OUTWARD BOUND
Inspiring Australians

OUTWARD BOUND PROFESSIONAL
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“The difference between a regular training session and the Outward Bound course is that people can study management techniques for years and not be able to use them in practice. The participants of Outward Bound courses are challenged in an emotional and mental way in order to be able to use such techniques in a natural and conscious way at the end of each training session.”

– Josh Smolenears, The Laminex Group
ABOUT OUTWARD BOUND PROFESSIONAL

“Do not follow where the path may lead. Go instead where there is no path and leave a trail”.
– Ralph Waldo Emerson

Outward Bound Professional is invested in building successful teams through helping them realise their potential in an outdoor learning environment.

We believe the best leaders are those who never stop learning and building on the skills they already have. And, that this is the key to developing great, long-standing managers and strong teams.

At Outward Bound Professional, we know that the best way to learn about yourself and others is by doing. Our challenges use experiential education, teaching patience, listening skills and communication to develop leadership skills away from the four walls of an office.

Our courses will give your upcoming leaders insight into their own capabilities and management methods, empowering them to inspire their own teams to know what they are capable of.

Your staff will learn to think “we” and not “I”, and understand that they must accept responsibility to make the team function. This is the philosophy that our courses follow, because at Outward Bound Professional, we know that to lead people successfully, we must learn to walk beside them.

Experiential Learning

At the core of each Outward Bound program is an experiential philosophy. Participants are not treated as empty buckets waiting to be filled with new knowledge and skills. Outward Bound provides real and meaningful situations where participants can apply existing knowledge, draw upon past experiences, and deepen their understanding of their strengths and weaknesses. Participants are called to step into leadership roles, and receive immediate positive and constructive feedback on their approach. Graduates leave Outward Bound with an action plan for their ongoing development. Programs are facilitated so the learning is transferable to the roles they fulfil in the organisations they serve.

Specialists in People Development

Where other providers focus on technical skills, Outward Bound focuses on emotional and social intelligence. We specialise in the key development areas of self-awareness, self-management, team awareness, team development skills, coaching, giving and receiving feedback, and managing conflict.

Outward Bound facilitators are dedicated and inspired individuals with a passion for developing people. They come from diverse backgrounds with a broad range of experience. Clients consistently report on our facilitators being a key differentiator from our competitors.

DEFINITION: Experiential Education

‘Learning by doing’. Applying concepts such as communication and leadership to an activity or challenge that engages the learners in direct, physical experience and focussed reflection to increase knowledge and develop skills around those concepts.
OUR POINTS OF DIFFERENCE

In today’s fast-paced, high-stress and ever-changing workplace, leadership training is common practice for accelerating the process of developing high performing teams and superior leaders. There are many workshops, lectures, seminars and team building options available for corporate teams, so why choose Outward Bound Professional?

Our programs offer unique points of difference that develop leaders in the space of soft skills through different levels of experiential challenge:

**Leaders vs. Managers:** Outward Bound Professional fills the gap that many companies perceive with their current managers; they’re great at managing, but not at leading. Our programs develop the key qualities of leadership, such as self-awareness, balance, ability to receive feedback, and inspire follow ship through learning by doing, not just listening to experts.

**A unique setting:** The outside environment offers a refreshing place apart, away from the hustle and bustle of everyday life. A quiet location will enable your team to get to know their colleagues on a different level, review their personal growth and refocus their energy, resulting in more effective outputs.

**Experiential Leadership:** Developing leadership skills can take a long time in the class room or workplace. We aim to address this issue through the intensity and focus of our experiential challenges. These challenges create a compressed experience that will generate unparalleled value compared to other team alternatives. The investment will return far greater impact than a similar time spent at a standard off-site.

**Values driven:** Outward Bound Professional is values driven; we’re a not-for-profit organisation that is genuinely invested in achieving YOUR return on investment, not our own.

**Social responsibility:** Outward Bound Professional is a social enterprise. Funds generated through Outward Bound Professional services supplement our offerings to youth from disadvantaged backgrounds and community leadership programs, which help shape the personal skills, resilience and leadership abilities of the next generation of Australians.
Outward Bound Professional courses are a unique opportunity for your staff to experience challenging, custom-designed leadership and team-building sessions, delivered in stunning natural environments.

Based on experiential learning practices with a holistic approach, our courses are specially designed to teach your team the practical skills of leadership and cohesive team work as they take part in safe, action-oriented activities. The skills they learn are critical in the building of effective leaders and high performing teams.

