

# Example Corporate Programmes

## Leadership Development Programme

### Philosophy

This programme focuses on the people side of leadership. Learning via indoor sessions and field based direct experience. By giving participant the knowledge and understanding and allowing them the opportunities for perfect practice. It enables participants to gain insight and feedback on their own leadership strengths and areas for development.

### Objectives

- Characteristics and attributes of an effective leader
- Effective teams and cohesion via shared experiences and knowledge
- Effective communication (including conflict resolution), problem solving skills and the art of delegation
- Understanding the role of leadership – motivating and influencing others
- Team development and the role of the leader
- Aid in transferring experiences and learning back to the workplace

### Programme Structure

The carefully sequenced outdoor activities follow a format of briefing, activity and debriefing. Many of the activities, designed by Hillary Outdoors, will address particular team skills, such communication and trust development. Some activities may be programmed that primarily build individual confidence and self-esteem. As the programme progresses and activities become more involved, a combination of team skills will be needed to complete them successfully. The activities are not a test of fitness or strength but will require participants to reflect on how they behave and cooperate with others and how to transfer this learning to the workplace.

## Team Development Programme

### Philosophy

Teams that play together, stay together. By using the outdoor environment of the Central Plateau to encourage people to push themselves to overcome challenges and fears. By working in a 'team' and developing a better understanding of the functions and the importance of 'team' how we can all achieve more.

### Objectives

- Ultimate Fun and build a sense of "team"
- Personal Challenge and self confidence
- Experience the importance of teamwork, team trust and mutual support
- Team cohesion via shared experiences and knowledge
- Effective communication and problem solving skills within the team
- Recognise and value the strengths and abilities of individual members within the team
- Aid in transferring experiences and learning back to the workplace

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