

introductions ...



Involve – Inspire - Invaluable

Outward Bound® Professional

We help organisations achieve their business objectives, where performance is dependant on effective team and leadership behaviours.

In so doing we also champion and financially support the young people's development work of the Outward Bound® Trust, as all our profits are allocated to that charity.



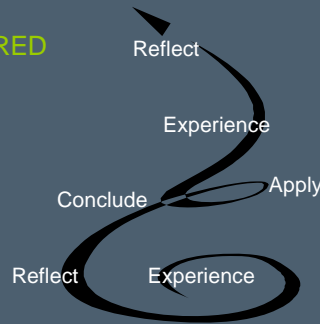
People based solutions to business issues

how we change *behaviours* -



about us

INSPIRING
ENGAGING
PRACTICAL
LEARNER CENTRED
RELEVANT
APPLIED
EFFECTIVE
INSIGHTFUL
MOTIVATING
MEMORABLE
ACTION BASED
SUSTAINABLE



experiential learning

Perhaps the most important point in defining experiential learning is that the actions of the learner are followed by a **reflective process** such as debrief discussions. this heightens awareness of the need for change.

Experienced facilitators are on hand at all times to coach, guide and support each individual's development throughout the programme.

why we are **different**

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who will you be working with?

Passion

Respect

Honesty

values

Integrity

Empathy

Inclusion

Engagement

Professional: by name and professional by nature – our facilitators are accredited, qualified and experts in their field.

Empathic: We understand the corporate world and its associated pressures. Our success is built on a close understanding of your specific business requirements.

We care: we deliver *your* objectives not standardised programmes.



Ethical

By using Outward Bound® Professional as your Learning and Development supplier you are in turn helping more young people in the UK to benefit from Outward Bound® courses. The entire surplus achieved by Outward Bound® Professional is allocated to The Outward Bound Trust.

Ethical behaviour is embedded into our culture.



ethical - effective - economical



leadership development options ...

All sections can be covered in a five day programme. For shorter programmes, your course director will select the most appropriate sessions.



	M1. Managing yourself	M2. Managing activities & resources.	M3. Leading & developing people	M4. Managing the team
1.	Self awareness	Decision making	Building relationships	Effective teamwork
2.	Strengths and weakness	Problem solving	Constructive feedback	Stages of team development
3.	Taking the initiative	Planning & implementation	Encouragement & support	Allocation of roles
4.	Communication skills	Identifying resources	Coaching skills	Leadership styles
5.	Behaviour change	Setting goals & objectives	Guidance & support	Communications in teams
		Action planning		Motivating others

Course content

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leadership modular options ...

<p>Potential development areas for leaders</p> 	<p>Effective Leader Communication</p> <ul style="list-style-type: none">Presentation of selfBriefing skillsEffective listeningInfluencing skills	<p>Promoting Creativity</p> <ul style="list-style-type: none">Using creative thinking techniquesUnderstanding innovationStimulating & generating ideasFacilitating & implementing change		
	<p>Enhancing Relationships</p> <ul style="list-style-type: none">Valuing & supporting othersSeeking consensusConflict resolutionStakeholder balance	<p>Managing Performance</p> <ul style="list-style-type: none">Effective feedbackCoaching techniquesGoal settingMonitor & review progress	<p>Leading Teams</p> <ul style="list-style-type: none">Providing directionBuilding & developing teamsEffective Allocation of rolesMotivation & empowerment	
	<p>Decision Making/Problem Solving</p> <ul style="list-style-type: none">Structured approach to decision makingGenerating options for actionProblem solving strategiesPlanning	<p>Managing Yourself</p> <ul style="list-style-type: none">Self - AwarenessHealth & well beingLeading by exampleHow to develop yourself as a leader		

Lead with confidence and deliver results

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sample

LEADERSHIP DEVELOPMENT PROGRAMME

Day One : 6.00pm → Day Three: 4.00pm

COURSE OPENS Aims & Objectives	Welcome, Introductions & Kit allocation Review aims & objectives for the programme	DINNER	Energising Small problem Solving sessions, building up to more complex issues.	Review	 Larger dynamics and multi-task projects	Review	Larger, single and more complex multi-task projects	Review	COURSE CLOSES
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Designing your programme

