



The Lochgoilhead Centre

OUTDOOR DEVELOPMENT

The Active-Learning Approach

Approach

The Active-Learning approach is not about learning outdoor pursuits and survival skills. It is an approach by which the lessons learned from the challenge, the novelty and physical reality of the environment and tasks, are used to help individuals and teams develop skills directly relevant to their life and their work.

Benefits

There are numerous benefits which result from using the Active-Learning approach for individuals and teams:

- ◇ An increase in self-confidence.
- ◇ A greater awareness of the strengths and weaknesses of oneself and the team.
- ◇ A greater awareness of one's own leadership style.
- ◇ A willingness to take steps into new challenging areas.
- ◇ An enhanced understanding of group dynamics.

The resulting benefits to the company are a staff returning highly motivated, with a greater awareness of the leadership role, and an increased confidence in planning and problem solving.

Individually Tailored Courses

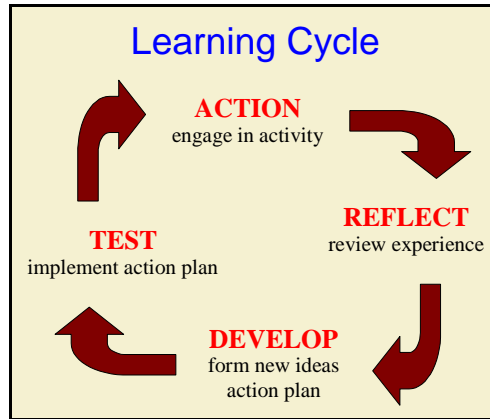
Prior to any course, consultation with the client is the key to identifying clear aims and objectives.

Whatever your training needs, we provide a tailor-made approach in respect of courses, their content, duration, timing and location.

In meeting the needs of a group, the following objectives could receive attention:

- Planning, Communication, Motivation,
- Delegation, Problem Solving,
- Leadership, Team Building, Decision Making, Resource Utilisation,
- Time Management

"A member of staff can give a lot more to the company if he/she returns from a course more self-confident, enthusiastic and revitalised."



Training Formula

The training formula is structured around experiential and reflective learning processes, through a programme of progressive training in practical, theoretical and consequential tasks.

Action Tasks Practical, short and long term tasks both outdoors and indoors. Each delegate will have the opportunity to lead in different situations.

Development Exercises Personal reflective sessions and the use of self-assessment exercises.

Reviewing Sessions Active-Learning by reviewing performance during the Action Task. Establishing future Action Plans.

Action Plans Setting of goals for transfer of learning back to the workplace.

Courses for Everyone

Courses are designed for staff from every level of the organisation.

- ◇ Both existing and newly appointed project teams.
- ◇ Graduates new to the company who need core management skills to compliment their technical ability.
- ◇ Secretarial, Administration and Sales teams.

Courses can be of any duration, designed to suit your objectives, budgets and staff availability.



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