



Unlocking Individual, Team & Organisational Potential



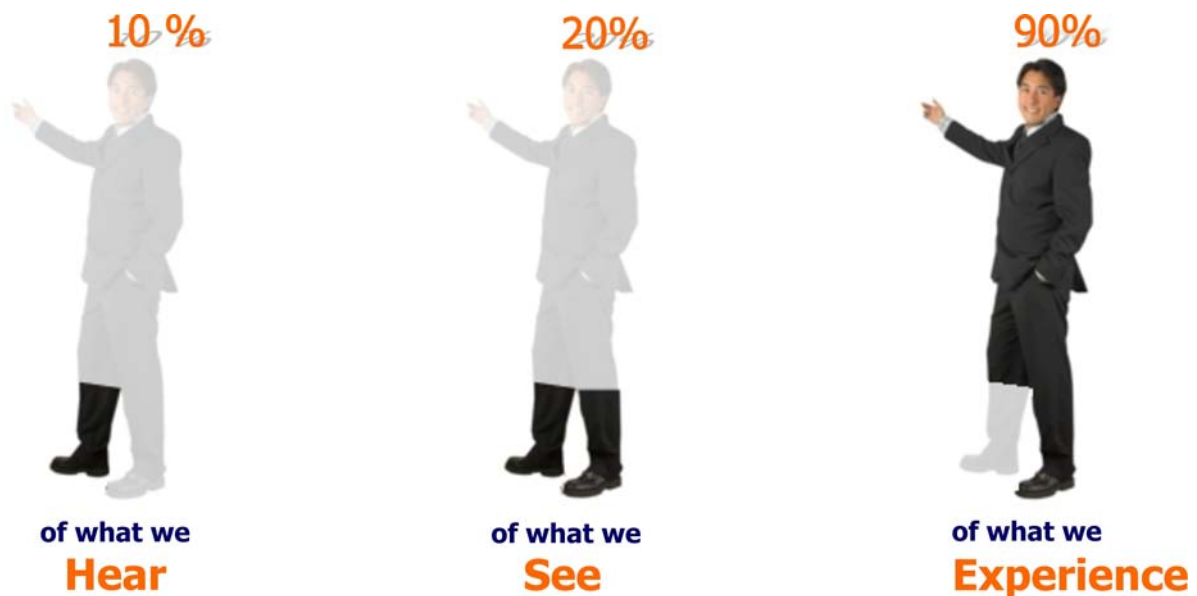
Introduction

Progress International provides experiential accelerated learning via our portfolio of transformational programmes that unlocks Individual, Team and Organisational potential.

Experiential accelerated learning is enabling organisations throughout the world to change their organisational DNA. These organisations include and are as diverse as Honda, Sun Microsystems, and have become the defacto standard in RAF bases in the UK, the Army, Navy, NHS and local government.

These organisations have been empowered by our unique experiential learning programmes to address problems and negative influences and transform these into sustained, successful more effective ways of working.

Psychologists' state that we remember:



It is for this reason that Progress International introduced accelerated learning workshops, which utilise Experiential Learning techniques where the attendees can experience *fun* and *serious* development – ensuring that 90% of the learning experience is absorbed, remembered and transferred into the work environment.

It is important to recognise that for new initiatives to be truly successful then the delivery mechanism needs to cater for different learning styles and activities and interventions.

All trainer led workshops will be designed to enable participants to learn through 'doing'. The outcome for any workshop will be to provide participants with the confidence, ability and desire to implement their new skills, thinking and or strategies as soon as they return to the workplace. In this way, 'change' will become behavioural and lasting, and learning will be transferred from the classroom to the work environment.

Please Note: All activities are 'Challenge by Choice'

Measurable Benefits from Experiential Learning



Research data taken from www.tarrak.com

Experiential Learning Outcomes

- Leadership and Followership
- There is clear measurement of skill and knowledge transfer
- Shared Vision
- Planning Prioritisation Techniques
- Strategic Planning Methodology
- RACI Matrix (Responsibility, Accountable, Consultant, Informed)
- Project Planning and Tracking Tools & Charts
- SMART Objectives
- Mission Statements and Vision Statements
- Goals, Objectives, Strategies, Tactics
- Team Dynamics – Planning
- Change Team Dynamics - Planning
- Increased Team Working and Camaraderie
- Increased Awareness of Team Dynamics
- Visionary and Creative Thinking
- Relationship Building
- Management of Diversities
- Team Creativity
- Increased Problem Solving Skills
- Enhanced Trust of each other
- Increased Personal Confidence
- The Art of Delegation and Empowerment
- Team Excellence and Team Spirit
- Effective Communication
- Rapport Building
- Personal Leadership
- Project Management
- Mutual Understanding
- Outstanding Motivation
- High Performance Teams
- Maximised Team Member Support
- FUN

