

# The Outdoor Challenge



## 1. The Outdoor Challenge

The Outdoor Challenge involves a mixture of tasks and elements. The training and the experience is very participative and active. Participants are presented with cerebral and manual tasks, with only limited physical effort required. Training like this provides a safe and challenging environment which helps to accelerate and embed learning.

A fundamental principle of using the outdoors to train is the well-being of the participants. Training is **not** conducted on bare hillsides with 50 mph winds. Neither are participants required to swim under boats or shin-up masts. The outdoors is used simply as an environment to add interest and complexity to tasks. It is **not** used to expose participants to danger, cold or hunger.

We always give due consideration is given to participants' personal requirements and **no one is ever required to do anything that they do not wish to do.**

We set out to make outdoor events challenging, interesting and fun, because this has proved to be the best way for people to learn.

## 2. Objectives

The Outdoor challenge is designed to assess and develop leadership and business management skills. The challenge is an intense three and a half days of exercises, observation and feedback. It reviews and evaluates performance against a number of business competencies—these can be your own company competences, or generic competencies developed by us. Specific objectives include:

- To learn the principles of effective leadership
- To develop the principles of effective leadership in a series of competency-based exercises
- To apply a variety of leadership tools and techniques in a range of different circumstances
- To lead projects in a safe environment and get feedback from experienced coaches
- To create a personal action plan during the workshop using training/feedback, to ensure continued competency development.

## 3. The Experience

Getting involved in a variety of outdoor experiential activities provides participants with the opportunity to demonstrate their leadership skills. Following a task, we review every activity to discuss the leadership principles and the tools available to help the participants' development as leaders. Each participant then receives individual feedback on their leadership performance.

This feedback is an honest, objective, evidence-based evaluation of progress and development needs from experienced coaches.

Participants are set experiential tasks involving a number of disciplines. The tasks are observed by an observation team comprising trainers and coaches. The coaches can be provided by us or by you. There are a number of benefits in you providing the coaches, these are:

- Participants get role-specific and company-specific feedback
- Participants receive advice on their leadership development from experienced managers in their own company
- The coaches themselves gain insight and knowledge from the challenge

The participants' role during the Challenge is to focus on objectives, learn about leadership, take the opportunity to take risks, be themselves, try new things, give and receive feedback and ask questions.

#### 4. Linac's Facilitation Team

Our team of highly experienced coaches and trainers are adept at making sure all participants grow personally in confidence and capability from all experiential activity. They are exceptionally proficient and talented and will work tirelessly to ensure that all participants gain maximum value from their experiences.

#### 5. Flexible Delivery & Venue

The Outdoor Challenge runs over 3.5 days and can be tailored to suit specific organisational requirements. The challenge may be used to provide a one off event or may form part of wider development programme. In all cases activities are clearly linked to organisational competency frameworks and desired behaviours.

#### 6. Contact Details

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