

Graduate Training Programme

A residential activity-based learning programme
for Graduates

Course Aim:

To develop Graduates' 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 Graduates
- 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

Arrive 12.30/1pm

- *Settling in, working in teams, clarifying aims, learning approach.*

The day will include references to:

- *Setting personal objectives*
- *Learning Cycle & Styles*
- *Feedback Skills*

Arrival and introduction brief by Course Director.

Icebreaker and active team working

- *using the team-based Obstacle Course*

Agreement of course aims

- *including participants' personal aims and concerns*

Inter Team Raft race - Appledore

- *establishing a strong team spirit, identifying strengths and weaknesses.*

Evening

Introduction to Tuesday

DAY TWO

Support and trust, personal challenge and achievement; how we learn best & negotiation.

The day includes reference to:

Leadership Styles, Feedback skills, and Stages of Team Development & negotiation

Teams organise a timetable for the day and ensure all teams can work on their project, within a set timetable and negotiate to decide on the best possible format.

'Over to you'

*A chance to experience the **High Ropes course, Climbing Wall, Abseil, and Archery**, within a framework of the team members acquiring the knowledge of the sessions through ongoing training by the Skern staff, with a view to taking on the development of the individuals in the team, and making best use of the opportunity on offer. This helps highlight aspects of leadership and also relates back to how we manage personal challenges, whilst building a good team spirit.*

Review effectiveness of leaders after each activity, carrying over learning points and considering Action Centred Leadership (Adair) and Situational Leadership models (Blanchard).

Review in teams, and in pairs/trios. Re-setting personal objectives.

****End of day wrap up****

DAY THREE

Developing the team; developing personal skills; feedback & coaching

The day also includes reference to:

- *Problem Solving Model for the team*
- *Feedback skills*
- *Action Centred Leadership*
- *Leading / Managing Model*

Team Problem Solving Exercises

A series of tasks, each with a nominated leader and observer, and followed by a short review. Teams appoint a leader for each task, they take control in the way they feel is best and take responsibility for their own way of working. Following each task, we facilitate a team review to highlight the key areas of what has been learnt and how it can be taken forward. Leader also receives feedback on their performance from the observer and tutors.

1:1 Feedback forum – Round Robin

Mid-course review

Objective setting and review of learning linked to organisational objectives.

Sharing individual learning objectives for Thursday

TEAM CHANGE – *mix up the dynamic by changing the teams around. This gives each person an opportunity to apply their learning to a new environment and action any learning from earlier in the course. The Graduates also get a chance to work with some different people.*

Icebreaker and intro to Thursday

****End of day wrap up****

DAY FOUR

Challenge: meeting personal objectives: *managing own learning and development: action points for work*

Individual Team Challenge

A multi-task project both on and off site. Opportunities to put into practice in a new team what has been learnt over the previous days, and to self-manage team and personal development.

Personal action plans

Reviewing your learning, feedback in pairs/trios, guided by Skern trainers as required, Meeting to discuss Personal Learning Plans and any other issues arising from the course.

Review of the day

DAY FIVE

Final team task, followed by a meeting with a summary of learning

A Skern Surprise!!

Summary of the week

- *How can we transfer learning back to work?*
- *What hurdles may we face?*
- *What help can we receive to ensure our learning continues?*

Course Evaluation, Certificates and course close

Depart