



## TEAM GAMES

*Entertaining, cooperation-based games for company events and private parties.*

## GO ON AN ADVENTURE IN NATURE WITH YOUR TEAM

*Go on a hiking adventure and enjoy the diversity of nature with a guide. Hire equipment for independent adventures.*

## TEAM TRAINING

*Foster teamwork – cooperation, communication and creativity – through a game or hike.*





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The 360 KRAADI team members are specialists in what they do, and huge fans of it. Every game, hike or training session they run is run with passion. You can see they enjoy their work.

”



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Structure of team training



We organise team games, hikes, training and adventures in Estonia and abroad.

## Team games

Our aim is to get participants feeling motivated and valued in different and sometimes unexpected situations. Through playful, challenging and occasionally stressful activities, people get to know themselves and others better. This is useful for solving similar problems more smoothly later on at work. Our exciting team games are suited to company events of all sizes as well as private groups. Our strength lies in our ability to cater for even the largest groups!

We organise the activities you'll find in this magazine all over Estonia. We work closely with a number of accommodation providers, making it easier for our clients to carry out location-based activities with us.

Thanks to our experienced games designer, we can also tailor activities based on the location or specific nature of your company. If you'd like something tailor-made just for you, e-mail us at [info@360.ee](mailto:info@360.ee) and we'll find the best solution!

We've divided our games into two broad categories:

- Indoor games (marked in grey)
- Outdoor games (marked in blue)

**Note the details  
on the legend:**



SEASON



LOCATION



NUMBER OF  
PARTICIPANTS



LANGUAGE



TIME



INDOOR/  
OUTDOOR

# Operation Mindfall

*Time to become secret agents!*

Sources have tipped us off that a secret research company called Spider Technologies has developed a virus to control people's minds – and that it's already infected 20% of the world's population! Whether it's shopping habits, political leanings or even killing, people can be influenced against their will.

To stop Spider Tech, we've set up an independent, international intel organisation, W.I.S.E., which operates at the highest level of secrecy to protect the world from threats. Now it's time to launch Operation Mindfall, for which we're calling on the brightest and bravest of agents to join us.



*Game props*

The name of the game is to get your hands on the antidote in order to stop the organisation – but you don't have much time!

*Can you do it?*



All year round



Anywhere



12-800 participants



In Estonian and English



2 hours



Indoors and outdoors

# Film Festival

*Laughter, as they say, is the best medicine.  
Laugh for a healthier life!*

*This game is suited to a variety of events if you want to have a bit of fun and unlock your team's creative side.*

Film Festival is a team game in which the participants take on the roles of people from a film studio.

Within a limited amount of time, you need to come up with five film trailers. During the game, you'll see the creative and humorous sides of people come out.

The aim of the game is to test (in a fun way!) your team's ability to work together to come up with solutions to the given tasks.

Everyone's wit and creativity counts.

You'll have an iPad as your camera, making it super-easy to record clips and edit them together.

The game ends with a joint viewing of the trailers. The best in each category receive a Film Festival award.



“

Film Festival was amazing! I was worried people mightn't go along with the idea, but they soon proved me wrong. They really got into making the trailers. I'd definitely recommend the game for companies looking to foster teamwork and to get to know new recruits. There were loads of laughs throughout, and we're still feeling the rush! The people leading the game were amazing as well.

”



All year round



Anywhere



15-160 participants



In Estonian,  
English and  
Russian



3-4 hours



Indoors and  
outdoors

# Traffic

## Excitement and thrill!

Well suited for post-seminar teamwork,  
Traffic will energise the whole team.



The game was designed to foster teamwork and allows everyone to get involved. Some plan strategic moves while others present the solutions in the game space.

The game fosters negotiation skills, as there are situations where players will need to be 'borrowed' from rival teams.

**I**t's an engaging strategy game that motivates everyone to solve tasks. Plan and present your solutions in the game space!

In this game, the challenges are so exciting that even the most impatient person in the group will stop to analyse them.



**“**It was a great game. Even the biggest sceptics were happy afterwards, and everyone contributed. It was really exciting. I'd recommend Traffic as part of a team training session or as a fun addition in its own right to a cool event.  
**”**



All year round



Anywhere



12-120 participants



In Estonian,  
English and  
Russian



2 hours



Indoors

# Robot Wars

*This workshop-style team game is suited to groups with different skills, knowledge and interests.*

The robotics workshop utilises LEGO constructor sets, with a pre-built motorised base at the heart of it all, operated by remote control.

“  
It was so cool! Nobody on our team is a tech geek, but we ended up being great at building robots anyway. Our development lead said the robot wars were exactly what we needed.

”



The aim is to build a working, remote-controlled robot in a given time, and to use it – adopting the best techniques – to win the robot wars. You can add features and accessories to your robot to give it an edge in the competition.

Anyone with previous programming experience will be able to build a detailed, competition-ready robot in the time given, adding more features, additional motors and assemblies, and even writing code.

The robots will be put to the test in two areas: a bug fight and robot-vs-robot battles. These one-minute robot wars are fun and engaging.



All year round



Anywhere



12-70 participants



In Estonian, English, Russian and Finnish



2,5 hours



Indoors

# Smart Deals

*Interact, trade and swap in this game designed for fun events.*

Acquiring useful knowledge is important, but doing good deals can be even more so.

Smart Deals is a trading skills game for larger groups. It's well suited to fun events as it enables natural interaction at tables, both within and between teams. There are different roles to be played by the participants, so there's plenty for everyone to do.

Here's what we do:

- We can run the game at any venue.
- If you'd like us to, we can add content specific to your company.
- We can organise the game at very short notice.



“

Thanks guys!  
The game worked really well as a warm-up activity to get everyone talking. Kudos to the person who ran the game as well!

