BARD OF THE NORTH

Roleplaying For Teams

Team building your people will actually enjoy

What is roleplay team building

Your team plays characters in a story-driven adventure, guided by a professional Game Master. They talk, make choices and solve problems together. It's like an escape room, but with a story, and everyone gets to be the hero.

Why teams love it

- **It's genuinely fun:** real laughs, surprising moments and a story they'll retell for weeks
- **Everyone takes part:** small groups and a skilled guide make sure every voice is heard
- **Titles stay at the door:** a VP and a new hire are equals in the story

What your organization gets

- **Stronger connections** across teams and roles
- **Safer space to speak up:** Google found psychological safety is the top predictor of team success, and *play builds it*
- **Real collaboration** that carries back to work
- **An inclusive event** that doesn't revolve around alcohol

Easy to say yes to

- We come to your office, anywhere in Durham Region and the GTA
- All materials included, plus take-home dice for every player
- One clear price per group. No gratuity, no hidden fees.

Why Roleplaying Works

The research

Psychological safety drives team performance. Google's Project Aristotle studied 180 of its teams to find out what made the best ones succeed. The top factor wasn't talent or experience. It was **psychological safety**: whether people felt safe to take risks, share ideas and admit mistakes. Roleplaying gives teams a low-stakes space to practise exactly that.

Fun makes teams better. A study in the *Journal of Applied Psychology* found that laughter and humour in team meetings were linked to more problem-solving, more new ideas and **better team performance**, both right away and over time.

Shared stories build belonging. Teams that go through something memorable together come away with common reference points, inside jokes and a stronger sense of connection.

From the gaming table to the workplace

What happens in the game	What it builds at work
Each player holds part of the solution	Sharing information and collaborating
Bold ideas are encouraged, and failure is part of the fun	Confidence to speak up
The group agrees on a plan under pressure	Decision-making and constructive debate
The GM brings quieter players into the spotlight	Inclusion, and hearing every voice
Titles don't exist in the story	Breaking down hierarchy and silos

Optional: the team debrief

After the adventure, a short facilitated conversation connects what happened at the table to how your team works day to day. It turns a great afternoon into practical takeaways.

Ready Made or Custom Designed

Every team is different. Our ready-made adventures are a great fit for celebrations and general team building. For something more targeted, we'll start with a short conversation about what your team is working through, then design a custom adventure around it. Your team gets an unforgettable afternoon, and you get insight into how they communicate, decide and work together.

To learn more about how roleplay team building can benefit your team, please visit bardofthenorth.com or contact us at info@bardofthenorth.com

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Sources: Google re:Work, "Guide: Understand team effectiveness" (Project Aristotle). Lehmann-Willenbrock, N., & Allen, J. A. (2014). How fun are your meetings? Investigating the relationship between humor patterns in team interactions and team performance. Journal of Applied Psychology, 99(6), 1278–1287.