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possible focus areas ...

leading teams



- **Power, influence and authority**
- Words that change minds
- Leadership styles .
- The leadership continuum
- Practising leadership skills through a variety of challenging exercises and activities
- **Increasing performance and motivation**
- **Decision making & problem solving**
- **Effective leader communication**
- **Enhancing relationships**
- **Promoting creativity**



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possible focus areas ...

developing teams

Accountability

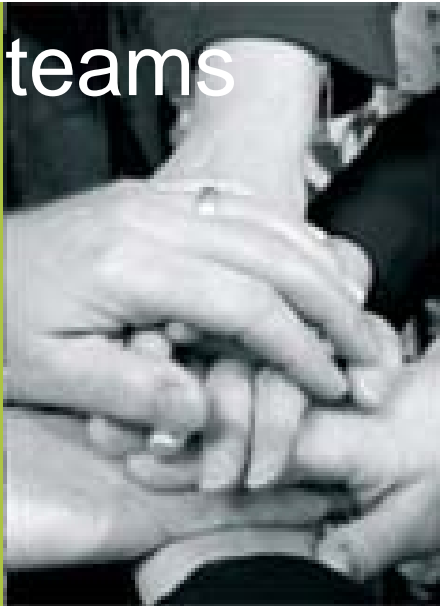
Responsibility

Communication

Influencing

Change

New roles



- We will run exercises that will help develop the group as a working team.
- We will review the theories and models around high performing teams and run practical sessions that explore their validity.
- We will provide the opportunity for the individuals to open up through a formal disclosure session, eliciting a better understanding of the delegates core values and beliefs.
- We will run exercises that develop and build trust
- We will run sessions that look at embedding preferred team processes and behaviours
- We will facilitate discussions around the priorities for the team, the challenges ahead and the most effective next steps.

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possible focus areas ...

leading teams



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- **Effective leader communication**
- **Enhancing relationships**
- **Promoting creativity**



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potential outcomes ...

improving performance

*transient and
cross functional team
environments*

By the end of the programme individuals will have:

- Improved their ability to recognise and develop individual proficiencies to become effective team members.
- An understanding of teamwork skills and an appreciation of team dynamics
- Developed an understanding of the key influences upon effectiveness within a team.
- Understood how to move towards a common goal, with clear objectives and a unified approach.
- An increased awareness of how to align the team to reach optimum performance when working under pressure.
- Identified mechanisms that sustain high levels of team performance.
- Practised team skills through a variety of challenging exercises and activities
- Laid the foundations to enable them to perform better back in the workplace.



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potential outcomes ...

for your day to day
team
environment

a 'one team ' approach

By the end of the programme individuals will have:

- Gained an understanding of the different personalities within the team.
- Built trust and broken down barriers.
- Identified an individual's value and role within the team, and the contribution each individual makes to overall team performance.
- Built a platform for open discussion and developed clear and positive communication across the team.



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how do we deliver results? ...

inspiring

We can organise a broad range of practical sessions, incorporating such tasks as diverse as actual business scenarios, thru to high challenges, water based exercises and team dynamics. All making full use of the five main senses

Practical application of the theories

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where will you be?

The venue detailed within this document outlines the delivery capabilities at our stunning venue in the Lakes.

Set in 60 acres of woodland with its own tarn and views over the central Lakeland fells, **Gate House** is a unique venue where the very atmosphere stimulates fresh thinking.

Located west of Kendal, Gate House is just over an hour from the M6.

our venue



inspiring – inviting – irresistible



in summary ...



in summary

- We are specialists in team & leadership development.
- We are qualified, accredited and client focussed.
- We are an ethical purchase.
- We are benchmark in terms of safety
- We are the originators of & thought leaders in experiential learning
- We have a proven track record - 60 +years experience in the business
- We value relationships
- We understand the importance of listening to customers
- We understand the Importance of adaptability and flexibility
- We are valued by... RBS, Tesco, Rothschilds, DWP , NDA...
- We align with your culture, values, vision & business needs
- We put knowledge into action



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