”



All year round



Anywhere



15-800 participants



In Estonian and English



30-90 minutes



Indoors

# Connections

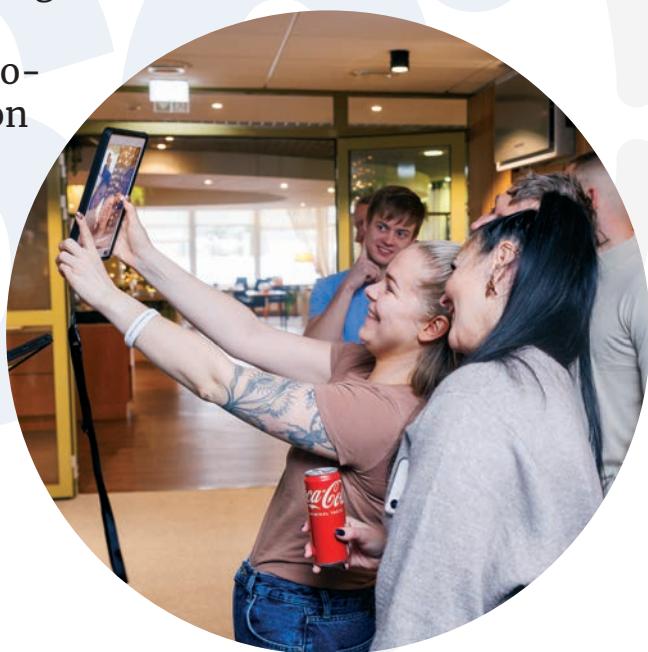
*Get your event off to a great start!*



Meetings and events can be slow, and approaching others is awkward if you don't know them. But communication is the key to making events truly relevant to those attending them. So what if there was a way to kick-start your event?

The tasks in this game encourage interaction and fact-finding – and the proof of finding the 'right person' is a selfie taken together.

The aim is to take selfies with as many people as possible. That said, the focus is on discovering and sharing the participants' stories and using the selfies to bring those stories to life.



All year round



Anywhere



12-200 participants



In Estonian and English



30-60 minutes



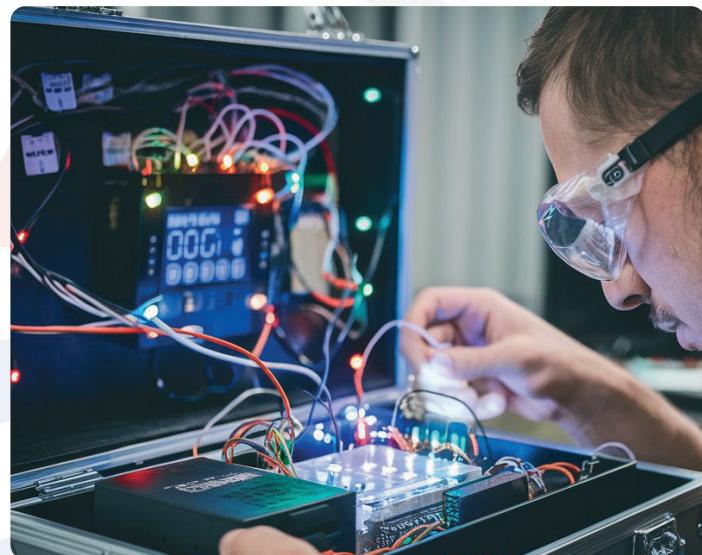
Indoors

# Save Your Colleagues

*This game is well suited to team training, early on or midway through the day.*

**W**hat do you do if everyone on the team has their hands tied and there's a suitcase with a ticking timer on the table? Everyone has to get free within the time given, and everyone needs to contribute in order for the group to succeed.

To do this, you have to untie your hands in a coordinated way that uses a variety of techniques to help everyone get free with keys and codes.



To get the keys, you have to guess things, open locks and act out different situations. Success is reliant on teamwork and communication.

The game provides a huge amount of input for the trainer to analyse the teamwork and give feedback.

“ It's quite an exciting game, and you could see from people's faces that it was genuinely nerve-wracking to hear the timer ticking away. It was really thought-provoking, and required a lot of cooperation. Thanks! ”



All year round



Anywhere



12-25 participants



In Estonian, English and Russian



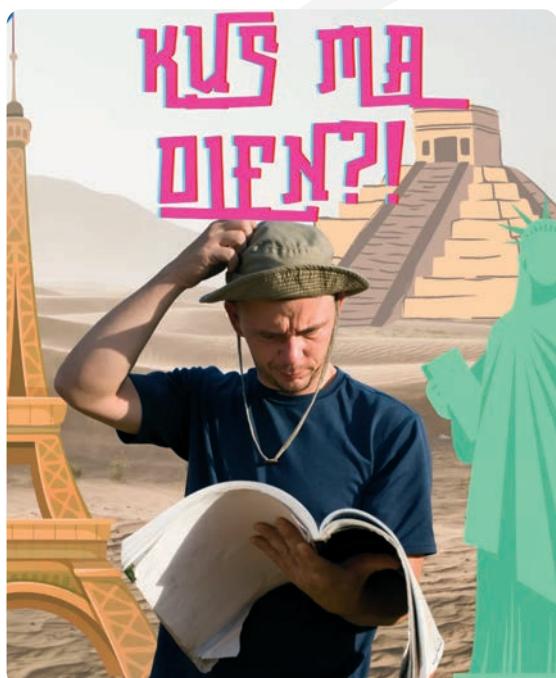
1,5 hours



Indoors

# Where Am I?

*This game works best in a single room or indoor space. Are you ready for a race around the world?*



This is a team game that lets you go globetrotting without stepping aboard a plane or ship. You'll jump from one end of the Earth to the other in mere seconds! Egypt to Mexico without a plane? Pop across to the Taj Mahal? In this game it's a piece of cake!

## How does the game work?

All of the participants are divided up into smaller teams, each of which is given a tablet. On it, the team is presented with a game space in which they have to complete five rounds of varying difficulty.

In each round, the game drops you in a randomly chosen location, sharing clues to it in the form of a video, image or sound file. The team's task is to work out where they are.



All year round



Anywhere



12-800 participants



In Estonian and English



30 minutes



Indoors

# Agent V

*Become a secret agent to save the world from an evil virus!*

*This game is perfect as a bit of fun at an indoor event like a Christmas party or seminar. It can also easily be played as a hybrid game via video link.*



Each team is given a tablet that displays their challenging missions. The aim of the game is to complete the missions and gather clues that provide a mysterious combination of words and numbers. Once you have enough clues, you need to start cracking the code. The clock's ticking, and every second counts! If you don't complete your mission in the time given, the virus will be unleashed on the world.

It's worth noting that there are other agents working on the case, so it's not just a race against time – there's a competitive element, too! Who can come up with the most correct answers? Who can crack the code the fastest? All of these factors come into play in determining which team members have the qualities of true agents.

