



FREQUENTLY ASKED QUESTIONS

[What is Mechanix?](#)

[Who is it for?](#)

[What is the format?](#)

[What is the value of Mechanix to an organization?](#)

[Is it customizable?](#)

[How much does it cost?](#)

[What is included?](#)

[Are workshops tax deductible?](#)

[What size groups work best?](#)

[How many bicycles will we build?](#)

[Where is it conducted?](#)

[How long is the workshop session?](#)

[Is Reinvention Wheels a charity or a team-building company?](#)

[How are the bicycles that we build used?](#)

[What kind of bicycles are used in Mechanix?](#)

[What is the lead time for planning a workshop?](#)

[How much space is needed for a workshop?](#)

[Is it difficult to build bikes?](#)

[How should we dress?](#)

[Do we choose our own teams?](#)

[Does everyone have to build bicycles?](#)

[Can we host Mechanix on weekends, as well as, weekdays?](#)

[Can we conduct the workshop outside?](#)

[Do you photo and video the workshop?](#)

What is Mechanix?

Mechanix is a 90-minute collaborative workshop designed to emulate today's demanding work environment, where employees are expected to be highly productive with little direction, and against urgent deadlines. Using boxed, unassembled bicycles as the product for integration, a team's success in completing the exercise relies on co-workers' abilities to adapt, collaborate and reengineer processes in time to satisfy their client order.

[Return to Menu](#)

Who is it for?

As great teamwork is fundamental to virtually every organization, Mechanix is for any company that depends on cooperative employees to satisfied customers. And as all organizations derive benefit from employee trust and company pride, all companies can benefit from Mechanix.

[Return to Menu](#)

What is the format?

Mechanix is structured as a supply chain challenge where products (bicycles) must be assembled, quality approved, marketed and packaged in order to transport to the client on time. Each functional station is managed by participants who receive only 5 minutes of crash training in their specific function. When the production whistle sounds, errors are inevitable – as are lessons that can be imported into daily work practices.

[Return to Menu](#)

What is the value of Mechanix to an organization?

Relative to alternate forms of team building, Mechanix offers three distinct advantages:

- *Work-relevant learning*: that is immediately transferrable to the professional environment,
- *Universal interaction*: whether your group is 30 or 100, the format allows every participant to interact with every other, and
- *Full engagement*: the journey from challenge to conquest to community support engages every participant's eyes, ears, minds, mouths, hands, and even their hearts. All in 90 minutes.

[Return to Menu](#)

Is it customizable?

Absolutely. Because the workshop is sub-divided into stations, time segments and participant teams, there are numerous opportunities to modify individual components to support your objectives for employee development, cultural shift, service priorities, and so on.

[Return to Menu](#)

How much does it cost?

While our workshop service includes a variety of features (per below), the cost of Mechanix is a function of the number of bicycles built, which is determined by the audience size. A group of 50 would typically build 28 bicycles, or a ratio of .6 bicycles per attendee. Based on the selected bicycle model, we typically price at the manufacturer's recommended retail price. Per this example:

- Estimated workshop cost = 28 bicycles x \$300 MSRP = \$8,400
- Estimated cost per participant = \$8,400 / 50 = \$168

[Return to Menu](#)

What is included?

Mechanix is staged in a seminar-type setting, yet without the classroom seating. Continuing the illustration relative to the above pricing, a Mechanix workshop includes:

- Products
 - 28 Adult Men's, 27-Speed Mountain Bicycles (\$8,400 MSRP)
- Services
 - Facilitation by 4 Bicycle Technicians
 - Room staging and 2 hour preparation
 - Assembly and station training
 - Quality assurance to certify assembly and safety
 - Technical support throughout build process
 - Roundtrip transport of bicycles
- Materials / Media
 - Signage and station markers
 - Assembly tool kits
 - Attendee coded name badges
 - Cross-functional station supplies and gift accessories
 - Audio soundtrack
 - Optional video recording and editing
- Donation
 - Deployment of bicycles with humanitarian partners, international or domestic transport
 - Charitable donation receipt
 - Recognition for program donation in PR

[Return to Menu](#)

Are workshops tax deductible?

Yes, Mechanix is entirely tax-deductible to hosting organizations provided that assembled bicycles are donated to a 501(c)3 tax-exempt entity. If (preferably), bicycles are donated to Reinvention Wheels after the session, we issue a donation receipt for the fair market value of in-kind donations. In the case of unused bicycles, FMV is equal to the retail price.

[Return to Menu](#)

What size groups work best?

