Human Resources Development

15th Annual Staff Retreat
Outcomes Report

“Team Player Styles”

San Diego, California
March 6-8, 2008

Alex Hernandez, Director, Human Resources Development

Mari Reyes, Administrative Assistant

Facilitation Team Members

Paula Chávez       Beatriz Villegas
Bianca Villalba-Sanchez  Abigail Tuberville
Luisa Huante          Belinda Quinones
Laura Gonzalez    TJ Ferrer
Davette Alonzo-Kilkenny
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTRODUCTION</td>
<td>2</td>
</tr>
<tr>
<td>RETREAT AGENDA</td>
<td>3-4</td>
</tr>
<tr>
<td>PARTICIPANTS LIST</td>
<td>5</td>
</tr>
<tr>
<td>BREAKOUT GROUPS</td>
<td>6</td>
</tr>
<tr>
<td>DAILY ACTIVITIES</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>7</td>
</tr>
<tr>
<td>Friday</td>
<td>8</td>
</tr>
<tr>
<td>Saturday</td>
<td>9</td>
</tr>
<tr>
<td>GROUP REPORTS</td>
<td></td>
</tr>
<tr>
<td>Breakout Group Reports (Friday Session)</td>
<td>12-13</td>
</tr>
<tr>
<td>Breakout Group Reports (Saturday Session)</td>
<td>14-17</td>
</tr>
<tr>
<td>EVALUATION RESULTS</td>
<td></td>
</tr>
<tr>
<td>Comments</td>
<td>18-20</td>
</tr>
<tr>
<td>Chart</td>
<td>21</td>
</tr>
<tr>
<td>DONORS LIST</td>
<td>22-27</td>
</tr>
</tbody>
</table>
INTRODUCTION

The 15th Annual Staff Retreat is now behind us, but the camaraderie, new found friendships, and the life long learning that we brought back will be cherished for a long time. This year’s retreat took us to sunny California, where the weather in March is spring like, and the sites and scenes are amazing. Every year we keep saying, “How can we ever top this one?”, but I’ll say it again, how can we ever top this year’s retreat? It was just superb!!! Participants have said that they were thrilled with this year’s retreat, and highly recommend it to anyone who has never attended one.

Employees came together, the facilitation team was marvelous, and the topic that was picked was powerful. This year’s theme was “Team Player Styles”, a program that talks about how each person has a different style in rendering behavior in a team environment, and how each style can be a positive asset to a team, but to watch out, since your positive attributes, when carried to an extreme can become negative. It makes us aware that in order to be effective in a team setting it is critical that we not only know ourselves, but also know the behavioral styles of others. It also teaches that in order for a team to function smoothly, we need all styles, not just one. The principles that we learned will be useful tools that will make our work lives run smoother, and help to maintain better relationships, especially in team building. It will also help us to provide better customer service, since the team styles give us an in depth understanding of self awareness.

The Office of Human Resources Development will make this training program available on site to departments upon request and will be conducting numerous sessions through out the year. We believe that the information presented at this year’s retreat will add value and contribute to the mission and vision of El Paso Community College (EPCC). We highly recommend this training for supervisors, employees and faculty.

We’ve heard it before, “two heads are better than one”, “united we stand, divided we fall”, and “there is strength in unity”, and this is precisely what this year’s facilitation team did. With the collective efforts of Paula Chávez, Luisa Huante, Davette Alonzo-Kilkenny, Bianca Sanchez-Villalba, TJ Ferrer, Belinda Quinones, Beatriz Villegas, and Abigail Tuberville, our alternate facilitator, and finally, Mari Reyes, administrative assistant, we were able to put it all together and made an impact and a difference in this year’s retreat.

It took months of preparation and planning. This year we introduced two elements in the planning stage, we created a “job position description” for facilitators, and we conducted an offsite facilitation team training session that prepared the facilitators with presentation and communication skills to make them more effective. We also had the facilitators go through a mock training session of the Team Player Styles in order to prepare for the “real thing” in San Diego. Throughout the year, the facilitation team was instrumental in the development of the training program, selection of the participants, contacting businesses for potential donations, orientation and training for participants, and helping out to prepare the retreat’s gift bags. Their hard work, creativity and resourcefulness are commendable.

Our thanks also, to the many people and organizations that supported this event. Thanks to all the EPCC departments, organizations, and businesses that donated items for the auction and the gift bags. These donors are listed on pages 22-27 of this report. Special thanks to Dr. Richard M. Rhodes, EPCC President, and Dr. Ernst Roberts, Executive Assistant to the President. Without their support and vision, the annual staff retreat would not be possible.

Alex Hernandez
Director Human Resources Development
15th Annual Staff Retreat
San Diego, California
March 6 – 8, 2008

“Teamwork: What Makes a Good Team Player?”

AGENDA

Wednesday, March 5, 2008

3:30 p.m. – 4:30 p.m. Participants’ meeting at ASC Boardroom – General information for next day’s air flight, issue name tags, and distribute goody bags.

4:30 p.m. Dr. Ernst Roberts’ send-off comments.

Thursday, March 6, 2008

7:25 a.m. Arrive at El Paso International Airport. Will meet at gate, (2nd floor) - Roll call will be taken.

9:25 a.m. Board Southwest Airlines Flight # 4

10:15 a.m. Arrive at San Diego International Airport

10:15 a.m. to 10:45 a.m. Board shuttle buses to Town & Country Resort (Head count)

11:00 a.m. Arrive at Town & Country Resort. Drop off luggage. Participants are on their own until 5:00 p.m.

3:00 p.m. – 5:00 p.m. Check-in at Hotel

7:00 p.m. to 9:00 p.m. Retreat Opening Dinner – (Garden Salon 2)
   • Black & White Attire
   • Facilitation team & Participants’ Introductions
   • Keynote Speaker – Dr. Ernst Roberts, EPCC Executive Assistant to the President.

Friday, March 7, 2008

7:00 a.m. to 8:00 a.m. Continental Breakfast – (Garden Salon 2)

8:00 a.m. to 8:15 a.m. Workshop objectives and Power Point Presentation – (Garden Salon 1)

8:15 a.m. – 8:40 a.m. Team Player Styles Video

8:40 a.m. – 9:10 a.m. Team Player Styles Survey
   1. Group will be divided into the four team player styles.
   2. Participants get a button with their corresponding team player style

9:10 a.m. to 10:10 p.m. Team Player Styles Activity:
Each team player style team will answer the following:
• List the strategies and behaviors you use when engaged in a team task.
• List the behaviors from other team members that frustrate you.
Each team will present their findings to the entire group.