“ I wanted to thank you for organising the game. It was amazing! And it was great that people outside of Estonia were able to take part as well. If you come up with any more online games, we'll definitely play them! ”



All year round



Anywhere



12-800 participants



In Estonian and English



1 hour



Indoors

# Rube Goldberg

*The goal is to create a machine that performs this simple task in the most complex way possible.*

*This game is best suited as an extra activity for a large event.*



**“**  
It was great!  
Fun, different and  
really engaging.  
**”**

**I**t requires effective communication with your teammates, good planning and an effort to come up with the most complex solutions you can. To succeed, you need to be creative and think outside the box.

The person leading the game gives each team a set number of tools and materials with which to build a balloon-busting machine that complies with the rules.



All year round



Anywhere



12-100  
participants



In Estonian,  
English and  
Russian



2-3 hours



Indoors

# A Very Merry Christmas

*Oh no – Christmas is in danger of being cancelled!*



Lapland is facing major labour and infrastructure issues this year, and it looks like the so-called festive season will be anything but. The boilerhouse is kaput, the elves haven't returned to work after their summer holidays, and on top of that, pie-eyed hobgoblins are determined to ruin Christmas completely! There's enormous confusion, and Santa needs clever little helpers now more than ever.

At the start of the game, each team is given a tablet showing them all the missing elves.

Your job is to find them, outsmart the hobgoblins and save Christmas! P.S. The game will test your logic as well as your knowledge of history and geography.



Game props

“

Thanks so much for recommending the Christmas game! Even us adults had a lot of fun playing it :) And a big thank-you to the person who led the game for keeping it running so smoothly! They were great.

”



Spring, autumn, winter



Anywhere



12-800 participants



In Estonian and English



1.5 hours



Indoors and outdoors

# DIY F1

DIY F1 is a big but scalable game that can be used to shore up the concept of your summer retreat and as the running theme throughout. It's a fun team-building exercise for a larger group that involves different roles, planning, building and competition.

The game is made up of four parts:

**AUCTION:** This is the planning part, during which you have to buy parts for your car. The auction lasts for 15–30 minutes. (Don't worry – you pay with pretend money!)

**CONSTRUCTION:** Using the parts you bought in the auction and additional materials from your starter kit, your team builds a stylish, fully drivable car that complies with all the rules. You have to make all of the chassis parts and safety equipment. You're given plenty of time to do all this.

“

The race went amazingly and was even more than exciting than any of us expected it to be. Everyone was buzzing after it and felt the entire event had been a huge success!

”



**AUTO SHOW:** Everyone exhibits the cars they've made and gets to see what their competitors have come up with.

**RACE:** The grand finale! Taking place on a marked track, the race follows precise rules, including mandatory driver changes and a limited number of pit stops. This requires real teamwork and tactics, and is fun for everyone involved.

The organisers provide everything you'll need to make the cars: the chassis, building materials, tools, design elements and stickers.



All year round



Anywhere  
(incl. larger  
indoor spaces)



12–150  
participants



In Estonian,  
English, Finnish  
and Russian



2–3 hours



Outdoors

# Green Steps

*The world's getting hotter all the time.*

The moment has come for us to make our contribution to countering this. In this game, you have the chance to start taking green steps towards reducing your carbon footprint.

Did you know that on average, modern families emit around 27 tonnes of CO<sub>2</sub> into the atmosphere every year? That's 27,000 kg! When the game begins, each team has one year's worth of CO<sub>2</sub> in their account which they can start reducing straight away. You'll learn more about the biodiversity around us as you do so.

The aim is to become as carbon-neutral as possible by the end of the game by taking the right steps and making the right decisions. The game will also get you thinking about how much our everyday activities affect the world around us.

You can make it a better place by taking small, green steps.



All year round



Anywhere



12-700 participants



In Estonian and English



1 hour



Outdoors

# Photo Hunt

*This game is perfect after a long day of training or seminars, as it helps people relax and have a bit of fun.*

Teams have to find the right locations and, following the instructions, stage a photo with a specific theme in each location. Finding the locations and taking the photos is done with a tablet.

Layers are added to the game by secret locations on the map and augmented reality – you might run into a dinosaur or UFO. Chuck Norris, Kim Jong-un and other big names pop up, as well. The more courage, creativity and originality you display, the better your results will be.

Teams that find lots of locations and take lots of pictures have a better chance of winning.

The hunt is followed by a joint viewing of the photos. Everyone will have a laugh, as the inventive compositions usually feature funny faces and peculiar scenes!

The digital images will be a lasting reminder of this fun game for the participants.

Act out the situations you're given. Laughs are guaranteed!



“  
We like games that are a good laugh. This one got everyone's creative juices flowing, and some of the pictures turned out to be pretty daring! Tablets work really well for this kind of game. Thanks!



During lighter months



Anywhere



12-200 participants



In Estonian, English, Finnish and Russian



2,5-3 hours



Outdoors

# The Teamwork Olympics

This game is made up of fun activities and teamwork exercises in which the key is to work together. The engaging tasks will challenge everyone taking part and allow for competition within teams as well.

The games are played in teams of 6-10 people. In total, the teams have to complete up to eight different exercises, all of which are based on trust and communication and require them to work together towards a shared goal.

Flexibility, leadership and the ability to use alternative ways of communicating are the keys to success.

As such, the game is well suited to smaller training events and multilingual groups.



I can't remember the last time I laughed so much – my stomach muscles were aching by the end of it! Everyone really enjoyed it, plus the weather was great. Thanks!



All year round



Anywhere



12-40 participants



In Estonian, English and Finnish



2 hours



Outdoors

# Moneygrubbing

*This fun, fast-paced game is perfect for large and very large events.*

It's designed for smart players with plenty of team spirit. Moneygrubbing requires you to be quick off the mark, in every sense. It's an orienteering game that demands both strategy and planning.



There are four checkpoints with team tasks – fun, classic challenges that depend on you all working together. The aim is to collect as much virtual money as possible as you make your way around the course. Orienteering using a tablet takes planning and strategy, while the team tasks will need everyone to put in an effort. The checkpoints on the course vary in value, with easier ones earning you less money and harder ones garnering you more.

The game can easily be tweaked to match the overarching theme of your event if you add your company's name and logo and prepare questions and tasks based on the kinds of stuff you deal with.

Moneygrubber is flexible: you can have all of the teams start together, or stagger their starts throughout the day.



“

What I liked most was that the game was the perfect icebreaker to kick off our event with. It was a chance for us to get to know one another and to boost everyone's energy levels from the word go, which is often very hard to do by just coming together and raising a glass.