By design, the workshop aims to create a state of chaos inherited by participants to re-organize through effective collaboration and reengineering. In our experience, a minimum of 30 participants is recommended to create a chaotic environment that demands leadership and cooperation to right the ship and meet the deadline. Whereas 30 is the recommended minimum, a larger group size (up to 200) evokes more personnel engagement and practices for assimilation to the workplace.

[Return to Menu](#)

How many bicycles will we build?

The number of bicycles to be built is determined by audience size. Using again, the group of 50 participants:

- 6 team members are collectively assigned to three specialty stations: QA, marketing, packaging
- 2 team members volunteer as coordinators and documenters to observe and report on areas of focus (i.e. methods, leadership example, creative resolution, process improvement, etc.)
- The remaining 42 players are assigned to assemble bicycles, with 2 bicycles to be completed by each assembly team of three
- In summary = 14 (42/3) build teams x 2 bikes per team = 28 total bikes.

[Return to Menu](#)

Where is it conducted?

We come to you, either at your off-site conference center or home office. Since Mechanix is typically hosted as a team building interlude within a company meeting, conference or training event, the workshop is staged in an adjacent room and ready to begin when your preceding session breaks.

[Return to Menu](#)

How long is the workshop session?

Mechanix is a 90-minute timed activity divided into two production stages, and an impromptu team meeting held between stages. The team meeting is scheduled at the midpoint for participants to assess their progress and re-engineer processes in order to meet the strenuous deadline. At the conclusion of workshops, we encourage an executive facilitator to conduct a debriefing of participants to capture lessons and inspiration that can be incorporated into the work environment – and routinely revisited.

[Return to Menu](#)

Is Reinvention Wheels a charity or a team-building company?

Reinvention Wheels is actually neither, it is a social enterprise. We pursue a market-based approach to philanthropy, in lieu of depending exclusively on public donation. Our mission is to provide a valuable training service to corporations, which, in turn, produces byproducts (bicycles) with profound social impact in disadvantaged communities.

[Return to Menu](#)

How are the bicycles that we build used?

Reinvention Wheels deploys bicycle programs for people and communities that have no access to personal or public transportation. Working in tandem with non-profit humanitarian partners, the bicycles built in Mechanix are used in Africa and Central America to equip teachers and field health workers to reach more beneficiaries than in the past on foot. In the U.S., our Wheels to Work program grants bicycles to people who earn jobs, but have no means of commuting to work. For additional information about our programs, please refer to [Our Work](#).

[Return to Menu](#)

What kind of bicycles are used in Mechanix?

We assemble steel frame, durable mountain bicycles manufactured by Fuji, Trek and Schwinn. All of the bikes we use have 27 speeds and durable frames and forks to accommodate rugged rural terrain.

[Return to Menu](#)

What is the lead time for planning a workshop?

We recommend scheduling a workshop three weeks in advance to permit ample time for sourcing specific bicycle models and quantities.

[Return to Menu](#)

How much space is needed for a workshop?

A good rule of thumb is to reserve 100 square feet (10" x 10" floor space) per build team. In the examples above of 50 participants and 14 build teams, a conference ballroom of 1,400 is optimal.

[Return to Menu](#)

Is it difficult to build bikes?

As a rule, assembling any mechanical product for the first time is prone to complications and errors. However, building as a team, where individuals possess different levels of knowledge and experience allows for knowledge-sharing, cooperation and efficiencies – if the team effectively organizes its resources. As a note, we use only hand tools that are safe easy to use.

[Return to Menu](#)

How should we dress?

Comfortable clothes as defined acceptable by the client organization. We use no grease or paint, so slacks are as acceptable as jeans. Because building is done on the floor, we recommend no dresses, skirts or high heels.

[Return to Menu](#)

Do we choose our own teams?

Typically not, unless companies prefer to pair certain co-workers. In general, we randomly assign participants to stations, as indicated on participant name badges. Occasionally, we also shuffle teams at critical points to accelerate interaction.

[Return to Menu](#)

Does everyone have to build bicycles?

No. Our clients are free to allow certain individuals participate at non-building specialty stations, or simply observe. But even observers can play an active role in conquering the challenge.

[Return to Menu](#)

Can we host Mechanix on weekends, as well as, weekdays?

Absolutely, if your organization is planning a weekend outing, there is no change in our workshop format.

[Return to Menu](#)

Can we conduct the workshop outside?

It's possible, but inside is more favorable for participants' comfort. Since participants are kneeling and squatting much of the time, carpet is the preferred surface.

Do you photo and video the workshop?

We offer professional video and photography as optional services to clients. From the raw video and conversational sound bytes that are captured, we are able to compile a short video useful for internal training and on-boarding or within external community affairs.

If you have additional questions regarding our Mechanix workshop, please refer to [The Vehicle](#) section of our website.