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communication within the team. Edmonds held two one-week programmes, working on team-building and developing creative thinking. ‘ The imaginative ideas participants came up with were extraordinary - electric. He describes the programmes as helping people recognise that there is a range of effective management styles. We wanted to throw new light on old problems. The participants responded very positively. In one task, they were given ~500 and told to make as much profit with it as possible. They came up with amazing ideas, says Edmonds. They put on discos. They went to the Czech border, bought products and then sold them at a profit. Welch believes the programmes were excellent at getting people excited about their jobs. But he warns, we need to ensure that what happens on the programme happens back in the workplace. The results, however, are already very positive. The two programmes cost us about £ 40,000 intotal, including food and accommodation, says Welch, but the returns we are getting from them are huge. We saved about £ 200,000 from the first programme and were expecting savings of around £ 700,000 from the second one. The programmes also form the basis of monthly reviews, in which progress is measured against targets set in the programmes. You can see the results improving each month. Im very pleased with the way it has worked out, says Welch. 100Test 下载频道开通，各类考试题目直接下载。详细请访问 [www.100test.com](http://www.100test.com)