10:10 a.m. to 10:20 a.m.  Break

10:20 a.m. to 11:45 a.m.  Breakout Sessions
• Participants will report to their group facilitators.
• “Pick me” ice breaker.
• List 7 – 10 strategies that you use to insure that a team reaches a successful and harmonious accomplishment of a task or goal.
• Each participant will complete pg. 18 of the work book.
• Develop a plan where your team is responsible for developing a product or service. Each team member must contribute by interjecting their team player style into the task. Facilitators will monitor and provide feedback upon completion of the activity.

11:45 a.m. to 12:45 p.m.  Lunch – (Garden Salon 2)

12:45 p.m. to 2:00 p.m.  General Session – (Garden Salon 1)
• Power point presentation
• Group presentations

Saturday, March 8, 2008

7:00 a.m. to 8:00 a.m.  Continental Breakfast – (Garden Salon 2)

8:00 a.m. to 8:10 a.m.  General session – (Garden Salon 1)
• Breakout session instructions

8:10 a.m. to 9:45 a.m.  Breakout sessions
• Identify and list the benefits of building a more successful team. i.e. Organizational Benefits  Personal Benefits
• Role Play Activity: Develop a skit of the team’s choosing where the four team player styles clash, and then turn it around to allow their strengths work for the betterment of the team.

9:45 a.m. to 10: 45 a.m.  General session – (Garden Salon 1)
• Group presentations and skit presentations.

10:45 a.m. to 10:55 a.m.  Closing speech by Alex Hernandez

10:55 a.m. to 12:30 p.m.  Auction

12:30 p.m. to 12:45 p.m.  Awards Ceremony

12:45 p.m. to 1:45 p.m.  Lunch – (Garden Salon 2)

1:45 p.m. to 3:00 p.m.  Free time

3:00 p.m.  Board shuttle buses to San Diego International Airport

5:45 p.m.  Board Southwest Airlines Flight # 175

9:30 p.m.  Arrive at El Paso International Airport
# PARTICIPANTS LIST

## Classified Staff

<table>
<thead>
<tr>
<th>Aguilar, Vickie A.</th>
<th>Suarez, Maria B.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amaya, Maria</td>
<td>Urenda, Leticia</td>
</tr>
<tr>
<td>Araiza, Vera I.</td>
<td>Varela, Elvia M.</td>
</tr>
<tr>
<td>Arango, Araceli</td>
<td>Vasquez, Arturo</td>
</tr>
<tr>
<td>Barrios, Marisela</td>
<td>Villa, Rebecca M.</td>
</tr>
<tr>
<td>Cabral, Elia Veronica</td>
<td>Zavala, Victor</td>
</tr>
<tr>
<td>Cardenas, Lorena</td>
<td></td>
</tr>
<tr>
<td>Carrillo, David</td>
<td></td>
</tr>
<tr>
<td>Colon, Lorenzo</td>
<td></td>
</tr>
</tbody>
</table>

## Professional Staff

<table>
<thead>
<tr>
<th>Collins, Melissa</th>
<th>Abdelfattah, Belal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Del Villar, Rocio</td>
<td>Alvarez, Antonio</td>
</tr>
<tr>
<td>Delgado, Maria Guadalupe</td>
<td>Avila, Mike</td>
</tr>
<tr>
<td>Delgado, Teresa</td>
<td>Bustamante, Juliana</td>
</tr>
<tr>
<td>Dewitt, Janice</td>
<td>Cordell, Joyce</td>
</tr>
<tr>
<td>Ellis, Fredrick John</td>
<td>Gaytan, Daniel</td>
</tr>
<tr>
<td>Espinoza, Debra</td>
<td>Hamdan, Nasser</td>
</tr>
<tr>
<td>Estrada, Alfredo</td>
<td>Mottley, Reva Yvette</td>
</tr>
<tr>
<td>Fabela, Pedro</td>
<td>Nunez, Irene</td>
</tr>
<tr>
<td>Gaither, Laura V.</td>
<td>Tellez, Laura G.</td>
</tr>
<tr>
<td>Gambee, Marylou</td>
<td>Torres, Ricardo</td>
</tr>
</tbody>
</table>

## Facilitators

<table>
<thead>
<tr>
<th>Mejia-Soria, Patricia</th>
<th>Alonzo-Kilkenny, Davette</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melendez, Patricia</td>
<td>Chávez, Paula</td>
</tr>
<tr>
<td>Miramontes, Veronica</td>
<td>Ferrer, TJ</td>
</tr>
<tr>
<td>Norwood, Vincent</td>
<td>Gonzalez, Laura</td>
</tr>
<tr>
<td>Pulido, Rosario</td>
<td>Huante, Luisa</td>
</tr>
<tr>
<td>Robles, Ozcar</td>
<td>Quinones, Belinda</td>
</tr>
<tr>
<td>Ruiz, Michelle</td>
<td>Sanchez-Villalba, Bianca</td>
</tr>
<tr>
<td>Salazar, Armando</td>
<td>Tuberville, Abigail</td>
</tr>
<tr>
<td>Salazar, Maria Elena</td>
<td>Villegas, Beatriz</td>
</tr>
</tbody>
</table>
BREAKOUT SESSIONS GROUPS

Group # 1 (The Mustangs)
Paula Chávez & Bea Villegas
(Garden Salon 1)

Amaya, Maria
Barrios, Marisela
Cabral, Elia Veronica
Del Villar, Rocio
Dewitt, Janice
Jones, Glinda
Miramontes, Veronica
Nunez, Irene
Villa, Rebecca M.
Carrillo, David
Hamdan, Nasser
Robles, Ozcar
Vasquez, Arturo

Group # 2 (The Indivisibles)
Luisa Huante & Davette Alonzo-Kilkenny
(Brittany)

Aguilar, Vickie A.
Bustamante, Juliana
Cordell, Joyce
Espinoza, Debra
Marquez, Amada
Pulido, Rosario
Ruiz, Michelle
Abdelfattah, Belal
Colon, Lorenzo
Fabela, Pedro
Lucero, Raul
Zavala, Victor

Group # 3 (The Wild Cats)
Belinda Quiñones & T.J. Ferrer
(Clarendon)

