



**THE
KIMBERLEY
10 DAY
EXECUTIVE STRETCH**



OUTBACK INITIATIVES



EXECUTIVE STRETCH



KIMBERLEY PROGRAM
18 - 28 JUNE
WESTERN AUSTRALIA

This is a 10 day intensive and challenging program designed for persons in a leadership position. The program takes them on a 10 day journey of experiential learning, supported by professional and experienced facilitators.

This is a challenging program taking you into the magnificent Kimberley landscape for a life changing experience.

Our company has over 20 years experience operating in remote area expeditions and all of our staff have considerable experience in leading & facilitating teams.

The Program:

The program begins and concludes in Kununurra. You will be given a list of personal kit and equipment to bring on the program, however Outback Initiatives will provide all program equipment. All your accommodation, transport and meals are provided on the program.

We undertake high-perceived risk activities (low actual risk because of the safety measures we put in place) including abseiling and canoeing down the magnificent Ord River.

Cultural Journey:

Participants will be introduced to the land by traditional owners gaining a valuable insight into the land, the culture and the unique bond between the two.

DiSC Behavioural Profiling:

Participants undergo the DiSC behavioural profiling which will enable them to identify their own behavioural style, identify their strengths and weaknesses. It is also an ideal tool for giving and receiving feedback in a positive, non-threatening manner.

Joining Instructions:

One month prior to program commencement you will receive a joining instruction which will detail your personal kit, pre program Personal Development Plan and the exact location for the start point. You will also be provided with an emergency contact number in order that your family can contact you in case of an emergency.





Outcomes:

The program is designed to achieve the following outcomes:



- Understanding of self in terms of leadership, identifying personal leadership styles, strengths and weaknesses.
- Developing planning and prioritising skills
- Developing effective communication skills
- Developing problem solving skills
- Developing personal visioning and values
- Conflict resolution
- Understanding and developing emotional intelligence
- Understanding and accepting differences in others styles
- Developing sustainable relationships
- Understanding and working within teams
- Recognise and encourage others within their team to do their best.

Program Schedule: Please contact us for a detailed program schedule

Phase 1

After DiSC profiling and preparatory briefings, participants are placed in teams of 7 and commence an intense activity which lasts for approximately 48 hours.

Phase 2

Discovery phase where teams participate in more complex activities/tasks which give them a better understanding of leadership, team processes and behaviours. These activities are often high perceived risk activities adding to the need for teams and individuals to perform.

Phase 3

This is a consolidation exercise where the participants work as a group on a complex activity which is designed to test and consolidate their leadership, team skills and processes.

Phase 4

Transfer phase where teams and individuals process individual and team learnings and action plan how these learnings will transfer to the workplace.

Post Program

A series of follow up meetings between participants and mentors to monitor and support workplace action plans using our Personal Development Plan.

For more information including costs please contact

Colin Hendrie or Sheryll Fisher

0409 464 181 (Colin) /

0409 464 661 (Sheryll)

outback@outbackin.com.au

<http://www.outbackin.com.au>



TESTIMONIALS

The Australian Rural Leadership Foundation has been working with Colin Hendrie and Outback Initiatives since 1996 in providing experiential development segments for our Leadership programs.

Colin has worked on our 60 day Australian Rural Leadership Program delivering the initial Kimberley experiential session. This is a wilderness based session designed to get experienced leaders to evaluate themselves and look at ways of improving their leadership abilities in a small group environment.

He has also worked with the Foundation on a number of it shorter Leadership programs with a range of rural industries and groups.

Colin conducts himself in a very professional manner and is highly respected by the participants on the programs. His wisdom and depth of experience allows him to encourage participants to face challenges and grow. He has a very grounded approach that works very well with a wide range of participants.

I am happy to elaborate further on the Foundations experience with Colin and Outback Initiatives.

Karim Haddad
Program Manager
Australian Rural Leadership Foundation
0418 165 433
karimh@rural-leaders.com.au

To whom it may concern,

I seek to provide my personal reference for the above organisation in terms of my experience with them as developers and deliverers of Leadership Programmes. My experience is both as a participant and customer, in attending a course and having the company deliver varying types of leadership courses to both staff and volunteers in Regions in which I have worked.

Outback Initiatives provided a series of 10 day leadership courses to CFA in the mid to late 1990's. Further shorter courses were delivered by them in 2001 and again the company was contracted to deliver a short program for a selected number of developing leaders in 2006 in the Gippsland Region of CFA, where at the time I was the General Manager.

From a personal perspective, I confirm that I have always found Outback Initiatives to be most professional and adaptable in their service delivery and participants have in all known cases been enriched in leadership qualities and personal motivation.

These qualities have not only been able to be applied in their professional careers but in their personal lives as well. In contact with my many colleagues, reference is still made to the positive experiences they had in participating in the courses and the application of the learning gained.

I offer my contact details below and would be pleased to provide further information should you so seek it. My current position is Regional Manager, CFA – Southern Metropolitan Region, 120-122 Princes Highway, Dandenong Victoria 3175. Mobile:0419574397.

Yours faithfully,
Peter Schmidt

It is with pleasure I write this testimonial for Colin Hendrie, Sheryl Fisher and Outback Initiatives.

I started my working life as a Country Fire Authority (CFA) firefighter in 1976. Through my career of 30 years I progressed through the station and promotional system becoming a manager of manned fire stations and volunteer brigades retiring in 2006 as an acting Operations Manager or the equivalent of a Superintendent,

As with many fire services the development of staff as leaders and managers was infrequent and variable in quality and content. During the mid 1990's, our first major restructure and period of change, CFA procured the services of Outback Initiatives to develop our skills as leaders, managers and change agents

I attended as a participant in an experiential leadership program in 1997, and like many, wondered what benefit this program could bring. By the end of 10 days I was a convert to the Outback Initiatives process of leadership development .

I was able to see the value of pushing beyond the comfort zone, taking risks, receiving feedback in a positive way, knowing yourself and the need to balance people and task. It also delivered some intangibles which I was not expecting but re-energised me mid career.

The process was so effective that I returned as a program support person the following year. This allowed me to see the other side of the experiential process in the development of people using leadership in action.

To expedite delivery, Outback Initiatives was asked to deliver several facilitator training programs for staff and volunteers, both male and female. These facilitator programs allowed us to expand the concept to wholly volunteer training weekends across Victoria. These volunteer leadership weekends ran for a number of years in most parts of the State. CFA received positive feedback and heard of many cases of behavioral changes from participants.

Through these courses Outback Initiatives staff were open and eager to share their knowledge, skills, observations and insights, so much so that I was able to co-direct several volunteer firefighter weekends with Colin Hendrie. CFA had a number of staff and volunteer facilitators who made these programs possible.

My belief in the effectiveness of these programs has resulted in me working with Outback Initiatives delivering t experiential learning across much of Australia. The programs have been delivered to a number of clients including Singapore Police and Australian Indigenous leaders.

The lessons, language and processes of the Outback Initiatives experience have become part of my life as they did with many others in CFA. It is applicable across all levels of leadership. As an organisation with a predominately volunteer workforce it showed us the value of using the knowledge, skills, attitudes and life experiences of our volunteers to the betterment of CFA. It showed us that the process or way we did activities was as important as the activity itself.

Bob Langridge
CFA Operations Officer (ret).