The game was really interesting and fun for everyone. The groups were just the right size, too. Tackling the tasks was such a laugh, especially when things didn't go quite as planned! It's cool too that we got to add questions that were specific to our company

”



All year round  
(incl. darker months)



Anywhere



25-800  
participants



In Estonian,  
English and  
Russian



2,5 hours



Outdoors

# Bingo Battle

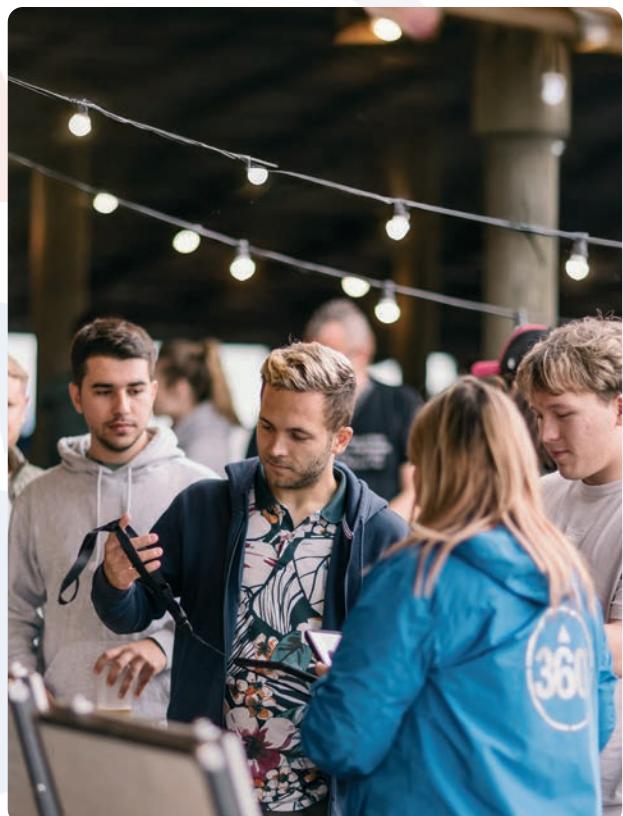
*How do you like the sound of a no-holds-barred bingo battle with your colleagues?*

*This game is ideal for company events or even for your own birthday party.*

We're not talking normal bingo here, where luck plays a huge role: Bingo Battle is an adventure game in which everyone has an equal chance. But you'll have to get your strategy right and make the most of what you know if you want to solve the puzzles faster than the other teams.

The game uses visual clues that will force you to think outside the box. All of the puzzles are unique and cover a range of topics, including sport, culture and popular science. As such, every participant will get the chance to show off their skills and knowledge.

The game can have more than one aim: while the main objective is to get the highest score and win the grand prize, there are five other smaller prizes up for grabs as well. These can be won by completing certain combinations (rows, columns, the frame, diagonals and the full board) quicker than everyone else. This means that more than one team has a chance of winning.



All year round



Anywhere



12-800 participants



In Estonian and English



2 hours



Outdoors

# Jüri von Kaufmann's Adventures Around Estonia



Jüri von Kaufmann was a medieval merchant. Originally from Lübeck, he lived in Reval (as Tallinn was formerly known) and travelled a great deal, especially to the other Hanseatic cities in Estonia. He was neither particularly poor nor particularly rich. But he was special: he could see the future. He left us tasks to tackle in order to reveal messages.

The aim of this game is to find Jüri's 'trail of breadcrumbs', solve the puzzles and discover the message he left for the team. On the map, you'll see places where Jüri might have left the tasks.

It doesn't matter what order you follow the trail in, but the more tasks you find, the more chance you'll have of working out Jüri's message. The map also shows the outline of the medieval city wall. You'll be mostly safe inside the walls, but be on your guard outside of them, as there are all sorts of crooks and swindlers about. That said, bigger risks mean bigger rewards...

This is an immersive game in which you'll get to explore both well-known and lesser-known sights and find out some fascinating historical facts.



All year round



Tallinn, Tartu,  
Narva, Viljandi,  
Pärnu, Haapsalu  
and Kuressaare



12-800  
participants



In Estonian,  
English, Russian  
and Finnish



2 hours



Outdoors

# Old Town Adventure

*This is a fun game that's ideal for giving visitors a feel for Tallinn's Old Town, or as a nice bonus activity for a city-based event.*



**I**t's an adventure that takes the participants to some of the most prominent sights in the medieval heart of Tallinn, as well as to some exciting corners of the city they wouldn't otherwise get to. The game involves movement, brainstorming and teamwork.

“

Pretty good way to spend time with friends or team. Got to know a few facts more and had even some time to communicate with each other. Foreign guests would love this game very much. A fun interactive way to explore the Old Town of Tallinn.

”

The latest version also includes the legend of the ancient guardian of Tallinn Town Hall, Old Thomas.



All year round



Tallinn  
(Old Town)



12-700  
participants



In Estonian,  
English, Finnish,  
Russian and  
German



2 hours



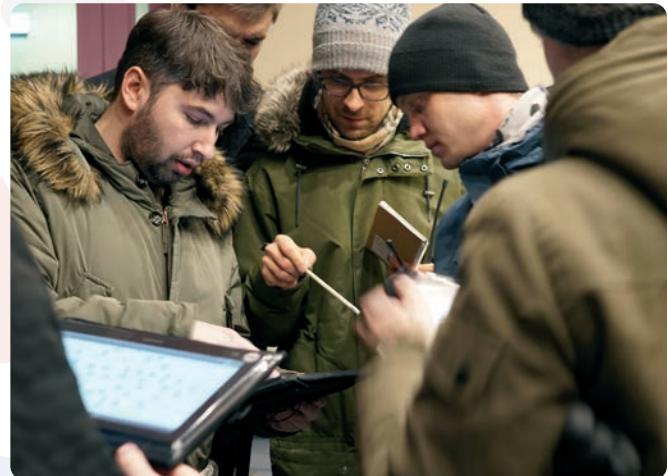
Outdoors

# The Fax from Head Office

*This game is a great way of enriching a teamwork training day.*

**I**t differs from other games in that there's no element of competition between the players. Instead, it requires them to work together, giving them (and you) the tools needed to foster teamwork in your company.

The tasks that have to be completed are analysed with the person running the game or the trainer.



Resolving situations in a playful way helps to boost the effectiveness of subsequent teamwork.