Araiza, Vera
Collins, Melissa
Delgado, Maria Guadalupe
Gaither, Laura V.
Mejia-Soria, Patricia
Urenda, Leticia
Salazar, Maria Elena
Tellez, Laura
Avila, Mike
Estrada, Alfredo
Gaytan, Daniel
Salazar, Armando

Group # 4 (The Care Bears)
Bianca Sanchez-Villalba & Laura Gonzalez
(Eaton)

Arango, Araseli
Cardenas, Lorena
Delgado, Teresa A.
Gambee, Marylou
Melendez, Patricia
Mottley, Reva Yvette
Suarez, Maria B.
Varela, Elvia
Alvarez, Antonio
Ellis, Fredrick
Norwood, Vincent
Torres, Ricardo
DAILY ACTIVITIES

Wednesday

The retreat officially began Wednesday afternoon when participants were issued flight itineraries, t-shirts, retreat agenda, and their gift bags. Dr. Ernst Roberts addressed the group in the absence of Dr. Richard Rhodes wishing them a safe and productive retreat and letting participants know that they were in for an unforgettable experience. He also told them that by attending the retreat they were now eligible to sign up to become a facilitator for next year, one of the most sought after committee positions in the college.

Thursday

Participants began arriving at the El Paso International Airport as early as 6 a.m. Participants knew that whoever got there first would be awarded “auction money” from each of the facilitation team members; the winner of the early arrival was Lupe Delgado. After clearing security and while waiting for our flight, Mari Reyes took roll call; just making sure that no one would be left behind. We boarded Southwest Airlines flight #4 at 9:25 a.m. and landed in San Diego at about 10:15 a.m. After picking up our luggage, we boarded the shuttle bus that took us to the Town and Country Resort. Some participants rented cars, and followed the shuttle to the hotel. Check in was not until 3 p.m., so we checked in our luggage and had some time to go sight seeing. After checking in we rested and started getting ready for the evening event.

Thursday Night Activities

At 6 p.m. we met in the Garden Salon for the retreat welcome dinner while we waited for the introductions, and ice breaker activities. Since we were celebrating our 15h annual staff retreat, participants were asked to dress formal in black and white attire. Alex Hernandez opened the event by welcoming every one, then having the facilitators introduce themselves. Each facilitator introduced one of their colleagues by mentioning something special about that person. The introduction of the facilitators was followed by the introduction of the participants. Each participant introduced themselves by answering what their favorite movie was, or their favorite TV series, their favorite color, or they were asked to share your most embarrassing moment, and share something personal about themselves. After the introductions, Paula Chávez, orchestrated an ice breaker activity that invited the participants to dance to 70’s and 80’s music. Participants were rewarded for their participation with auction money a variety of props. After the welcoming ceremony, many of the participants went out to explore the nightlife in San Diego.
Friday Activities

Continental breakfast was served in Garden Salon II. After breakfast, participants went to Garden Salon I, where Alex Hernandez started the training session by sharing the objectives of the workshop and an overview of the “Team Player Styles”. There are four types of team players; the contributor, the challenger, the collaborator, and the communicator. The **contributor** is the person who is task-oriented, proficient and dependable. Contributors are perfectionists detail oriented, and bring order and stability. They also challenge others to higher standards and view members as experts who share information. The **challenger** is the person who will ask the tough questions and keep the team focused. Because they provide reality checks, they may appear confrontational. However, this is good because challengers may save the team from moving on with a bad idea or rejecting a good one. The **collaborator** is the person who sees the big picture, keeps the organization’s vision in mind and is concerned with the overall goal. However, collaborators dislike details and specifics. And finally, the **communicator** is the “people person”, and is focused on human relations. This is the type of person who is eager to create a harmonious environment and is helpful in conflict resolution.

After the overview, participants were administered a team player styles assessment that identified each person’s team player style. Upon completion of the assessment, participants were divided into groups of their respective style and were asked to answer the following: List the strategies and behaviors you use when engaged in a team task. List the behaviors from other team members that frustrate you. Upon completion each group presented their findings to the entire group. These finding can be found on page 12 of this report. Then, participants saw a video that elaborated on the team player styles.

Next, the group was divided into their respective pre-assigned teams and was instructed to go with their facilitators for the breakout session activities. At the breakout session each team was assigned to do the following: First, an ice breaker called “pick me”. Then, each team was instructed to answer the following: List 7 – 10 strategies that you use to insure that a team reaches a successful and
harmonious accomplishment of a task or goal. Each participant was asked to complete pg. 18 of the work book. Develop a plan where your team is responsible for developing a product or service. Each team member was required to contribute by interjecting their team player style into the task. Facilitators monitored and provided feedback upon completion of the activity.

Upon completion of their assignments in the breakout session, the teams reported back to the general session room and presented their findings. (The findings of these activities can be found on page 13 of this report). Upon completion of the groups presentations, Alex Hernandez, presented the final portion of the power point that elaborated on the five team building strategies. The five strategies focus on knowing the individual style and being aware of other styles, how to avoid carrying the individual style to an extreme, acknowledging the value of other styles and knowing how to switch a style when appropriate. The power point also covered how to use the team player with the appropriate style for the problem at hand. This includes understanding that the Collaborator focuses on the mission, that the Contributor is task oriented, that the Communicator builds trust and team spirit and that the Challenger provides reality checks. When finished, participants were released to go out and enjoy beautiful San Diego.

Saturday

We started off the day with a continental breakfast. Then, we reconvened at the general session room, roll call was taken, and the participants were given instructions for the day’s activities. Facilitators took their groups to their respective break out session room. The participants were given the following instructions: Identify and list the Organizational and Personal benefits of building a more successful team, and also to develop a skit of the team’s choosing where the four team player styles clash, and then turn it around to allow their strengths work for the betterment of the team. When finished, the
teams regrouped in the general session room and presented their findings and their final skits. (The findings of these activities can be found on pages 14-17 of this report)

Alex Hernandez added the final touch to this retreat with a speech that wrapped up the learning experience in a very remarkable way. The speech is as follows:

**Team Player Styles**

For every positive there is also a negative, and for every action there will be a reaction. Such is also the case for all people, we have our ups and we have our downs. Team players also have their strengths, and unfortunately, they also have their weaknesses. When used wisely, strengths can be great assets. However, strengths can also become our liabilities, when we exercise them to an extreme that make us ineffective. There are four types of team player styles: The Contributor, The Challenger, The Collaborator, and The Communicator.

