



C H A N G E M A T T E R S

## **LEADERSHIP AND TEAMWORK USING THE OUTDOORS.**

All organisations are experiencing a rapid pace of change, the like of which has never been encountered in the past. This places demands upon all staff within an organisation to respond in new and creative ways to ensure the continued provision of appropriate and effective products and services for their customers.

Developing these new and creative ways of working often requires teams of people from different functions and backgrounds to work effectively together. As a manager, you are likely to become involved in working in such teams, frequently as a team leader. You will be better placed to ensure that your teams achieved the desired outcome with an understanding of how teams operate and how to lead or influence a team,

We have often found that these lessons can have a greater impact when using outdoor activities. This provides a much sharper focus for the team and the consequences for group decisions are very immediately apparent in such an environment. This approach does not suit every organisation; for those organisations our indoor version of this programme “Working Effectively in Teams” would be more appropriate. For those who wish to extend their boundaries of learning in a different way, then the use of the outdoors is for you.

### **AIMS**

This programme was designed to achieve the following aims:

- To explore different styles of team leadership.
- To gain insight into group dynamics.
- To identify ways that team working can be improved both as a team leader and as a team member.
- To develop specific skills such as group problem-solving, managing conflict in groups, and influencing in groups.
- To gain some personal feedback on your interpersonal skills within a team setting.

### **PARTICIPANTS**

This workshop was developed for a group of high potential middle managers within local government.

### **PROCESS.**

This is a workshop to learn about leadership and team working skills by developing a group of individuals into a cohesive team. It is highly participative, using selected group exercises to demonstrate different elements of teamwork. After each exercise there is an in-depth debrief involving both group and individual feedback. In some cases we also used video feedback.

We do not believe that outdoor teamwork has to be over-demanding physically for learning to take place and the exercises chosen are there to emphasise teamwork not individual competence in a particular environment.