At the start of the game, the team receives a fax from head office outlining what they have to do. Within the time given, they have to divide up the roles, coordinate their approach and plan the right amount of time to complete the tasks without any additional information or guidance.

**“**

We've never gone wrong with 360 KRAADI's games, and this time was no different. The Fax from Head Office was exciting, and really got us thinking. We had fun working together as a team. It was great to get comments from the person running the game at the end as well. The analysis was really useful.

**”**



All year round  
(incl. darker months)



Anywhere



12-40 participants



In Estonian,  
English, Finnish  
and Russian



2,5 hours



Outdoors

# How to Boost Turnover

*This is an ideal game for large groups. It's well suited to team training sessions, at which our trainer can link your training topics to the situations in the game.*

**T**he game can be used to improve how people work together and to give examples of how the lessons they learn can be applied in the workplace.

There is no competitive element between people or teams in the game: everyone has to work towards a common goal, dealing with unexpected situations in the process and figuring out how to boost



[virtual] turnover by working together. The players are given everything they'll need to solve the tasks: tablets, means of communication, documents, newspapers and more.

Each team consists of 5-6 people who have to navigate a course according to the given rules, doing a bit of guesswork, answering questions and solving tasks as they go in order to foster cooperation.

**“**The game went really well. It was a bit confusing at first, but everyone soon realised that working as a team would move them forward faster. Communication was key. There were 110 of us who took part, and we were all really happy with how it went. Given the chance, we'd love to try more of your games – and we'll definitely be recommending this one to others!

**”**

Their ultimate aim is the same: to boost turnover. Exchanging and communicating information quickly, actively and directly, helping team-mates and coordinating activities in a coherent way are all important elements of the game.



All year round  
(incl. darker months)



Anywhere



20-120 participants



In Estonian and English



2 hours



Outdoors

# No Easy Day

*This game was inspired by special operations and focuses on interaction.*

A team comprises two groups. The first is the HQ group, who monitor a satellite map and guide the strike team by radio to reach a series of checkpoints as quickly as they can.

The second is the aforementioned strike team, who have to trust the instructions they're given and interpret them correctly. Both groups play a vital role in the success of the mission and in leading their team to victory.

During the game, the participants learn how to communicate information that's needed to achieve an objective and how to interpret and use information in order to make the right decisions. The practical exercises they complete will prove useful in everyday communication later on.



“  
Thanks for such an amazing game! We've been talking about it as a team – how it went and how we feel about it – for days since.  
”

The person running the game sets up a proper HQ, with a big screen and all the necessary equipment. Teams have the use of walkie-talkies and GPS devices.

The game ends with teams analysing what they did and sharing their experience with others.

It's suited to groups who want to combine team training with a bit of fun. The more participants there are, the higher the level of difficulty and the greater the excitement.



All year round



Anywhere



16-70 participants



In Estonian,  
English and  
Russian



2,5 hours



Outdoors

# The Riddle of Karl Väino

*This game makes a great addition to seminars, team events and summer retreats.*

Legend has it that a locked briefcase was once found in the National Museum with a warning written on it: forcing the briefcase open would destroy its contents. Museum staff confirmed that the latest dating methods identified former Estonian Communist Party leader Karl Väino as the original owner of the briefcase.

Each team is given a copy of it, along with its mysterious contents – which need to be used to solve the riddle of the briefcase. Teams have to make sense of clues, follow tracks, crack codes and complete tasks.



“

The game is so cool! You really have to use your grey matter, because Google's no help. (Which is great!) The game itself is straightforward, and a lot of fun. Both our Estonian team and our colleagues from abroad really enjoyed it. I'd definitely recommend it.

”



Each team has 6-7 members.

Different tasks are solved at points along the game course, navigating around which is done using an electronic map. Each completed task leads to the next one. The game can be played by anyone, with a time limit adding to the excitement.

We have 25 briefcases with identical contents, including roubles, a bottle, tools and lots of things you might need during the game.

The team that's first to solve the riddle wins a prize.

Is your team smart enough to solve it?



Spring, summer,  
autumn



Anywhere



12-160  
participants



In Estonian  
and English



2 hours



Outdoors

# The Great Treasure Hunt

*This game is a fun team-building activity for medium-sized and larger groups attending a summer retreat.*

**F**ollow the map, find your way around the course and solve the tasks to weave together the threads of the story. Your aim is to find the much sought-after treasure chest.

Legend has it that a very special treasure chest has yet to be found, and teams have an ancient map and a single clue to help them find it.



To do so, they have to make their way around the course with the map, finding further clues and solving puzzles.

Each one will provide a piece of information that will eventually help the teams find the treasure. In addition to the map and a compass, an old radio also comes into play to decode and crack locks.

The last five minutes of the game are incredibly fast-paced: once all of the teams have returned from the forest, the last, very important clue is given to them, helping them piece together everything they know to reveal the location of the treasure chest.

The team that's quickest to solve the last puzzle and find the treasure chest wins.

**“**Everyone loved the game. It was fun, and really engaging. The clues were cleverly hidden, the tasks were challenging (but not too challenging!) and the way the treasure hunt ended was exciting. Thanks to everyone who helped organise it! **”**



During lighter months



Anywhere



40-200 participants



In Estonian, English and Russian



2,5 hours



Outdoors

# Mining for Bitcoin

*This game works really well as part of a team event involving people from different countries.*



“  
Everyone who took part enjoyed the game. The level of complexity of the tasks was spot on, and the fact we could go at our own pace was great. There was a time limit though, and the game could have lasted a bit longer. We all had a great time anyway, and were talking about it for ages afterwards. I'd definitely recommend it to others.

It's an adventure game in which you 'mine' actual bitcoins – of which there are plenty for everyone – and includes 12 different team-work exercises.

Mining for Bitcoin has all the key features of a team game: strategizing, navigating and solving tasks.

The smartest team earns the most bitcoins for the right answers, and the team with the most bitcoins in the end wins!



During  
lighter months



Accommodation  
venue(s)



30-300  
participants



In Estonian,  
English and  
Russian



2,5 hours



Outdoors

# 100 Mölki

*This is a fun game for a variety of company events, including strategy days and summer and winter retreats.*



The game is perfect for tailoring questions to the company in question – for instance, to showcase a new concept, brand or objectives.

100 Mölki is an exciting strategy game that's played using tablets.

The playing field is the surrounding landscape, across which virtual checkpoints are scattered and need to be found.