**The Contributor**

The dictionary defines a Contributor as someone who helps out to bring out a desired result. When I think of a Contributor, I think of a no non-sense type of individual. No non-sense means that we are here to get the job done. To the Contributor, we work first, and play only when the job is done. The Contributor provides direction, order, and stability. Colin Powel, former secretary of state, and chairman of the joints chiefs of staff was a Contributor. He once said, “Our struggle will not be over until every American is able to find his or her place in our society, limited only by his or her own ability”. Colin Powel was a Contributor and discipline was one of his greatest qualities.

So what does this mean for the Contributor? As a Contributor we know that we can count on you to get the job done. This takes discipline and discipline is what Contributors have. Jim Rohm once said “discipline is the bridge between thought and accomplishment. It is the bridge between inspiration and value achievement; it is the bridge between necessity and productivity”. However, do not let your strength become your weakness. But, how could discipline ever be a weakness? It can. Don’t become so rigid, inflexible, and strict that you become an obstacle towards the accomplishment of a great thing.

**The Challenger**

The dictionary defines a Challenger as someone who questions or disputes the validity of information. It is someone who takes objection too. When I think about a Challenger, I think about a person who is inquisitive, a person who will stand up and speak up and question the very foundation of our existence. But, a Challenger is not only a person who questions; a Challenger is also a person of great ideas. They are constantly in search of new knowledge and innovations. Roger Boisjoly, former senior engineer for Morton Thiokol is a Challenger. He was involved with the space shuttle, Challenger. In January 28, 1986, the challenger, lifted off from the Kennedy Space Center as millions watched in awe. Seventy three seconds into flight, the challenger exploded, killing all seven astronauts aboard. What happened? The problem was a defective O-ring which ejected a plume of flame that leaked into the external fuel tank, causing it to explode. The irony is that the disaster could have been prevented. Roger Boisjoly questioned the safety of the launch, and warned NASA’s executive management team of the O-ring’s defectiveness and its possible consequences. His concerns landed on deaf ears, and the launch was made.

So what does this mean for the Challenger? Your inquisitive nature can help us to remain focused. You can be a powerful resource to guide the direction of a team, making sure that we do not go over the cliff with a bad idea. However, like anything else, do not let your strength become your weakness. But, how could trying to help the team remain focused become a weakness? It can. Do not be such an obstinate that you become a cynic and ruin the brilliance of a great idea.
The Collaborator

The dictionary defines a Collaborator as someone who encourages working together towards a common goal. When I think of a Collaborator, I think of a person who is forward thinking, independent, and sees the big picture. Collaborators are optimistic visionaries. Vision is one of their strengths. What a fantastic attribute, the ability to see the whole universe and its relation to purpose and vision. Benjamin Desraeili once said, “Nothing can resist the will of a human being who has placed their purpose on their existence”. Purpose is a great motivator and this is what Collaborators have. Alvin Toffler, author of the book, “Future Shock,” is a Collaborator. In his book, he mentions the changes that are coming and how they will affect our global society. Written in the 1970’s many of his revelations have come to pass. Alvin Toffler is a visionary who is able to see the purpose of the big picture.

So, what does this mean for the Collaborator? It means that you are the catalyst that will spark movement. It also means that you can provide us with guidance that can clarify meaning, and purpose for pursuing a course of action. But, do not let your strength become your weakness. But, how can vision and purpose become a weakness? It can. Do not be such a dreamer that people see you as unrealistic, and a person who has no concern for task oriented systems.

The Communicator

The dictionary defines a Communicator as someone who shares knowledge or information. When I think of a Communicator, I think of someone who is sociable, friendly, kind, and cooperative. This is the person who brings peace and harmony to a team. Communicators are agreeable people. You can count on Communicators to always help. The Communicators work with people to ensure harmony, tranquility, and cooperation. What a wonderful quality to posses. When I think of a Communicator, I think of Mikhail Gorbachev, who is credited for ending the “Cold War.” He argued to end the arms race, which diminished nuclear proliferation and made the world a safer place to live in. For his efforts, he was awarded the Nobel Peace Prize in 1990.

So, what does this mean for the Communicator? As a Communicator we know we can count on you to help out. You will rarely say no. What a wonderful attribute; the spirit of cooperation. When people work together, things are going to get done, and there is going to be an environment of mutual understanding. However, do not let your strength become your weakness. But, how could cooperation and harmony ever become a liability? It can. Do not become so cooperative that you become a “yes” person, and your opinion is not valued. Do not try to bring so much harmony that you are perceived as not having the strength of character.

For every positive there is also a negative, and for every action there will be a reaction. Such is also the case for all people, we have our ups and we have our downs. And team players also have their strengths and unfortunately, they also have their weaknesses. When used wisely, strengths can be great assets. However, strengths can also become our liabilities, when we exercise them to an extreme that makes us ineffective. All team players; the Contributor, the Challenger, the Collaborator and the Communicator have great assets, but when carried to an extreme become liabilities. We have to use wise judgment.

Retreat’s Conclusion

One of the most expected and exciting activities of the retreat is the auction. Participants used the play money to bid on some very nice prizes. Participants earned the money by participating in various activities and asking questions during the sessions. Some of the items, to name a few, that were auctioned off were a two night stay for two at the Holiday Inn in San Antonio, a $50 Gift Certificate for a Micro-dermabration treatment from Expertise Beauty Salon, a $150 Gift Certificate from Orkin Pest Control and a $100 gift card to Adventure Zone. All the donated prizes were not taken to San Diego; instead pictures of the packages were taken and displayed in a power point presentation. This worked out well and the highest bidders were given a certificate with a picture of the item to claim back at the College. Participants had fun bidding “lots of money” for some very exciting prizes.
Special thanks to Bianca and TJ, who did a marvelous job as auctioneers. If you had seen and heard them, you would have believed that they do this for a living.

The auction was over at about 1:00 p.m., and that concluded the program. A boxed lunch was ready in Garden Salon 2; some of the participants enjoyed their lunch in the room, while others took their lunch and ran off for some last minute shopping. At 3:00 p.m. we boarded the shuttles back to the airport, cleared security, and at 5:45 p.m. we boarded Southwest Airlines Flight #175 back to El Paso; home sweet home!!! We went, we learned, we had fun, and we returned knowing that we were now better people.