The long-term, tangible outcomes for your organisation include:

**Stronger teams:** Our customised programs, using experiential learning practices to address strategic and business issues, will accelerate the formation of new teams, refocus and reinvigorate existing teams, and iron out dysfunction in struggling teams.

**Long-lasting leaders:** The challenges customised by our facilitators will galvanize your staff as leaders and prepare your business for any economic challenges ahead; participants will gain the confidence to stick it out when times are tough and things aren't going to plan.

**Self-awareness:** Participants will have the opportunity to understand more deeply, how they function as a member of a team, and how they can operate at their best within a team structure. The skills they discover will benefit them in all aspects of their life.

**Increased staff retention:** Creating a positive work environment with stronger teams encourages staff retention.

“The program’s ‘experiential’ method puts participants in various situations where their leadership styles can easily be observed. The immediate and frequent feedback from the co-participants and facilitators that follows each team activity crystallizes the key learning points about a participant’s leadership strengths and areas of development. In effect, the program constructively contrasts one’s self-perception with what others have of him/her”.

– Charles Tiuson, Boral
The Trust Company is an independent trustee company, founded over 125 years ago, with offices across Australia, New Zealand and Singapore. They offer clients a range of trustee and financial services and are committed to developing the expertise, skills and capabilities of its team members.

**Business Situation**

To achieve one of their goals of having a high performing team culture, The Trust Company partnered with Outward Bound Professional to develop its staffs’ team building and leadership capabilities.

The success of the program has led to further participation throughout all levels of the organisation. The Trust Company has continued to partner with Outward Bound Professional to further develop skills at their Senior Management conferences.

**Program Objectives**

Whilst providing our team the opportunity to explore their potential in a safe, yet challenging environment, the main goals of the program were:

- Emphasis on working together
- Building enduring relationships
- Recognising challenges and working together to find solutions
- Providing opportunity to get outside of our comfort zone.

**Program Outcomes**

Improved teamwork: The Trust Company recognises that working effectively as a team is crucial to business success. The experience on Outward Bound creates an environment where people have the skills and capabilities to do their best work. As a result we see high performing individuals setting the standards in professional excellence.

Building relationships: Participants were able to meet colleagues from other offices, which provided an opportunity to put names to faces, understand job functions and get to know each other better. As a result of these programs, participants are able to acknowledge each other’s strengths, values and behaviours.
What Can We Offer You?

At Outward Bound Professional, we work with you to develop a program to meet your needs, be it a customised course or a great off-the-shelf product.

Outward Bound Professional custom designed programs are created specifically with your team in mind. Our facilitators understand that your business is busy and we will fit within your time constraints. We will work with you to identify objectives, design activities and deliver the breakthrough results you want to achieve within your required time frame.

We are happy to support your external consultants or introduce you to our partners specialising in assessment tools such as DISC. We can also offer you a range of great off-the-shelf activities.

Whether we host a two day on-site workshop or a week-long wilderness expedition, all Outward Bound Professional programs are uniquely fun, memorable experiences that can bond new teams, re-connect and re-energise old teams and inspire high performance teams and emerging leaders.

“My time on Outward Bound has taught me the importance of maintaining morale when in a leadership role and that everyone has to be moving or changing together to succeed”.

– Kraft Foods Australia participant

“The highlight of the program was learning the importance of different roles within a team and how to harness a range of diverse opinions and views to achieve an end result. There was a big emphasis on the importance of listening to others and formulating a common goal, which has really helped our team back at work”.

– AT Kearney participant
“Meeting my counterparts in other offices was a wonderful experience. Sharing and conquering various challenges as a team cemented our relationships, both between individuals and as a group. We all expressed an avid interest in maintaining the relationships forged over the weekend”.

– Evans & Peck Consultant, Perth
Evans & Peck is a Tier 1 international consulting company, which provides project and business advice to the infrastructure and resources sectors.

Business Situation
Evans & Peck considers the development of their younger, up and coming generation of employees to be extremely important for the company’s long term success and growth.

Evans & Peck engaged Outward Bound Professional to create a weekend program for selected members of the group from around Australia, to develop their leadership and teamwork capabilities together.

Program Objectives
The objectives of the weekend were to:
• Provide teamwork activities and develop leadership skills
• Build relationships within the group
• Allow participants to share experiences and lessons learnt
• Increase and foster an understanding of their individual abilities, and
• Challenge their thinking and comfort zones, away from the workplace environment.

