



PERSONAL & TEAM DEVELOPMENT PROGRAMMES – 2009 - CAMPHILL
'Any organisation is only as good as the people within'

Camp Hill provides a forum for delegates to explore the potential of high performance team dynamics within a supportive environment. We deliver, in conjunction with specialist training organisations, tailored courses geared to meet specific business objectives.

Programmes combine conventional attitude based training with powerful outdoor experiences to give delegates the opportunity to investigate issues in a safe, controlled environment.

The process behind Camp Hill programmes is that of **learning by doing**. Using projects, tasks and exercises which provide a metaphor for your workplace, we facilitate a period of action followed by a period of review. The learning from this continuous improvement cycle is then translated directly back to the realities of the workplace.

Specific programme design is achieved through close negotiation with clients in order that those issues and competencies identified as being pivotal to the business, employees, and their development, can be established and exercises designed to mirror the dynamics encompassing these issues.

General Team Working and Team Building - *How teams work effectively and how individuals develop in to a coherent and efficient work team.*

Team Dynamics *Why teams work – the interaction between individual team members.*

Leadership and Delegation *Effective co-ordination, motivation and use of human resources.*

Time Management *Maximising efficiency and productivity.*

Communication Issues *Maintaining direct and open channels of communication; active listening and improved understanding.*

Co-operation and Collaboration *Team working and information share across different functions, departments, shifts and locations.*

Creative Problem Solving *Use of initiative in self-directed decision making and learning.*

Trust and Confidence Building *Raising awareness of individual skills, attributes, abilities and needs and support structures.*

Project Management *Understanding techniques for managing specific projects.*

Customer Orientation *Managing the supplier - customer relationship including needs and expectations.*

Individual Preferences *Understanding why individuals have preferred styles of working and learning and getting the most from this understanding.*

Risk Management *How to manage risk effectively and promote a pro-active approach.*

Reviewing Skills *How to give and receive constructive feedback so as to enhance development.*

Sustainability *Maintaining work place efficiency and productivity over a prolonged period of time.*

Profiling *Psychometric testing to ensure matching the needs of the job to the skills of the people.*

What we do.

These competencies are investigated through participation in practical exercises. Each exercise is specifically designed to address one or more competence. The exercises range from simple indoor puzzles to outdoor projects utilising the many specialist facilities at Camp Hill such as high ropes course elements, ground based team projects and even water borne tasks.

How we do it

The style of delivery you will find at Camp Hill is relaxed, friendly and informal whilst maintaining a focus on objectives. Our tutors respond quickly to changing situations, as we believe that training should be fluid to meet developing client needs.

Learning through Fun

Fun and enjoyment are important elements of Camp Hill training programmes, as is an appropriate level of challenge, as these are conducive to creating the right environment for positive learning and reinforcement where teams and individuals are stretched to reach their full potential.

Making sense of it. The review process.

Although good fun, participating in these activities may not necessarily equate to learning about the associated competencies. Therefore an essential part of any programme is the **review** process.

Keeping it real

We realise that exercises are at best a 'mirror' of work place reality that, is why we facilitate *process* reviews, using such models as Adare's Action Centred Leadership, MFL or Myers Briggs for our focus:

Learning through review.

Exercises are reviewed in order to examine team processes and to explore the metaphors that they have been designed to represent. This helps to reinforce the **key learning** points, strengthens the relationship between the programme and the workplace, and facilitates the important element of **transfer of learning**.

Self Directed Development

Participants take increasing responsibility for their own reviewing and learning throughout any Camp Hill programme. This is related to realistic and achievable goals at each stage. This ultimately leads to self-directed learning and development which is crucial to the sustainability of any modern business.

Reviewing conducive to learning

Reviews may take place at the activity location in purpose built review huts or in the training room. The reviewing style used ensures that ideas and discussions are generated *by the delegates*. This leads to greater retention of information and an ownership of key information. The tutor is there to help keep a focus on objectives, apply appropriate business theory and processes, and to ensure maximum learning and reinforcement.

What you take away

Any development course is only as good as the learning delegates *take away* from the course. To this end emphasis is placed upon **action planning** where desirable changes can be identified and *realistic* solutions with appropriate time scales can be produced.

Tutor and Instructors

Experienced tutors facilitate Training and development programmes at Camp Hill while qualified outdoor instructors, all of whom have a clear understanding of modern business needs, manage safety.

GO ON – Add value

Experiential learning programmes at Camp Hill develop individuals, enhance team working and add value to your organisation.