Team Player Styles Activity

Strategies and behaviors used when engaged in a team task

<table>
<thead>
<tr>
<th>Challengers</th>
<th>Communicators</th>
<th>Contributors</th>
<th>Collaborators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>Feedback</td>
<td>Research data</td>
<td>Communication</td>
</tr>
<tr>
<td>Information</td>
<td>Peace makers</td>
<td>Set goals</td>
<td>Knowledge, skills, ability</td>
</tr>
<tr>
<td>Listening skills</td>
<td>Harmony &amp; balance</td>
<td>Organize the details</td>
<td>Set goals &amp; objectives</td>
</tr>
<tr>
<td>Consensus</td>
<td>Inspire – Strengths</td>
<td>Perfection</td>
<td>Question &amp; answer session</td>
</tr>
<tr>
<td>Time-line</td>
<td>Celebrate diversity</td>
<td>Guidance (mentors)</td>
<td>Assignment Delegation</td>
</tr>
<tr>
<td>Trust</td>
<td>Motivators</td>
<td>Accepting responsibility</td>
<td></td>
</tr>
<tr>
<td>Cooperation</td>
<td>Ask tactful questions</td>
<td>Timelines</td>
<td></td>
</tr>
<tr>
<td>Work together</td>
<td>Good listeners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Why, when, where, who, how?</td>
<td>Not hurt others feelings</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

List the behaviors from other team members that frustrate you

<table>
<thead>
<tr>
<th>Challengers</th>
<th>Communicators</th>
<th>Contributors</th>
<th>Collaborators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Closed minded</td>
<td>Personal agendas</td>
<td>Getting off task</td>
<td>Lack of time management</td>
</tr>
<tr>
<td>Lack of performance</td>
<td>Non participators</td>
<td>Lack of commitment</td>
<td>Not carrying the weight</td>
</tr>
<tr>
<td>Lack of communication</td>
<td>Inconsiderate people</td>
<td>Argument</td>
<td>Factual Data</td>
</tr>
<tr>
<td>Personal agendas</td>
<td>Controller</td>
<td>Challenged</td>
<td>Striving for objectives</td>
</tr>
<tr>
<td>Lack of patience</td>
<td>Perfectionist</td>
<td>Negativity</td>
<td></td>
</tr>
<tr>
<td>Lack of understanding</td>
<td>Closed minded</td>
<td>Not detail oriented</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pessimistic</td>
<td>They don’t contribute</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Negative body language</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Breakout Group Reports

Friday Session

**The Care Bears**
Bianca Sanchez-Villalba & Laura Gonzalez

*Strategies to Accomplish Goals*
- Vision
- Define Goals
- Define Objectives
- Planning
- Data
- Organization
- Leadership
- Time-lines
- Execute
- Communication
- Participation
- Follow-up on Project
- Find Strengths on Members & give them Assign Tasks

**The Wild Mustangs**
Paula Chávez & Bea Villegas

*Strategies to Accomplish Goals*
- Set goal mission
- Communication
- Motivation
- Assign and Complete Tasks
- Timelines
- Open-minded (outside the box)
- Analyze and reassess
- Praise (rewards) last accomplishments

**The Indivisibles**
Davette Alonzo-Kilkenny & Luisa Huante

**The Wild Cats**
Belinda Quiñones & TJ Ferrer

*Strategies to Accomplish Goals*
- Try to get along with each other
- Communication honestly, efficiently
- Task oriented
- Feasibility, Analysis, Test, Design, and Implement, Follow-up
- Clarification
- Updates on the progress based on feedback
- Communicate

STRATEGIES USED TO ENSURE TEAM IS HARMONIOUS AND REACHES GOALS

- Aim for an attainable goal (cost, time, etc.)
- Know your own style/capabilities
- Be flexible (be willing to switch styles when necessary)
- Acknowledge and respect other styles
- Assign tasks according to (team players) style
- Identify team strengths & weaknesses as soon as possible
- Share all decision making
- Trust your team
- Acknowledge everyone’s ideas and opinions
- Agree to disagree, compromise on assignments as long as it does not compromise your goal/s and or team
Breakout Groups Reports

Saturday Sessions

The Care Bears – Bianca Sanchez-Villalba & Laura Gonzalez

Organizational Benefits

- Increase in Productivity
- Less stressful environment
- Bonuses
- Increase Job Security
- Increased Participation
- Healthier Employees
- Respect for the Team and Project
- Increased Quality of Service/Product

Personal Benefits

- Job Satisfaction
- Less Stress
- Less Health Issues
- Increase in trust in your co-workers
- More motivated
- Respect for each other
- Harmony / Peace
**ORGANIZATIONAL BENEFITS**

- Increase Productivity
- Meet Time Lines
- Cohesiveness in the Work Place
- Employee Morale
- Precision
- Provide Excellent Customer Service
- Achieve Goals

**PERSONAL BENEFITS**

- Reduce Stress
- Self Esteem
- Self Satisfaction
- Confidence
- Interpersonal Skills
- Better working relations
- Personal enrichments
- Better working Environment
- Recognition
### Organizational Benefits
- Higher Productivity
- Efficiency
- Quality
- Growth
- Reputation
- Respect & Integrity
- Role Models / Leadership
- Enhanced communication
- Customer Service
- Public Relations
- Pride

### Personal Benefits
- Respect
- Pride
- Trust
- Risk taking Skills
- Knowledge
- Adaptability
- Thinking out of the box
- Reliability / Acceptability
- Higher Income – higher desire to excel
The Wild Cats – Belinda Quiñones & TJ Ferrer

Organizational Benefits

• Better Services to the public
• Smoothes out the work
• Decreases worker absence
• Improves employee morale
• Decreases employee bickering over time

• Feeling better about yourself
• Domino effect
• Positive atmosphere
• Cost effective
• Productive efficiency
• Stimulate creative thinking

Personal Benefits

• Personal
• Harmony
• Self esteem
• Self-fulfillment
• Better quality of life
• Security
• Stability
• Feeling good about yourself
• Belonging

• Progressiveness
• Value
• Accomplishment
• Extending work values to the community unity
• Longevity
• Role model
• Personal growth that extends to community and family

