

Company Training Programme

A residential activity-based learning programme
for Companies and organisations

Course Aim:

To develop companies skills in team working,
leadership and people management.

The course will provide real and practical
opportunities to develop skills in a safe
environment, and relate them back to the
workplace.

Designed to be enjoyable and challenging, the
course includes:

- Understanding teams and how they develop
- Building a strong internal network between employees
- Explore effective communication, negotiation and persuasion skills
- Developing support and trust within groups, and between groups
- Building personal confidence in their leadership style
- Managing learning for improvement, both as a group and personally



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Sample Week Programme

DAY ONE

Course Introduction

Clarifying Aims

The Outdoor Environment & The Learning Approach

Discuss Personal and Business Objectives for the Course.

- *Discuss with participants the method of learning and reviewing process*
- *Set context of the residential and how this will benefit them in the future*
- *Share experiences and understand one another better*
- *Identify with aspects of feedback which is easy/hard both here and at work*

Team-based Assault Course

The learning cycle and Styles

Evening

Team Exercise – Jungle Escape

DAY TWO

Team stocktake questionnaire

Building a team, and Skills Transfer

- *Including:*
- *High Ropes & Climbing*
- *Archery*
- *Tunnels*
- *& Problem solving exercises*

To learn and transfer the skills necessary for completion of certain activities

Encourage support and trust within working relationships

Personal challenge and stretch

Goal and target setting

Increase awareness each other's key skills and how this contributes to effective

Team working & effective Communication

Drainpipes

A multi-site problem solving activity with limited resources in numerous location all working towards a common goal. Supports effective communication, Planning, ongoing review, honesty, feedback and 'just-in-time' delivery.

Team stock take results

Facilitated discussion on key themes

DAY THREE

Operation 'Take off'

Challenge and Risk

Day long Exercise –

A multi-task project on & offsite.

- *Looking at how teams develop, and the skills of team working, both this week and at work*
- *Increasing awareness of each other's strengths and weaknesses*
- *Leading the team and transfer of skills to other team members*
- *On-going feedback and practical application of learning points back to work.*

Opportunities to put into practice what has been learnt over the previous days, and to self-manage team and personal development.

Review of exercise

DAY FOUR

Rib Ride

Appledore Quay

- *A final activity to anchor the residential*
- *A shared experience*
- *Discuss embedding the learning back to the workplace*
- *Inc: Helpful behaviours, hindrances and how to limit these*
- *Personal feedback*
- *Action planning*

End of Course Review & Action Points

Evaluation & Certificates

Depart