Teams must aim to answer questions correctly to score exactly 100 points. The game requires quick reactions and strategic thinking.

**“** The game was educational, entertaining and nicely self-contained. In a short space of time it managed to draw a lot of people in, and was really interesting and engaging. It got us moving and discussing things among the team, and we had to puzzle some things out as well. **”**



All year round  
(incl. darker months)



Anywhere



12–500 participants



In Estonian,  
English, Finnish  
and Russian



2 hours



Outdoors

# Watercraft Workshop

*This is a fun activity for water lovers that can last as long as you want it to.*

Watercraft Workshop is a fun activity for water lovers that can last as long as you want it to. We bring a variety of water-going vessels for you to try out and go crazy on (whether on your own or with your team).

The aim is to introduce you to different types of watercraft and their use. Why not organise a game or competition with them? Around 20 people can be out on the water at the same time, although a lot more can get involved if you take it one group at a time. The workshop works well as part of a larger event, or as an event in its own right for 35-40 participants.



Our range of watercraft includes:  
 3 single kayaks  
 1 tandem kayak  
 1 canoe  
 1 raft  
 1 XL SUP



Summer



Preferably  
inland bodies  
of water



Up to 40  
participants



In Estonian  
and English



Throughout  
the day



Outdoors

# The World of Sound

This game is well suited to groups from different linguistic and cultural backgrounds, as the tasks don't require any reading or speaking – they only involve sounds.

Legend has it that radio scanners were unearthed at Glehn Castle which allow you to hear sounds from the past. Conspiracy theorists are said to have tried (and failed) to unravel the mystery of this world of sound, but it remains unsolved to this day.



The use of sounds made this quite an unusual game, because it was all about perception. That led to quite a bit of discussion among our team. The sun setting added to the excitement, since only the strength of the sounds we were hearing told us whether we were on the right track. It's a game I'd definitely play with my friends.

This fun and simple team game involves navigating by ear. For added excitement, it can be played in the dark – that way, the sounds are sure to come across a bit differently! Moving at a leisurely pace, the teams cover 2–3 km in the course of the game.

Can your team solve the sound puzzles?

The most fun with this game is often had during the recap, when we listen to all the sounds and explain what they are.



All year round (incl. darker months)



Anywhere



12–120 participants



In Estonian, English, Finnish and Russian,



2 hours



Outdoors

# Disc Golf

Disc golf is perfect for larger events, since it gives the participants the chance to stretch their legs while enjoying the company of their fellow team members.



We provide a course with eight baskets, a variety of discs and someone to run the game.

“  
There were a few people in our group who'd played disc golf before, but for the rest of us it was about the joy of discovering it for the first time. Everyone loved it!  
”

A mobile course can be set up on the grounds of almost any accommodation venue. You can start playing straight away, without any preparations.

The name of the game is to complete the course using as few throws as possible. Our standard course features eight holes, each ranging in length from 50 to 500 metres. Players usually cover 1-2 km during a game.



Equipment for playing during hours of darkness (LED headlamps, glow-in-the-dark discs and illuminated baskets) can also be provided.

Disc golf training is also available, lasting up to one hour.



All year round  
(incl. darker months)



Anywhere



12-120  
participants



In Estonian  
and English



Throughout  
the day



Outdoors

# Mobile Escape Room

*An escape room is a nerve-wracking challenge that tests the cleverness of everyone taking part. It's also a race against time!*

*This game tends to work best as a fun part of a bigger event or in combination with other adventure games.*



The team stumbles across an abandoned cottage, which is so intriguing that they go inside to have a nose around. Unfortunately, the door locks behind them, leaving them with no easy way out. Moreover, what they

find in the cottage suggests that the owner is up to some very sinister things. Trapped, the team must uncover clues, solve riddles and tasks and find the key if they are to escape – and they only have 30 minutes.

“ Again, I have nothing but good things to say about this game. It was a tough nut to crack. Stuck in that enclosed space together, it quickly became clear who the logical ones were on our team and who the emotional ones were. It's a game that requires good teamwork and tests your ability to solve tasks under pressure. ”



Summer,  
autumn, spring



Anywhere



3-6  
participants



In Estonian  
and English



30 minutes  
per game



Outdoors

# Pick up the Pine Cones

*This is an adventure game for younger players.*

The game is ideal for events at which there are lots of youngsters, such as birthdays, company events for families and family reunions. The questions can also be tailored to the content of the event.

The teams' task is to collect as many of the virtual pine cones that are dotted about (and which can be seen on the map on their tablets) as possible. To get each cone, the teams have to answer a question or solve a brainteaser. They need to plan their movements so as to avoid areas where squirrels will steal the pine cones from them.

The game is a lot of fun while teaching teamwork, planning, choice-making and orienteering skills.

“

**The game was a nice surprise for all of our teenager's friends at their birthday party. They really got into it. Thank you!**

”



It can be played in parks and on forest trails. Each team has 3-4 members, who will cover 3-6 km at a leisurely pace.



All year round



Anywhere



12-200 participants



In Estonian,  
Finnish, English  
and Russian



2 hours



Outdoors

# Hikes

*You never feel better than when you've spent some time in the great outdoors!*



We organise one-on-one and group hikes year-round, giving you the opportunity to enjoy Estonia's stunning natural environment. Our greatest strength is our personal approach: we always take the ability and size of the group into account when planning a hike.

You'll be led by professional guides, who'll look after you and make sure you have a safe and enjoyable time.



Our hikes can also be booked with catering.

Our overland hikes include bogshoeing, snowshoeing, walking, fatbiking, birdwatching, Nordic walking, ice-skating and kicksledding hikes.

On the water, our hikes will take you on adventures in a canoe or kayak or on a raft or XL SUP board.

# Bogshoeing and snowshoeing

We run bogshoe and snowshoe hikes all year round, and they're an affordable adventure for all. We go at a relaxed pace, with our guide telling you all about your surroundings.

In **spring**, it's lovely to see nature waking from its winter slumber in Estonia's bogs. This is when you'll hear the most birdsong here, as birds nest on the edges of the inky pools.

In **summer**, the star attraction on bogshoe hikes is the stunning mornings with their dew-covered cobwebs – and the chance to take a dip in one of the bog pools.

In **autumn**, Estonia's bogs will enchant you for their colourfulness and their cranberries. This is the time of year when the bogs are at their kaleidoscopic best.