17
The best part of the program was:

- The great focus on team building skills by working together in a room with team focus, excellent mentorship and process instructions for an out.
- Skits were great. Had lots of fun.
- Meeting other “family members” that share the same goals and objectives as mine.
- Definitely the breakout sessions. It gives the opportunity to actively participate.
- The theme of the sessions.
- Understanding that your strengths can also be a weakness even though is not noticeable.
- Alex’s closing – excellent.
- Learning other types of categories besides your own. Able to meet new people and see how they relate to the categories.
- I feel confident that I learned lifelong building skills that will help me not just in my employment, but in everyday life situations.
- We learned while we were having fun, meeting and working with staff that had never met before.
- All of it! It allowed me to apply some of these skills and brush up on them.
- Everyone had a great time; we all got along.
- Breakout sessions. Alex’s speech.
- The presentations.
- Everything.
- The facilitators worked well with everyone. Helped us understand what the program was about!!
- Group activities, camaraderie, excellent facilitators.
- Understanding and developing member strategies. Being able to adjust or adapt to a certain member’s characteristics.
- The session in which everyone (each of the members) contributed with his/her input, ideas, suggestions, perspective.
- Having it in San Diego – The group was great.
- Entire event was outstanding! The selected city (SD) was perfect.
- The trip.
- The workshops, because it makes you get out of your safety and put your 2 cents.
- The interaction with team members.
- Learning more about the people at EPCC – diversity, sharing ideas with the group – learning the styles’ strengths and weaknesses.
- The breakout sessions where we were able to put into practice what we learned.
- Facilitators and all participants participated with all aspects.
- Breakout to smaller teams.
- Working together as a group, knowing each other’s different opinions and understanding.
- The skits. It helped put team playing into perspective.
- Everything was excellent, specially the topics.
- The information and the encouragement by the facilitators; promoted an environment of learning.
- Everybody was involved.
- Participation and knowing who I am, learning that strengths and weaknesses I possess. How to benefit from them, not only in a working environment, but also in my personal life.
- The lunch! – Kidding – Program/activities I attended were well organized, “funny”, enjoyable and informative.
- Everything.
- The break sessions, Alex’s speech and how we all got together to share our personal experiences.
- Everything.
• Role playing the different personalities, plus our facilitators, TJ and Belinda were fantastic in helping us achieve our goals as a group.
• Breakout sessions.
• My team was very concentrated in the project and everybody contributed good ideas.
• Everything, groups, teams, lunch, S.D., and everyone participating as a team.
• I liked everything.
• The skit. It offered our team members a chance of being a team.
• Getting to know more EPCC family.
• The best of all was to be able to work as a team, even if we are different. I learned a lot from each other’s different way of thinking.

This program could be improved by:

• Questions/answers, discussing issues. The program is more an in that an out. Good concept and delivery, more focus on input, on team building skills.
• Very well planned – no suggestions for now.
• Having more time for the breakout sessions. They were too rushed and I felt that we didn’t have enough time to prepare.
• The theme of the sessions.
• More days for conference.
• Serve tea at dinner. Sharpen pencils before included in bag.
• Analyze the facilitation team. Some are qualified, about half.
• More time to do other things outside sessions. Ex: Maybe start sessions a little later in a.m. hours or extend it one more day.
• Everyone going out together and staying together.
• It was great.
• Having more retreats for a larger amount of people!!
• A day extension.
• It’s great.
• Possibly extending the course to 4 days.
• More fairness on the funny money distribution.
• Having group tours.
• Having more $$$
• There should be more fairness in how the funny money is distributed to participants.
• Having more money.
• Not encouraging “kissing up” to the facilitators.
• Giving us more money by the facilitators.
• Having more interaction between retreat attendees.
• It was great really, no improvement needed.
• No words.
• No credit cards as a necessity to acquire rooms.
• More activities.
• There’s nothing to be improved, everything was awesome.
• Unknown at present – Was very good!
• Having it @ New York City, New York next year. (Everything was great). Keep it the same.
• Adding one more day.
• Are you serious? I had a blast!
• Less obvious rampant favoritism – reward true participation.
Additional comments:

- Good leadership within the group, outside the group, and organizing the retreat. Congrats.
- Thanks to all the collaborators!!
- Our facilitators were simply awesome. I congratulate them on a job well done. It takes a lot of work and I appreciate the hard work and all the great motivation and ideas.
- Davette, Bianca, I was not on your team, but you’re Awesome!
- Thank you to all facilitators for all their hard work and EPCC for supporting staff as well as faculty.
- Communication to all participants regarding options – (e.g. rental of vehicles). Excellent – glad I was afforded this opportunity.
- This was a great experience. Thank you.
- This workshop helped me to turn around my weaknesses into a positive and be able to identify the styles of the persons I work with.
- Wonderful job!
- Thank you all, you all were great!
- Did not interact with all facilitators. Would have been nice to have more interaction with others.
- Good job for the organizers, facilitators, and Dr. Roberts.
- Awesome!
- I learned more about teamwork in these 3 days than I have learned working for EPCC in 10 years.
- Thank you Dr. Roberts for starting this great program – Hope it continues.
- The best yet!
- Awesome, fun!
- Everyone was WONDERFUL!!!!
- All of the facilitators did a very good job and worked very hard for us!
- You can maybe assign seats each day during the conference and lunch/dinner, so different people can interact.
- Facilitators need to be a little more giving. I took notes and observed, “Bananic” did not give anyone of team members.
- It was a great team work. It was awesome. Very organized and helpful to apply in our workplace.
- Was terrific. Enjoyed other’s comments. Great journey.
- Great! Great! Great! Thanks to all facilitators and organizer.
- Facilitators did a great job.
- San Diego was a great location for the retreat.
- Loved it all!
- I love you all for what you all have taught me. Just like a family.
- Thank you for everything.
- Love ya all!
- Otherwise – excellent.
15th Annual Staff Retreat Analysis

1 - Program concentrates on team player styles
2 - Program helped to understand team player styles
3 - I am more confident to be a team player
4 - Objectives were clearly explained
5 - Had opportunities to ask questions
6 - Session was well organized

Number of Responses

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
Donors List Report

Adventure Zone
251 E. Redd Road El Paso TX 79932
1 - $100 Gift Card

Alice Langford
1806 Yandell Dr. El Paso TX 79905
2 - Gift Certificate for a 1 hr. Massage

Arianes Salon & Spa
11660 Montwood, Suite H El Paso TX 79936
1 - $25 Haircut & Style Gift Certificate
1 - $35 Spa Pedicure Gift Certificate

AutoZone Auto Parts
1461 N. Lee Trevino El Paso TX 79935
15 - AutoZone buckets w/car wash products

Avon Consultant
Transmountain Campus
1 - Avon Products Basket - $38 Value
1 - Avon Products Basket - $29 Value

Bali Body Works
1827 Lomaland El Paso TX 79936
1 - One Complimentary Hair Color Gift Certificate
1 - One Complimentary Hair Style Gift Certificate
1 - One Complimentary Hair Cut Gift Certificate