Program Outcomes
The team felt that their program exceeded expectations! The weekend left them feeling really positive about the future – both their own and that of Evans & Peck.

The facilitators, environment, program, and collection of participants from around the country, were all contributing factors in the success of the course, which drew out some of the deep-seated issues that were affecting the functioning of the team.

These issues were discussed to the future benefit of Evans & Peck. Our senior management intends to continue achieving positive outcomes for their Future’s Group, and Evans & Peck, through our ongoing relationship with Outward Bound Professional.

“Working closely together with inter-branch peers gave me the opportunity to assess what I am able to bring to a team and further develop those skills”.
– Evans & Peck Consultant, Brisbane

“The Outward Bound weekend took us out of our comfort zones, whether that be physically, mentally or emotionally. By creating a “place apart”, the weekend challenged us to focus on our qualities as individuals, future leaders and members of a team”.
– Evans & Peck Consultant, Sydney
<table>
<thead>
<tr>
<th>Outcome</th>
<th>Definition</th>
<th>Example at OBA</th>
<th>Example Outside OBA</th>
</tr>
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<tbody>
<tr>
<td>Resilience</td>
<td>The capacity to persevere through difficulties; toughness, perseverance,</td>
<td>Ability to endure when facing physical adversity such as hiking over a mountain even when feeling sick,</td>
<td>Ability to overcome obstacles in the workplace to achieve results. May include return to work from sickness,</td>
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<td></td>
<td>sustained effort.</td>
<td>long days paddling, or community service work.</td>
<td>or to persevere with difficult decisions and solutions.</td>
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<td></td>
<td></td>
<td>Through guided reflection our programs foster self-awareness and deeper connection with personal and</td>
<td>A deeper connection with both personal and organisational values helps to keep people centred and focused</td>
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<td></td>
<td></td>
<td>organisational values. This deeper understanding increases motivation and resilience in the face of</td>
<td>when confronted by the adversity and uncertainties of life and work.</td>
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<td></td>
<td></td>
<td>adversity.</td>
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<tr>
<td>Teamwork</td>
<td>Cooperative or coordinated effort on the part of a group of persons acting</td>
<td>Engaging in tasks that require intentional and collaborative effort to succeed, such as belaying on the</td>
<td>Engaging in tasks that require intentional and collaborative effort to succeed such as project planning and</td>
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<td>together in the interests of a common cause.</td>
<td>ropes course, or navigation.</td>
<td>implementation.</td>
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<tr>
<td>Lateral Thinking</td>
<td>The desire to think outside the box and give voice to new ideas.</td>
<td>Engaging in complex and non-routine initiatives that demand new logic for successful resolution, such</td>
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<td>as raft-building.</td>
<td>innovation and entrepreneurship.</td>
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OUTWARD BOUND PROFESSIONAL will co-design a program specifically for your team, based on your objectives. Some typical components are:

- On and off-site challenges that are designed to explore the skills required for effective teamwork.
- Evening sessions on the fundamentals of team formation and development.
- Workshop sessions interwoven with experiential activities designed to embed the lessons and learning.
- A night/nights ‘out’ in the surrounding national park.
- A series of high impact wilderness activities.

Your team’s objectives may range from building trust and confidence between one another, to practising skills in implementing action plans. Whatever your desired outcome, we will design a program that’s right for your team and your organisation.

Our programs are designed to build cohesive teams by focusing on the following leadership development components:

- Providing your staff with models of leadership that they can align with their own style and grow into.
- Facilitating peer feedback sessions, which enables staff to gain self-awareness.
- Presenting opportunities, based on the nature of the course, which inherently require spontaneous situational leadership.
- Enabling participants to experience how they respond at the edge of their perceived limits.

**KEY OUTCOMES**

Outward Bound Professional courses are designed to achieve three major outcomes. Depending on the length of your course, we will work with you to implement and achieve the following outcomes:

- Resilience
- Teamwork
- Lateral Thinking

“I feel incredibly fortunate to have participated in this course. The week is well constructed and thought through (avoiding the standard team building activities that many of us would be familiar with). It is a formula that works by integrating theory with practice. It is challenging and demanding on a variety of levels to address the participant’s diverse backgrounds and the experiences they already bring. The Outward Bound team are professional, knowledgeable and experienced. They strike the right balance between pushing the participants to take a risk whilst maintaining a high level of health and safety practices”.

