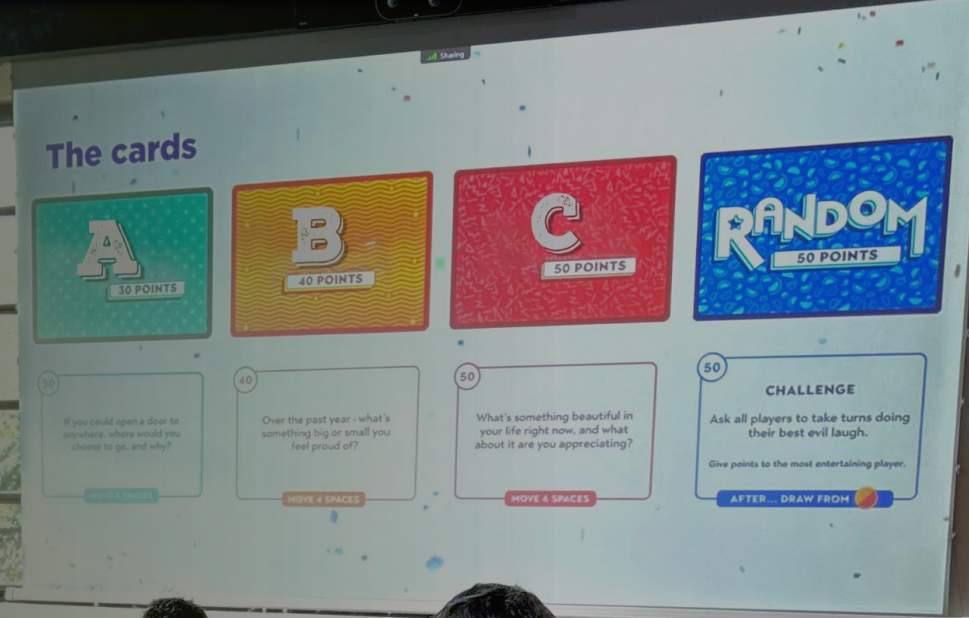


**SUMMIT**  
we build teams

# GROWplay® TRAINING METHODOLOGY

Turning Experience into Measurable  
Business Impact



WE  
BUILD  
TEAMS  
*Playfully!*



# Turning Experience into Measurable Business Impact

GrowPlay® is a proprietary training methodology developed by Summit Change Facilitators that combines experiential team activities, structured ORID debriefing, and targeted business theory into one integrated learning system.

**Unlike traditional training, GrowPlay® is designed to change behavior, not just transfer knowledge—and to ensure learning sticks.**



- > Targeted Business Theory
- > Experiential Team Activities
- > Structured ORID debriefing

# The Challenge with Traditional Training

## ● Most corporate training:

- Relies heavily on theory and presentations
- Generates short-term inspiration but low long-term retention
- Struggles to translate learning into daily behavior.

## ● GrowPlay® reverses this model.

1. We Prioritize Experience
2. We Incorporate ORID™ Structured Debriefing
3. We Introduce Theory When It Matters
4. We Integrate Whole-Brain Engagement Tools



# How GrowPlay® works



## 1 Experience First

Participants engage in **high-impact team activities** that simulate real business challenges:

- collaboration & silos
- decision-making under pressure
- leadership & accountability
- communication & trust

**Learning begins with doing, not listening.**



## 2 ORID™ Structured Debriefing



- insights come from participants themselves
- discussion stays focused and non-defensive
- teams move from reflection to **clear decisions & commitments**

# How GrowPlay® works



## 3 Theory When It Matters

Business models and frameworks are introduced after experience and reflection—**when participants are cognitively ready to absorb them.**

This dramatically increases:

- understanding
- relevance
- application back at work

# How GrowPlay® works



## 4 Whole-Brain Engagement Tools

GrowPlay® integrates tools such as:

- **LEGO® Serious Play®** (hands-on, minds-on thinking)
- **Whole Brain®** & multi-modal facilitation techniques

These tools:

- surface tacit and unspoken knowledge
- ensure equal participation
- improve quality of thinking and alignment

# Why GrowPlay® Delivers Superior Results

## Learning Impact Metrics

Based on experiential learning and ORID-based facilitation best practices:



**Up to 70–80%  
learning retention**

*(vs. ~20–30% in  
lecture-based  
training)*



**Higher transfer of  
learning to the  
workplace**

*due to participant-  
generated insights  
and decisions*



**Increased  
engagement &  
psychological safety**

*enabling honest  
dialogue and  
behavior change*



**Stronger ownership  
of outcomes**

*because solutions  
are co-created, not  
imposed*



# Business-Level Outcomes

## For HR & L&D

- ✓ Higher ROI per training day
- ✓ Observable behavior change
- ✓ Strong alignment with adult learning principles
- ✓ Scalable across leadership, sales, and teams

## For Sales & Commercial Teams

- ✓ Improved communication & negotiation behaviors
- ✓ Better strategic alignment
- ✓ Faster adoption of new approaches

## For Senior Leadership

- ✓ Teams aligned around real business priorities
- ✓ Decisions driven bottom-up, not pushed top-down
- ✓ Sustainable cultural and behavioral change

Choose GrowPlay®  
when your goal is to:

- ✓ **change behaviours, not just inform**
- ✓ **align teams around strategy or transformation**
- ✓ **develop leadership capability in complex environments**
- ✓ **ensure training leads to measurable impact**





Ready to play and grow?

Let's grow  
together

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