Barnett Harley Davidson
8272 Gateway East El Paso TX 79821
4 - Caps
4 - Mugs

Beatriz Villegas
Valle Verde Campus
2 - 16oz Travel Mug
1 - Travel Cosmetic bag
1 - Lunch bag
1 - Personal organizer

Blockbuster Video
9130 Viscount Blvd, El Paso TX 79925
4 - Previously Viewed Movies

Burlington Coat Factory
6020 N. Mesa El Paso TX 79912
1 - Bath Oil & Salts Wall Rack

Cali Nails
Cielo Vista Mall El Paso TX 79925
1 - $25.00 Gift Certificate

Champion Awards
10600 Montwood El Paso TX 79935
1 - Briefcase

Charlotte's
5411 N. Mesa El Paso TX 79912
1 - $25 Ceramic Planter w/ Stand

CiCi's Pizza
8855 Viscount Blvd El Paso TX 79925
5 - Gift Certificate - Buy one adult buffet receive one free

Como's Italian Restaurant
4030 N. Mesa El Paso TX 79902
1 - Gift Certificate for 2 Pasta Dinners & Soft Drink

Creations by Nora
2420 Robert Wynn El Paso TX 79936
1 - Hand made greeting cards set

Daw's Home Furnishings, Inc.
7714 Gateway Blvd. East El Paso TX 79915
1 - $50 Gift Certificate

Dressbarn
I-10 & Transmountain Rd. El Paso TX 79932
2 - Kitchen Sets

EPCC - Counseling Department
Valle Verde Campus
61 - Back Packs
EPCC – Gear-Up Program
Valle Verde Campus
70 - Water Bottles

EPCC - PASS Program
Valle Verde Campus
10 - Pilot Pen Sets

EPCC Cosmetology Program
Administrative Services Center - B Building
2 - $30 Gift Certificates

EPCC Marketing & External Affairs
Administrative Services Center
11 - EPCC T-shirts
5 - EPCC Pins
8 - Canvas Bags
8 – Mugs

EPCC President's Office
Administrative Services Center
1 - Men's XL Long Sleeve Shirt (Tan)
1 - Ladies' Medium Grey/Black Polo Shirt
1 - Desk clock
1 - Pen w/ flash drive
1 - Water bottle
1 - Ladies' Large Black Polo Shirt
1 - Men's XL Black Polo Shirt
1 - Men's XL Grey/Black Polo Shirt

EPCC RAP Program
Valle Verde Campus
24 - Pens

EPCC VP Research & Development
Valle Verde Campus
1 - Samsonite - 3 Ring Binder
1 - Cross Pen
1 - Cordless Optical Mouse
2 - Kingston - 1GB Data Traveler

EPCC-AVP Instructional Resources & Tech
Administrative Services Center
6 - Agendas
3 - Coffee Mugs
5 - Measuring tapes

EPCC-Dean Communication/Performing Arts
Valle Verde Campus
2 - Wind Breaker w/ EPCC Logo
1 - EPCC T-shirt & Cap Set
2 - EPCC T-shirts

EPCC-Dean ESL, Reading & Social Sciences
Valle Verde Campus
2 - Cases for iPod w/ Video
1 - Laptop Case (15.4")
2 - Note Binders
1 - Notebook

EPCC-Distance Education
Valle Verde Campus
3 - Agendas
25 - Pens
176 - Pencils

EPCC-Student Leadership & Campus Life
Valle Verde Campus
61 - Calculators

EPCC-Student Success
Valle Verde Campus
1 - Hooded Sweat Shirt
1 - EPCC Lanyard
1 - EPCC T-Shirt & Cap Set

EPCC-VP of Instruction
Administrative Services Center
7 - Water Bottles
20 - Stress Balls
15 - Mint Boxes
15 - Cup Holders
10 - Paper Stands w/Tape Dispenser

El Paso Doctors of Chiropractic
3100 N. Lee Trevino Ste. D    El Paso TX 79936
9 - Gift Certificates for 1/2 hr. Massage
<table>
<thead>
<tr>
<th>Business Name</th>
<th>Address</th>
<th>Items Provided</th>
</tr>
</thead>
</table>
| El Paso Saddleblanket Co.                         | 6926 Gateway East                | 4 - Books  
8 - Visors  
8 - T-shirts  
8 - Canvas Bags |
| Evolution Hair & Nail Studio                      | 10420 Montwood, Suite G          | 1 - Gift Certificate for a Free Hair Cut |
| Expertise Beauty Salon                            | 6312 Edgemere                    | 2 - Gift Certificate for One Hair Cut |
| Expertise Beauty Salon - Irma Sifuentes           | 6312 Edgemere                    | 1 - Gift Certificate for One Hair Cut |
| Expertise Beauty Salon - Lucy Flores              | 6312 Edgemere                    | 1 - Gift Certificate for One Microdermabration-$50 Value |
| Flowers & Fiestas                                 | 14010 Horizon Blvd               | 1 - $30 Gift Certificate |
| Forti's Mexican Elder                            | 321 Chelsea                      | 1 - Two Combination Dinners & Soft Drinks Gift Certificate |
| Fred & Maria Loya Family YMCA                     | 2044 Trawood                     | 25 - One week passes at the Loya family YMCA |
| Furr's Family Buffet                              | 11925 Gateway West               | 1 - $10 Gift Card |
| Harbor Freight                                    | 3333 Yarbrough                   | 2 - 3" Air High Speed Cutter  
1 - 3 pcs Solar Garden Light Set |
| Herb World                                        | 4708 Montana                     | 1 - Peppermint oil  
1 - Rosemary oil |
| Holiday Inn San Antonio                           |                                  | 1 - One complimentary room for a two night stay |
| Home & Garden                                     | P.O. Box 20500                   | 3 - Candles |
| Hyatt Place Hotel                                 | 6030 Gateway Blvd. East          | 1 - Gift Certificate for a 1 Night Weekend Stay/Comp. Breakfast |
| ING Financial Advisers                            | 700 N. Stanton St., 3rd Floor    | 70 - Zippy Business Card Holders  
75 - Lip Balms  
75 - Bic Click Stick Pens  
70 - Highlighters  
1 - Flavor bust Candies (1 box)  
70 - Thin Calculators |
| Justin Boots                                      | 7100 Gateway Blvd. East          | 2 - Duffle Bags |
| La Dona Cafe                                      | 5255 Transmountain Rd.           | 2 - Gift Certificate for 4 People |
Lancôme at Macy's Cielo Vista
8401 Gateway West   El Paso TX 79925
1 - Gift Set

