

OUTWARD BOUND PROFESSIONAL

Leadership Development
Training Emerging Talent
Reward & Recognition



Outward Bound®
PROFESSIONAL

Leadership Development

Navigator Course

Duration 8 days **Investment** \$4,090 **Age** 23-60 years

- Who**
- > **existing leaders** who wish to develop their leadership skill
 - > **emerging leaders** ready to accept greater levels of responsibility

"Experiencing the Navigator programme has revolutionised my self awareness and drive to improve, which has led to amazing benefits in my career and I believe will continue to do so into the future."

Sally Butcher, Fletcher Aluminum

Benefit > participants will **master self-management and build leadership confidence**

- Delivery**
- > an **experienced business facilitator**, in partnership with our instructors, will deliver classroom sessions and debrief outdoor activities
 - > individual **360° workplace feedback**, collected prior to attending and used to guide personal objectives and action plans
 - > **psychometric workstyles testing** (Team Management Services)
 - > opportunities to practice **leadership in action**

- Modules**
- > managing expectations
 - > self-limiting beliefs
 - > situational leadership
 - > coaching skills
 - > self talk
 - > emotional intelligence
 - > leadership rituals
 - > stages of group development
 - > getting the big picture
 - > values and leadership
 - > delegation
 - > experimenting with leadership

Training Emerging Talent

Compass Course

Duration 8 days **Investment** \$2,560 **Age** 20-30 years (guideline only)

- Who**
- > **recent graduates, apprentices and young people** identified as emerging talent

Benefit > participants will **learn essential skills required to perform in teams and display confidence at work**

- Delivery**
- > our instructors will deliver and debrief classroom learning and outdoor experiences focused on actions and behaviours that will help participants be more **effective at work**
 - > **opportunities to display initiative** and put classroom lessons into action

- Modules**
- > how trust increases speed
 - > playing to the rules
 - > decision making
 - > stepping outside comfort zones
 - > adapting working styles
 - > problem ownership
 - > guided problem solving
 - > reflective listening
 - > using assertiveness
 - > giving and receiving feedback

Reward & Recognition

Participants, supported by their employer to attend Outward Bound, feel acknowledged for their work and thankful for the opportunity. For many participants, Outward Bound is not only an investment into their career development, but also an investment into their personal life. Employees who are confident, motivated and more satisfied in life, perform better in the workplace.

Setting up an annual Outward Bound scholarship is a popular way to consistently recognise and reward employee performance or loyalty, and to engage and retain your talent. We can help put together a robust application and selection process for your scholarship.



Learning & Development

Learning outcomes include developing the essential 'soft skills' of: self-management, relating to others, and managing the task. Recent research by the **Chartered Institute of Personnel and Development UK (CIPD)**, shows these skills are crucial to business and to life, "They [soft skills] help us to connect, maintain relationships, influence others, and to manage and control ourselves."



'Soft skills map'
2010 CIPD Research Report

Learning through experience underpins Outward Bound's learning philosophy. The **Experiential Learning Cycle** describes how action, reflection and group discussion help the learner to understand and apply new strategies in the future. When people are actively engaged in their learning, retention and understanding is enhanced.



'Experiential Learning Cycle' Kolb

"Learning is real and immediate and participants feel it, not just think it."

Ali Tocker - Director,
Tocker & Associates



About Outward Bound

Since 1962 **Outward Bound** has been New Zealand's leading organisation for showing people their full potential through challenge and adventure in the outdoors. Situated in the beautiful Marlborough Sound's, several thousand people attend courses each year. Leading by example; Outward Bound have twice been awarded JRA's *Overall Best Place to Work* (2007, 2009).

Other course options

Custom designed courses

Duration: 1-21 days

- > new team formation
- > leadership development
- > high performing teams
- > strategy and team unity

Discovery course

Duration: 8 days **Investment:** \$2,220 **Age:** 27-40 and 40+

- > re-evaluation
- > self-confidence
- > life and energy boost
- > challenge and fun

Classic / Masters course

Duration: 21 days **Investment:** \$3,680 **Age:** 18+

- > time out
- > learn about self
- > personal challenge
- > confidence and direction

Prices for all courses are subject to change, please confirm when booking.

Safety

There are comprehensive systems in place to ensure the safety of all participants and staff on our programmes:

- > independent safety committee
- > dedicated safety manager
- > extensive staff selection process
- > six month training and induction
- > observations and appraisals
- > safety audits on outdoor activities
- > reviews of safety policies
- > quality control analysis

Bookings

Online: www.outwardbound.co.nz/professional

Phone: 0800 688 927

Email: professional@outwardbound.co.nz

All courses are run from our centre located in Anakiwa, Marlborough.

HR professionals can reserve places for employees yet to be selected.

"I have increased my confidence, improved my communication skills and changed my attitude and approach to life. I'm speaking up a lot more and I am not afraid to push myself and stand out."

Stephanie Simmonds - Compass Course participant 2010, Powernet



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