– Georgina Course, The Smith Family

“I can confidently say it is the best course I have attended and would recommend it to anyone. It is the only course I have attended which allows time for self-reflection and to reconnect with your values both at work and at home. In a busy world, you can forget these...the things, which define you. It has given me greater confidence and inspired me to be a better leader and highlighted that the impossible is possible when a team pulls together.”

– Cameron Corcoran, Fletcher Insulation
“I recommend this program to anyone aspiring to be a leader: graduates to middle management, really anyone who seeks growth and to understand effective leadership and teamwork.

The course opened my mind to myself and how well I can work with others, and how to learn more from others. In the week just passed being back at work, I have been more conscious of varying leadership styles and different elements being implemented to draw team members to a common goal. I feel more attuned to what is going on around me in both the literal & figurative sense”.

– Gillian Acres, Executive Assistant, Westpac Banking Corporation

Day One – Team formation

Sample topics covered and activities:

• Introduction to self-awareness
• Introduction to team formation
• Breaking down barriers
• Stepping outside your comfort zone
• Leadership styles and behaviours.

Day one focus

Participants gain practical ideas about how teams form and they are called to step outside of their comfort zone. Participants are exposed to leadership and team models, enabling them to develop a strong concept of their leadership styles and preferences.
**Day Two – Leading work teams and executing a plan**

- Initiative and problem-solving
- Critical elements of leading work teams
- Building trust amongst colleagues
- Situational leadership
- Giving and receiving feedback
- Initiative and problem-solving
- Communication in challenging environments
- Making effective decisions.

**Day two focus**

The experiential activities and workshop sessions on Day Two are designed to provide skills and experience in communication, and giving and receiving feedback. Participants will learn to understand the importance of building trust amongst colleagues and reflect on their own style of leadership. They will develop a further understanding of how to adapt their personal leadership approach to be appropriate in any given situation.

**Day Three – Putting theory into practice, reflection and transference**

Topics covered:
- Understanding staff motivations
- WIN-WIN – creating mutually beneficial solutions
- Transference – making the connection to the workplace.

**DEFINITION: Transference**

Applying the lessons, skills and knowledge learnt as well as attitudes formed during the Outward Bound experience to the external situations of the individuals’ everyday life at work and home.
The Outward Bound Professional program is open to individuals, and delivered to a maximum group of approximately twelve people representing diverse roles, experiences and industries. This program contains residential workshops and activities, as well as wilderness-based adventure experiences.

Participants are presented with a variety of leadership and management skills, models and concepts.

“The Outward Bound Leadership Experience provides a way for our emerging leaders to learn about their leadership, team and self-motivation skills. This grew their confidence to action long-term changes in the workplace. Participants from several programs have commonly said it is the most challenging, confronting and ‘best development’ they have done in their career”.

– Mary Dahdah, Learning and Organisational Development Manager, Boral
What is it: An experiential leadership development program that provides employees with the necessary skills, attitudes and behaviours to lead their teams and organisation to success.

Who it’s for: Emerging leaders, early career managers, high-potential employees.

Length: 5 days.

Format: Open-enrolment and by contract arrangement.

Program focus

• Self-awareness and personal confidence
• Values, authentic leadership and walking the talk
• Effective communication
• Giving and receiving feedback
• Influencing others and building teams
• Problem solving and adaptive management skills
• Effective execution
• Goals setting and achievement motivation.

Contact us for a personalised quote!

“Outward Bound’s Professional Program is a life-changing experience to say the least. Every member of my group was privileged to have been able to take away so many learnings and apply them in our daily lives from just one short week. I believe the unique blend of theoretical, experiential and real-life scenario teachings, together with a balance between team-oriented and self-guided activities have greatly increased our awareness towards our personal behaviours and how we interact with other people in our worlds”.

- Victor Lee, Project Logistics Manager, Mettle Group

“I really enjoyed getting to know my peers’ backgrounds, strengths and goals. It also gave me greater insight into my own strengths and weaknesses and helped me recognise that everyone has leadership potential and that different leaders are appropriate at different levels”.

- Cathay Pacific participant
Outward Bound Australia’s second program delivery site in WA, just an hour south of Perth.

The rugged wilderness of the South West coast, WA

The rush of Phillip Island. Just 140km south of Melbourne
Outward Bound Professional can help you achieve more productive leadership training outcomes in a refreshing place apart. Your team can refocus their energy and achieve personal growth against the backdrops of one of our stunning natural settings around Australia.