In **winter**, you'll be bowled over by the beauty of the snowy landscape, and intrigued by the animal tracks you come across. In the right conditions, you can even go tobogganing and ice-skating.



Wearing bogshoes or snowshoes, you can get to places you otherwise wouldn't reach on foot. They protect the fragile soil of the bog and make it easier to get about on the soft ground.

*(Note that bogshoeing is not allowed in spring, when we organise ordinary hikes on the boardwalks instead.)*



All year round



Anywhere there are bogs



12-80 participants



In Estonian, English, German and Russian



2-4 hours

# Ordinary hikes

We organise a range of hikes, be they on trails of our choice or on one we help you design where you are. One of our favourite spots is the Paljassaare peninsula, with all of its history and its varied landscape. It's an important site for nesting and migrating birds and can be used for a variety of hikes. Moreover, it's not that far from the centre of Tallinn!

Long closed off, the peninsula attracts lots of walkers and cyclists, and its landscape and history make it a popular destination in the area. One section of the site even forms part of the Natura 2000 network.



The hike follows the main roads through the peninsula, but we also go off-road wherever there's something worth seeing.

Along the way we talk about:

- the interesting sounds we can hear around us;
- old military-zone buildings like the White Tower; and
- the former border guard towers and storage facilities for mines and torpedoes.

We also visit both the railway embankment and coastal defence barracks no. 12 of the Peter the Great Sea Fortress built in 1915, the surviving parts of which are now under heritage protection.

The hike lasts for around three hours, during which we cover approx. 8 km, although a shorter hike of 6.5 km is also available.

“  
Our hike went really well. We have nothing but praise for our guide, who was great, and so enthusiastic about everything they were telling us! Everyone was really happy.



All year round



Paljassaare



12+ participants



In Estonian and English



3 hours

# Fatbiking

Fatbikes are mountain bikes taken to the next level. Their most distinctive feature is their wide tyres (4"+), which give them the ability to handle off-road, sandy, rocky and snowy conditions.

Our fatbiking hikes take place all year round.

Our main itineraries are listed below, but with enough notice we can find suitable routes elsewhere as well.



- Luhtre trail
- Aegviidu
- Valkla
- Lahemaa
- Rummu quarry
- Türisalu
- Pakri peninsula

“

Once we'd done a few kms on the fatbikes, our group had established a good rhythm, erasing any doubts about the hike. It was a great day not only for the exercise it provided, but for the fascinating stories our guide told us as well. It's a perfect way to spend time with your friends and colleagues.

”



All year round



Estonia



12-25 participants



In Estonian,  
English, German  
and Russian



2-4 hours

# Birdwatching hikes



**T**hese hikes are well suited to beginners as they don't require any previous knowledge of birds.

They take place on foot and focus on our avian friends flying above and around us. We hike in the forests in spring to hear the wonderful birdsong and to learn to distinguish the birds by their different vocal patterns.

We seek out migratory birds in Haapsalu or on the Paljassaare peninsula, which are two of the best spots to see them.

All of this takes place at a leisurely pace over 2-3 hours.

Let's go birdwatching!



All year round



Haapsalu



10-25 participants



In Estonian and English



2-3 hours

# Nordic walking hikes

Keep fit and explore the great outdoors on a Nordic walking hike!

Want to combine a bit of exercise with the best of nature? Nordic walking is a great way of boosting your health, improving your strength and getting some fresh air. We organise hikes of varying levels of difficulty for everyone from beginners through to advanced Nordic walkers.



What does Nordic walking do for you?

- It boosts your endurance and strengthens your muscles.
- It's easy for people of all ages.
- It alleviates the strain on your joints compared to ordinary walking.
- It's a great way to relieve stress and feel great.

The hikes are led by an experienced guide who'll teach you the correct technique. Our routes will take you through parks and forests and along hiking trails.



All year round



Estonia



10–25 participants



In Estonian and English



2–3 hours

# Ice-skating hikes

An ice-skating hike is the coolest adventure you can have in winter in Estonia!

Whether you glide straight out onto an island or on the mirror-like ice of winding bog pools, an unforgettable experience is guaranteed. When the ice conditions are right, we organise ice-skating trips in bogs and between the islets in the Väinameri Strait.



If you plan an ice-skating hike a long time in advance, you might find that there isn't enough ice on the day. In this case, you'll need to find an alternative activity, like kicksledding, a snowshoe hike or a team game. The guide always has the final say on whether an ice-skating trip will take place, taking a decision a few days beforehand.

“Going out onto the glassy ice was a bit nerve-wracking at first, but once we'd found our feet it was so much fun gliding across the bog pools with my friends. It was a great activity for our group.”



During colder months



Bogs, rivers and lakes



12-20 participants



In Estonian and English



2-4 hours

# Kicksledding hikes

Enjoy a kicksledding hike on the ice, in bogs or along forest trails!

A kicksled is a great way to glide across a smooth icy surface or to speed across the hard-packed snow that covers meadows in late winter. This is a fun activity which is reminiscent of a combination of cycling and skiing. In the forest you can hike on sled trails and small roads.

One of the places we go is Lake Raku, where you can explore otherwise inaccessible places when you go out onto the ice. Another is Aegviidu. But if you want somewhere closer to the city, we can always take you to the Harku forest trails.

If you'd rather go sledding on your own, we offer equipment rental as well.



The main factor in organising kicksled hikes is the weather.



During colder months



Hiking trails and bodies of water



12-14 participants



In Estonian and English



3 hours

# Canoe hikes

**T**hese hikes are well suited to groups of different sizes, whether just for fun in nature or as part of a company event.

Our canoes are ideal for small, winding rivers. They're made of plastic, are easy to manoeuvre and stay upright on the water. Their sturdy plastic bottoms also allow you to traverse modest rapids, adding a bit of adrenaline to your ride.

Our canoes comfortably accommodate two people, but can seat three if needed. They're ideal for families as well: up to two children can be placed on the middle seat, depending on their age, with one parent taking charge of the rowing while the other looks after the kids.

Before the hike, our guides provide clear and understandable instructions so that everyone will feel safe and comfortable on the water. They also stay with the group throughout, assisting and sharing skills as situations arise, and guiding all of the canoes through and around obstacles in the water.



We'll find a stretch of river with the length and location that's right for you!



Weather permitting



Various bodies of water



12–50 participants



In Estonian, English, German and Russian



3–4 hours/2 days

# Kayak hikes

Kayaking is always an exciting experience!