Sample Programmes

Although the most common request from our clients is for programmes to be developed to achieve their specific objectives, we do offer template programmes, a few of which we have outlined below:

Appreciative Inquiry (AI)



Focuses on Best Practice
Reveals Positive Potential
Accelerates Change
Inspires High Energy
Improves Team Performance

Conflict Resolution



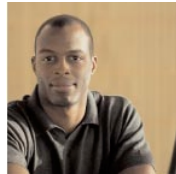
Improves Communication Skills
Builds Rapport
Living Beyond Conflict!
Experiential and AI
Combines Multiple-skills

Graduate Training



Accelerates Learning
Business 'Models & Tools'
Experiential and AI
Develops Self Awareness
Unleashes the Potential

Lifestyle Balance



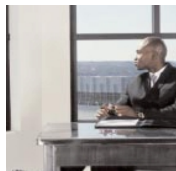
Teaches Controls for Life
Coaching for work & Life
Improves Stress Control
Focuses on what really matters
Achieves practical solutions

Leadership Development



Enhances Effectiveness
Realises Full Potential
Identifies Leadership Styles
Improves Interpersonal Skills
Develops Multi-Intelligence

Strategic Planning



Recognises Strength
Expands strategic initiatives
Analyses Effectiveness
Prioritising Tools and Techniques
Maximises Potential

Executive Development



Explores Leadership Attributes
Achieves 'Shared Vision'
Owning strategic plans
Business 'Models & Tools'
Creates Powerful Teams

Client Care Excellence



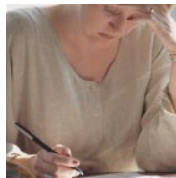
Explores Customer Satisfaction
Creates a 'Can Do' Attitude
Adds Value to all aspects
Solution Focused
Introduces Fun!

Change Management



Encourages Imagination
Incorporates AI Strategies
Ensures collective Buy-in
Innovative & Transformational
Improves Performance

Consultancy



Maximises Opportunities
Uses Creative Thinking
Shared Ownership
Introduces Change
Analyses what is working!

Effective Communication



Developing Personal Skills
Selecting media
Explores possibilities
Enhances dialogue
guarantees results

Conflict to Collaboration Training



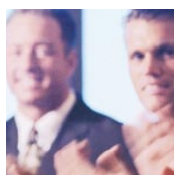
Thinks about Thinking
Communication Styles
Principles and Application of AI

Team Development



Builds High Performance
Challenges Participants
Employs Experiential Learning
Pursues Excellence
Transferable Skills

Advanced Facilitator Training



Learning & Training Styles
Exploring Perceptions
Behavioural Change
Learning Outcomes and Change

New Recruit Training: Mentoring



The 4 Leadership Attributes
Managing the Effects of Change
Understanding the 4 Cultures
10 Leadership and
Followership Principles

Appreciative Coaching



Unleashing the inner potential
Creating Behavioural Change
Visualising an Appreciative Vision
Prioritisation and Self Belief

Appreciative Leadership Programme



Leadership Attributes
Appreciative Leadership
Managing Change
Strategic Planning

Bespoke Programmes



Tailored to Your Organisations
Culture & Objectives
Market Place
Policies and Procedures
Competences and People

Additional Accelerated Experiential Learning Programmes include:

- Effective Marketing Communication
- Organisational and Personal Development
- Self / Team Awareness
- Exhibition Excellence
- Problem Solving and Decision Making
- Professional Selling Skills
- Six Sigma Awareness
- Sales Management/Sales Supervisory Skills
- Train the Trainer

Consultancy

**“What’s the use of running
if you are not on the right road? - German Proverb**

**If only our Business Journeys had a
“YOU ARE HERE!” symbol.**

Our Experiential Accelerated Learning Consultants offer a critical and needs analysis of your business journey and, using creative thinking and innovative strategic planning techniques will analyse existing plans and strategies and map out future directions to ensure a ‘safe arrival’ at the desired business destination. Appreciative Inquiry, Solution Focussed Thinking and Six Sigma methodology are used to create a shared ownership and powerful vision together with the tools to introduce Change to the organisation.

How can I meet my Objectives?