- The tranquillity of Wisemans Ferry, NSW, 70 kms north of Sydney
- The majestic beauty of the Australian Alps national parks, (southern ACT), Outward Bound’s National Headquarters.
- The soothing rainforests of the Northern Rivers, NSW
- The historic Wee Jasper. Located 80km north of Canberra
- The thrilling rush of the Snowy River, VIC
“The course was unique and linked the gap between theory and practice, something not possible in any other training I have undertaken. It allowed for self-reflection and a chance to reassess my life values and what they mean to me. I gained a greater confidence, and drew inspiration from the course to become a better leader into the future. I learnt that the impossible is possible; you just have to find the right way to tackle it”.

– Leigh McDermott, Account Manager Stramit Building Products

“The course identified my dominant leadership style. I also learnt how to adapt to other leadership characteristics and how to incorporate these into my own inner self to become better-rounded in my personal life. The program material really pushed me out of my comfort zone and I was able to reassess my values and beliefs in life and allowed me to rebalance my work life balance. The lessons on leadership were extremely valuable and I will continue to use these skills in my current role and also in future leadership roles. I would highly recommend this course to everyone and can’t thank you enough for the opportunity to partake in such a rewarding experience”.

– Dwayne Neilson, Stramit Building
CASE STUDY 3
FLETCHER BUILDING
GROUP: STRAMIT BUILDING PRODUCTS

Stramit Building Products is part of Fletcher Building, one of the largest building product groups in Australasia. The company is a major Australian manufacturer of roll-formed steel building products, including roof and wall cladding, guttering, fascia, purlins, flooring and structural formwork.

Business Situation
Stramit Building Products’ employer brand, ‘Great people – great place’, is based upon its strength in leadership, supportive teams, recognition, career development, and learning and development.

To develop their staff in these key focus areas, Stramit Building Products engaged Outward Bound Professional to strengthen the team’s confidence, develop a deeper understanding of the team environment and build upon their practical leadership skills. The partnership has also seen Fletcher Insulation participate in courses, with a total of 38 Fletcher employees having attended Outward Bound Professional courses.

Program Objectives
The aims of the program were to:

- Strengthen the potential, confidence and self-awareness of individuals
- Develop practical leadership skills
- Develop an understanding of effective teams
- Develop a deeper understanding of the human factors at play in work and social environments
- Explore personal values and the link between team members’ values and actions; and
- Explore and improve the ways in which personnel manage change.

Program Outcomes
Stramit Building Products’ participants found that the program had a unique way of reinforcing leadership theory through task based learning platforms and were provided with a real opportunity for personal and professional growth. Initially the activities helped to break down barriers and help us get to know each other and as we got further into the course they helped us develop learnings specific to each individual. Group members indicated that the ability to apply learnings so effectively was one of the most empowering aspects of the Outward Bound Professional course. As a team the learnings we took from the course included:

- Leadership starts from within.
- Communication is essential in teamwork and leadership, but doesn’t work unless it’s effective and understood by all involved.
- Good leaders need to be adaptive and identify outside influences and different personalities to help make a team run smoothly.

“It is hard to explain exactly what it is that made my participation in the Outward Bound Professional program so unique. Why the impact of some learning outcomes were more profound when compared to other self-development programmes I have previously undertaken – it might be the location, the separation from the noise of everyday life or perhaps the fact that the foreign environment offers a certain clarity that amplifies learning experiences. Participation in the program is unique for very personal reasons and I believe that this is what empowers the individual to make real changes in their personal and professional life”.

– Brad Sloan, Stramit Building
Since it was founded in 1956, Outward Bound has been working with professionals from the Australian public and private sectors and not for profit organisations.

Some of these include:
“Firstly, the experience I had at the hands of your people was one of the most valuable I’ve had in terms of allowing me to see how I behave and how I come across to others. I think that the reason that it was so powerful for me was because I was open to the self-reflection that the Outward Bounder’s allowed to happen carefully and progressively throughout the week. I think that the insight allowed by the honesty and dialogue fostered has allowed to move beyond some unhelpful behaviours that I was carrying. The self-development aspect of the course was excellent for me.”

– Jolyon Burford, Foundation for Young Australians
Secure your team’s future:

Outward Bound Professional stands out at the forefront of leadership development in Australia and our programs have a powerful impact on the leadership development of your staff and potential of your teams. To discuss how a leadership development or team building program can be tailored to meet the need of your organisation please contact:

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