

## SPLASH PROJECTS, EXMOUTH

MEMBERS OF DEVON AND PLYMOUTH CHAMBER OF COMMERCE



### CHAMBER BUSINESS AWARDS CELEBRATING BUSINESSES ONE STORY AT A TIME

*“The pandemic had a huge impact on Splash, but they are proud of how they navigated such a challenging time”*

Splash Projects, members of Devon & Plymouth Chamber of Commerce, are leaders in transforming teams and individuals through impactful community projects worldwide.

They bridge the gap between businesses and not-for-profit organisations or charities, giving businesses and business schools the opportunity to fulfil their corporate social responsibility ambitions, to ‘give back’ and have a positive impact in their communities.

Splash delivers experiential team building and leadership learning programmes through impactful projects which involve the build of facilities out of timber for people in need. They include playgrounds for deprived children, physiotherapy obstacle courses for people with disabilities, shaded communal seating areas to promote social cohesion and raised gardens so the therapeutic benefits of gardening are more accessible.

The impact of their projects far surpasses the ubiquitous, average team building volunteer experience; they collaborate with learning experts from the world’s most prominent institutions to design and deliver the programmes.

The charities, communities and public sector partners they facilitate projects for could never afford the work themselves. Since Splash Projects was formed, they have worked with more than 55,000 participants from some of the world’s leading companies and business schools, including Santander, BAE Systems, Bank of America, Heineken, INSEAD: The Business School for the World and Imperial Business School, London.

The pandemic had a huge impact on Splash, but they are proud of how they navigated such a challenging time. Their resilience and agility to operate to their usual high standard despite all the uncertainty and risks, meant they emerged stronger.

As a result, last year was one of their best ever years, as their clients (in particular business schools who they continued to work with during the pandemic) were so impressed with how they overcame so many challenges.

For example, in January 2021, at the height of the pandemic, they delivered a project for IE Business School in Madrid, involving 210 students who created a roof-top garden for terminally-ill patients.

Cont...

## SPLASH PROJECTS, EXMOUTH

MEMBERS OF DEVON AND PLYMOUTH CHAMBER OF COMMERCE



### CHAMBER BUSINESS AWARDS

#### CELEBRATING BUSINESSES

#### ONE STORY AT A TIME

*“The pandemic had a huge impact on Splash, but they are proud of how they navigated such a challenging time”*

They created a film which outlined how they planned to continue operating safely during the pandemic, including running outdoor-only projects, Covid risk assessments, adherence to government and HSE guidelines, project designs to incorporate social distancing, planning exercises and post-project reviews conducted remotely. This can be found on YouTube [here](#).

During the pandemic they had to overcome a plethora of logistical challenges and very adverse weather conditions, including sub-zero temperatures and snow, with an ever-present threat that the project might be cancelled at short notice.

Their resounding success was down to being agile, flexible and determined. Leading in a VUCA world, VUCA (volatility, uncertainty, complexity, and ambiguity) is something they teach, and they practice what they preach.

Splash Projects is run by former British Forces personnel, who are well-versed in leading programmes across the globe, and who are second to none when it comes to equipping participants in dealing with VUCA. Here is how they do it:

- Collaborative leadership - influence and inspire, not dictate;
- Trusting leadership - trust your staff to organise themselves and adapt and they will motivate each other;
- Agile leadership - encourage your staff to weigh up all the tensions (tactical vs. strategic, pragmatic vs. idealistic, local vs. global, etc.) to derive the best solution each time.

Their resilience and ingenuity means that Splash Projects is a deserved nominee for the Problem Solver Awards at the Chamber Business Awards 2023.