Our kayaks are swift, stable, safe and comfortable. You can explore different bodies of water in practically any weather. We have kayaks designed to traverse the high seas as well as those meant for exploring winding rivers.

Our hikes take place between the islets of Hiiumaa, in Tallinn Bay and its islands (such as Pakri and Aegna), along the canals of Narva and on the Keila River.



Kayaking between the small islands around Hiiumaa was amazing. The whole thing was very well organised, and the guides were really professional. We enjoyed the evening sauna and swim in the sea.



Weather permitting



Various bodies of water



12-20 participants



In Estonian, English, German and Russian



3-4 hours/2 days

# Teamwork Training

Combining team training with an adventure game or hike is a fun, unique and educational way of building team spirit.



Our trainers have worked with very different teams over the years, helping them find solutions to their problems. We work with our clients to decide on the topics, coming up with an engaging team development day that gets people thinking, shows colleagues in a new light and encourages everyone to work towards a common goal.

Depending on the client's wishes, we offer training days lasting either 4 or 8 hours.

“ — Our team being as new as it was, the training 100% did what it was intended to: our aim was to get to know one another by doing things together. The topics were really interesting and useful. The new experiences and the things we discussed will definitely help us work better together in the future. — ”

# A fun way of fostering cooperation that gets everyone thinking!



The training is structured like a classic team-building exercise:

- 1.** A plan is drawn up, and issues affecting the teams are discussed (e.g. communication, trust, taking responsibility and different people's needs).
- 2.** A practical team game is then conducted and various situations are resolved. The best suited games are 'The Fax from Head Office' (pg 22), 'How to Boost Turnover' (pg 23), 'No Easy Day' (pg 24) and 'Save Your Colleagues' (pg 9). The training can also be combined with a hike.
- 3.** What happened in the game is then analysed with the trainer. Similar situations are compared so as to make more effective connections for everyday work.
- 4.** Conclusions are drawn regarding what could be done differently and what steps could be taken to improve cooperation within the team. Specific agreements are made that can be implemented from the very next working day.



On shorter courses, less time is spent discussing and analysing things. A full day of training allows for more in-depth discussion, more time for the participants to talk and more time to come up with agreements.

360 KRAADI's trainers have dealt with a wide range of teams, and no two courses are exactly the same. Working with the client, we come up

with a training day that's based on their objectives and our experience. As part of our preparations, we discuss any bottlenecks in the team that need to be analysed and ironed out. This leads to an engaging development day that gets people thinking, shows colleagues in a new light and gets all of the participants involved.

“

**Our Commercial Department had a really successful team day, largely thanks to what 360 KRAADI came up with for us. The weather was great, the instructor was perfect, the topic was 100% us, the atmosphere was spot on, the location was novel and suited the course. It confirmed a lot of basic things, which you need to hear from someone else at times in order to put all the pieces of the puzzle together. For a lot of us, I'm sure, it also provided new and interesting information on all sorts of aspects.**

”

# Tailor-made solutions

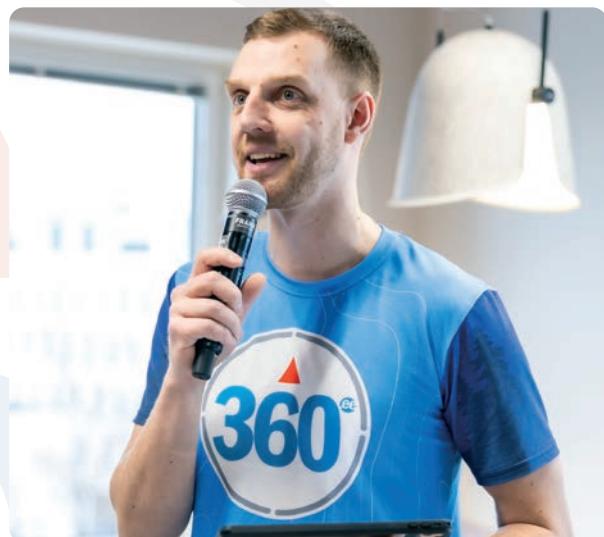
Can't find what you're looking for, or want something truly unique? Perhaps you're interested in a location-based team game in your office or a place of your choosing?

As the country's leading adventure company, we have years of experience in creating games, which we can do to your specifications or by modifying one of our existing games.

We can:

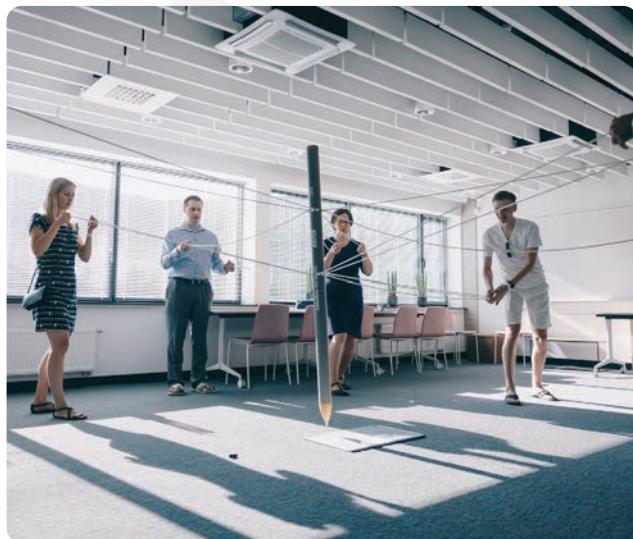
- create a game specifically for your office; or
- tailor an orienteering game to your location.

We're dedicated to delivering special, truly memorable experiences, whether they involve team games, hikes or training. We always take a personal approach, which is why we're happy to offer tailor-made solutions that take your wishes – and what makes you you – into account.



What do customised solutions offer?

- Modification of an existing service based on you and your needs
- Creation of a new concept based on your objectives, e.g. in-house orienteering
- Hybrid events, e.g. team activities via a video call platform



Our aim is to create unique experiences that reflect your organisation's values and objectives.

Surround yourself with adventure!  
E-mail us at [info@360.ee](mailto:info@360.ee).

360°  
FUN

INTER  
ACT  
A

# SELF- GUIDED TOURS

STEP BY STEP GUIDE:

- 01 SCAN THE QR CODE
- 02 CHOOSE THE GAME
- 03 HAVE FUN!

FUN TO EXPLORE!

[WWW.360FUN.EU](http://WWW.360FUN.EU)

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