PREPARING FOR OUTWARD BOUND:
GETTING YOUR EMPLOYER ON BOARD

0800 688 927
OUTWARDBOUND.CO.NZ
If you’re all fired up to begin your Outward Bound experience but you’re unsure of how to manage your work commitments, look no further.

One of the things you may need to do is demonstrate to your line manager why it's worth investing the time, and potentially the funds, for you to attend an OB development programme. Whether you're aiming for an 8 or 21 day course, getting your employer’s sign off for time out of work needn’t be a barrier...

This short support guide is a one stop shop to demonstrating the value of Outward Bound to an employer. Before you know it, you'll be on your way to Anakiwa for the challenge of a lifetime.
OUTWARD BOUND AT A GLANCE

- Outward Bound is one of New Zealand’s leading personal development organisations.

- We’re also a not for profit organisation, which aspires to offer access to Outward Bound courses to all Kiwis, regardless of their financial circumstances.

- We use the beautiful hills and waterways of the Marlborough Sounds as our classroom.

- We have more than 50 years’ experience of helping people to find the best version of themselves. Our instructors are dual-qualified with the skills to lead great adventures and deliver learning.

- Our focus lies in building transferable skills and attitudes that remain far beyond a participant’s time with us. Lessons learnt are applicable to work, study, home – and they last for life.

WHO WE WORK WITH

Here are just a few NZ employers who also invest in their talent through Outward Bound:

Mainfreight  
Fisher and Paykel  
New Zealand Defence Force  
Ministry for Primary Industries  
Swimming New Zealand  
PGG Wrightson  
The Skills Organisation  
Registered Master Builders  
BCITO  
Reserve Bank of New Zealand  
Westpac  
Fonterra Cooperative Group  
Hubbards Foods  
Wellington City Council  
Simpson Grierson

THE BENEFITS OF A PROGRAMME

For you:

- A life changing adventure
- A challenge to show you what you’re capable of
- An opportunity to gain perspective and find your future direction
- Your chance to form life-long friendships

For your employer:

You’ll have:

- New confidence to make decisions
- Experience of leading and influencing
- Increased resilience and determination
- A calmer attitude and approach when under pressure
- Better relationship building and communication skills
- A collaborative and team based approach to challenges.

You’ll be:

- More effective and efficient thanks to a raft of new soft skills
- Better prepared to deal with change
- Focused on taking responsibility for your own development
- Appreciative of the diversity and value of others around you.
HOW DO YOU KNOW OUR PROGRAMMES WORK?

One of our key customers is the Built Environment and Training Alliance. They send approximately 30 apprentices to Outward Bound every year. Keen to demonstrate the results of their investment in OB, they set about finding out the long term effects of the OB programme.

The research observed the behaviours of apprentices following their return to the workplace after attending Outward Bound. It involved surveys and interviews with both apprentices and employers, including participants from up to six years ago.

The result?

- Boosted productivity
- Improved leadership skills
  - Increased organisational loyalty
- Improved ability to supervise teams
- Greater openness and maturity
- Improved ability to manage conflict and diverse opinion
- Better goal setting skills
- Willingness to take on responsibility
QUICK FACTS

• 94% of courses in 2014/15 scored as having ‘significantly developed’ participants*, according to self-reported evaluation.

• Evidence shows that our courses are increasingly more effective. Year on year, we’re seeing greater developmental change within our participants.

• Outward Bound has been rated by NZQA as ‘excellent’ for its ability to deliver learning.

HOW WE MEASURE EFFECTIVENESS

We use an internationally benchmarked measure to keep track of the results of our courses.

The Participant Evaluation Questionnaire (PEQ) is completed by participants on the first and final day of their course and seeks to measure the amount of ‘developmental change’ that has occurred in that time.

Our average PEQ score is currently showing that participants perceive a ‘significant change’ in themselves thanks to their course.

For many, this ‘significant change’ is life-altering, making a long-term impact in both their professional and personal lives.

*See how we measure effectiveness for more info

TOP TIPS FOR GETTING YOUR EMPLOYER’S SUPPORT

• Book an appointment in your manager’s diary to discuss the OB opportunity - don’t catch them off guard.

• Do some prep: think about - or write down - what the course is, why you think it will benefit you and how it will improve your performance at work.

• Outline the transferable skills you’re likely to develop and provide examples of how you could apply them at work.

• Speak their language: don’t call your course a holiday, a trip or a getaway. Instead say ‘personal development’, ‘programme’ or ‘soft skills training’.

• Make sure to share this document with your boss or any other stakeholders who may be funding your course.

• Small businesses may qualify for funding from NZTE towards your course. Take a look at the criteria.
“I feel this will benefit me hugely in my job by giving me courage and confidence to take on new tasks.”

JAMES BIGGELAR, APPRENTICE ELECTRICIAN

“My boss says he’s seen a positive change in my attitude towards work. It has definitely enhanced my confidence in the workplace.”

TYRONE PARSON, PETTEFAR TILING

“Employees return from Outward Bound with high levels of initiative and confidence. They tend to make decisions faster and communicate much more extensively with people in the business. That starts to become their default position - to collaborate.”

MARTIN DEVERAUX, MAINFREIGHT

“Our people come back invigorated and motivated to lead. The difference in their confidence levels is profound.”

JO COPELAND, SIMPSON GRIERSON

“Our management team have attended the Navigator course. All have returned with a set of relevant business tools, a positive attitude and an awareness of their areas for development.”

BRUCE DALTON, DALTON ELECTRICAL

“An Outward Bound course offers the chance to build the soft skills that employers regularly tell us that they value.”

JOANNE VERRY, COMPETENZ

“I honestly think I am living potential I previously didn’t believe I had. I am open with others, listen more, know how to extend my influence and I regularly step into areas that are a challenge for me.”

JENNIFER LYSTER, KIWIBANK

“My boss says he’s seen a positive change in my attitude towards work. It has definitely enhanced my confidence in the workplace.”

TYRONE PARSON, PETTEFAR TILING

“I now understand myself better and how what I do and say at work and at home affects others. I learned that the limits we encounter are often ones we’ve set ourselves, knowing that has helped me excel in every aspect of my life.”

DAN SYMONS, WESTPAC

BUT DON’T JUST TAKE OUR WORD FOR IT...

THE EMPLOYER’S PERSPECTIVE

THE PARTICIPANT’S PERSPECTIVE