



RIOT COMMAND™

In a test of leadership like no other, Riot Command is another of our High Performing Team experiences, where the aim is to organise and execute a plan to protect life and property in a volatile context.

Psychological safety is both fragile and vital to success in uncertain, interdependent environments. The amygdala, the alarm bell in the brain, ignites the fight-or-flight response, hijacking higher brain centres. This “act first, think later” brain structure shuts down perspective and analytical reasoning. Quite literally, just when we need it most, we lose our minds. While that fight-or-flight reaction may save us in life-or-death situations, it handicaps the strategic thinking needed in today’s workplace.

Twenty-first-century success depends on another system — the broaden-and-build mode of positive emotion, which allows us to solve complex problems and foster cooperative relationships. We use the metaphor of Riot Command to create the environment where this paradox is brought to life.

With the support of senior command experts in public order policing, participants are safely immersed into the challenge of leading a team to control a crowd, clear a street or enter a building whilst protecting themselves and others. Tactics and techniques are advised, but the leadership comes from within the participant teams.

A round of customised exercises is created to build confidence and familiarity with equipment and procedures, with an emphasis on leadership and team performance. Clear interdependencies create the need for interactions to foster effective collaboration, whereas poor execution leads to greater chaos and confusion. Participants get the chance to try again (and again, as necessary), to improve and increase their efficiency and effectiveness, which is rewarded by better crowd control and more positive outcomes for the whole team.



We create the atmosphere and hostile conditions for the exercise with realistic props. We have our own riot shields and clothing and our very own fully equipped riot van, recently released from active service, so the whole experience feels as realistic as it gets. All activities are safely managed, though it will feel volatile and provide a real sense of danger to pressure test leadership in action.



For the love of learning

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