Leticia Jacobo
Valle Verde Campus
1 - Artificial Flower Arrangement
1 - Metal Cross w/ glass vase

Los Bandidos de Carlos & Mickey's
1310 Magruder   El Paso TX 79925
2 - $30 Gift Cards

Luz Roberts
Valle Verde Campus
2 - Back pack w/ EPCC logo
1 - Cup holder
1 - Frizz bee
3 - T-shirts
6 - Wells Fargo Key Chains
1 - Plastic Cup

Maria Elena Ruiz
1 - Men's Eternity Cologne & Shower Gel
1 - Baby's Gold Bracelet

Massage Therapy
2267 Trawood Suite F-2   El Paso TX 79935
1 - Gift Certificate for a 1 hr. massage - $60 value

Microtel Inn & Suites
2001 Airway Blvd.   El Paso TX 79925
1 - Gift Certificate for One Full Suite for 1 Weekend Night -$90

Mora Artist
300 E. Main   El Paso TX 79925
2 - Siglo de Oro Drama Festival Posters (Signed)

Office Depot
1313 George Dieter Dr. Suite B   El Paso TX 79936
2 - $15 Gift Cards
1 - Day Timer Organizer

Office Experts
1427 E. Missouri   El Paso TX 79902
2 - Xerox watches

Orkin Pest Control
6962 Gateway East   El Paso TX 79915
1 - $150 Gift Certificate
29 - Pencils
8 - Luggage Tags
2 - Magnets

Pachanga Disco
EPCC - Administrative Services Center
1 - Gift Certificate for 3 hrs. Of Music - $150 Value

Pasta Avanti
8001 A N. Mesa/Crossroads   El Paso TX 79932
1 - $30 Gift Certificate

Pencil Cup Office Products
1701 Texas Ave.   El Paso TX 79901
3 - $20 Gift Certificates

Pepsi-Cola Bottling Co. of El Paso, Inc.
10841 Pellicano Dr.   El Paso TX 79936
2 - Cases of Reg. Pepsi
1 - Case of Pepsi Wild Cherry
1 - Case of Caffeine Free Pepsi
1 - Case of Mug Root Beer
1 - Case of Orange Tropical Twist
1 - Case of Brisk Tea
1 - Case of Mountain Dew

Pizza Properties, LTD
4455 N. Mesa, Suite 100   El Paso TX 79902
2 - Any large size original pizza certificates
5 - Any small two item pizza certificates
2 - Any large size one topping original pizza certificates

Popular Mattress Factory Direct
I-10 at Hawkins   El Paso TX 79915
1 - Small Tempur-pedic Pillow - $100 Value
Prints Charming  
7040 N. Mesa Ste. P  El Paso TX 79912  
1 - Floral Canvas Painting 35 1/2" x 32 1/2"

Putnam School PTA  
6508 Fiesta Dr.  El Paso TX 79912  
1 - Baby Bath Time Basket  
1 - Pink Bath Set Basket  
1 - Coconut Oil Bath Set Basket  
1 - Cucumber/Aloe Toiletries Basket  
1 - Vanilla/Melon Bath & Body Indulgence Basket

Rebecca Villa  
Mission Del Paso Campus  
1 - Mug Warmer  
1 - Ladies Watch  
1 - Peter Alliss' Golf Heroes Book  
1 - Resin Rabbit  
1 - Ceramic Cross  
1 - Resin Cross

Reliant Labels  
11400 Rojas Dr.  El Paso TX 79936  
2 - Mixed Nuts Gift Baskets  
1 - Box of Things to Do Notepads  
1 - Box of Memo Pads

Residence Inn by Marriott  
6355 Gateway Blvd. West  El Paso TX 79925  
1 - Certificate for a 1 night weekend stay

Roy Lown Inc.  
3700 Dyer St.  El Paso TX 79930  
4 - Pens including a one line free engraving

Sam's Club -Cielo Vista  
7001 Gateway Blvd. West  El Paso TX 79925  
1 - $25 Gift Card

Sanchez Wrought Iron Supply  
220 Horizon Blvd  El Paso TX 79927  
6 - T-shirts  
3 - Caps

Soul Enrichment Center  
1806 E. Yandell  El Paso TX 79902  
3 - Gift Certificates for One Massage Therapy Session

Texas Roadhouse  
5010 North Desert Blvd.  El Paso TX 79912  
1 - Dinner for Two Certificates - $30 Value

The Lunch Box  
667 N. Carolina  El Paso TX 79915  
1 - $20 Gift Card

The Wild Hair  
2000 Lee Trevino, Suite K  El Paso TX 79936  
1 - Haircut & Style Gift Certificate

Today & Tomorrow  
1530 Lomaland  El Paso TX 79935  
5 - Gift Certificates for One Full Set of Nails

Touch Discount Day Spa  
1757 George Dieter  El Paso TX 79936  
1 - $25 Spa Package Gift Card

Ventanas Restaurant  
1200 Futurity  Sunland Park NM 88063  
4 - Free Buffet Certificates

Versailles  
6415 N. Mesa  El Paso TX 79912  
3 - $25 Gift Certificates

Victoria Mission Cuts  
1 - Joico Shampoo & Conditioner Set  
1 - Joico Shampoo & Conditioner Set

Wal-Mart Supercenter - Northeast  
4530 Woodrow Bean Dr.  El Paso TX 79924  
1 - Gift Card

Wal-Mart Supercenter - West  
7555 N. Mesa  El Paso TX 79912  
1 - $50 Gift Card
Wal-Mart Supercenter-Lower Valley
9441 Alameda    El Paso TX 79907
1 - $30 Gift Card

Wells Fargo Bank
221 N. Kansas    El Paso TX 79901
2 - Ladies Watches
6 - Pencil Sharpeners
90 - Pencils
4 - Key Chains
18 - Mint Packs

Western Beverages
6104 N. Mesa    EL Paso TX 79912
1 - 4 Pub Glasses Set - Guinness

Wyndham El Paso Airport Hotel
2027 Airway Blvd    El Paso TX 79925
1 - $50 Gift Certificate for a Dinner @ Magnim's Restaurant

Wingate by Wyndham
6351 Gateway Blvd. West    El Paso TX 79925
1 - One Suite for One Weekend Night at Wingate by Wyndham ($150)
1 – One Suite for One Weekend Night at Guesthouse International