The Progress International Goal Reference Matrix ensures that the process of Event and Programme design, planning and preparation is made as simple, fast and easy as possible. Choose the skills that you wish to address with a group and then simply look down the column to see the large range of activities achieve your business outcomes. An example of this is shown below, please note that we offer over 200 activities and the sample Goal Reference Matrix details only 20% of our activities.

Learning Outcomes Matrix Using Experiential Learning

Indoor Sample Activities

	Self / Team Awareness	Team Building	Communication	Leadership	Creative Thinking	Strategic Business Planning	Fun
Trust Vee	●	●	●	●	●	●	●
Boxed Bridge	●	●	●	●	●	●	●
Spiders Web	●	●	●	●	●	●	●
Teeter Totter	●	●	●	●	●	●	●
Big Foot	●	●	●	●	●	●	●
Zig Zag	●	●	●	●	●	●	●
Lost Coin	●	●	●	●	●	●	●
The Bridge	●	●	●	●	●	●	●
The Box	●	●	●	●	●	●	●
Trust Me	●	●	●	●	●	●	●
All Aboard	●	●	●	●	●	●	●
Alphanumeric Challenge	●	●	●	●	●	●	●
Magic Pieces	●	●	●	●	●	●	●
Matrix Walk	●	●	●	●	●	●	●
Chaos Toss	●	●	●	●	●	●	●
Impasse	●	●	●	●	●	●	●
Paradigm Shifter	●	●	●	●	●	●	●
Speed Ball	●	●	●	●	●	●	●
Blindfold Trust Walk	●	●	●	●	●	●	●
Levitation Challenge	●	●	●	●	●	●	●

Self / Team Awareness	Team Building	Communication	Leadership	Creative Thinking	Strategic Business Planning	Fun
<ul style="list-style-type: none"> Self Control Values Caring Developing Rapport Social Skills Communication Self Esteem Social Awareness Confidence Assertiveness 	<ul style="list-style-type: none"> Trust Teamwork Caring Coaching Self Esteem Co-operation Respect Values Goal Setting Planning 	<ul style="list-style-type: none"> Trust Values Listening Skills Communication Clarity Co-operation Developing Rapport Influence Respect Time Management 	<ul style="list-style-type: none"> Self Awareness Self Contro Coachingl Confidence Decision Making Trust Values Community Empathy Communication Conflict Management Co-operation Problem Solving Honesty / Integrity Influence Respect Responsibility Continuous Learning Creativity Critical Thinking Goal Setting Resilience Planning Appreciative Inquiry 	<ul style="list-style-type: none"> Adaptability Flexibility Values Team Awareness Communication Conflict Management Co-operation Influence Creative Thinking Decision Making Goal Setting Solution Finding Time Management Vision 	<ul style="list-style-type: none"> Vision Goals Marketing Analysis Marketing Mapping Value Proposition Organisational Structure Plan Implementation Project Management Six Sigma Time Management 	<ul style="list-style-type: none"> Relaxation De-stress Competition Challenge Learn New Skills Enjoyment

Accelerated Learning Programmes

Progress International's accelerated learning programmes also utilise experiential learning activities thus ensuring that 90% of the learning is retained and transferred into the workplace after the event.

The following provides an overview of some of our accelerated learning programmes with examples of which of our experiential learning activities are utilised. The activities ensure that participants personally experience the concepts and understand how they relate to their work context. This means they can apply them with confidence as soon as they return to the workplace.

Programmes Utilising Experiential Learning

Indoor Sample Activities

	Appreciative Inquiry	Conflict Resolution	Appreciative Coaching	Appreciative Leadership	Team Building	Change Management	Effective Communication	Six Sigma Awareness	Strategic Business Planning	Marketing Principles	Organisational Development
Trust Vee											
Boxed Bridge											
Spiders Web											
Teeter Totter											
Big Foot											
Zig Zag											
Lost Coin											
The Bridge											
The Box											
Trust Me											
All Aboard											
Alphanumeric Challenge											
Magic Pieces											
Matrix Walk											
Chaos Toss											
Impasse											
Paradigm Shifter											
Speed Ball											
Blindfold Trust Walk											
Levitation Challenge											

Please note that we offer many more topics, such as sales and all of our solutions can be tailored to address your specific objectives.

3 Sample Activities – (from a standard portfolio of over 250)

Out of the Box



Task

Each Team must remove a number of radioactive coils out of the box without touching, dragging or getting close to the coils.

Learning Outcomes

- Strategic Planning
- Creative Thinking
- Creative Problem Solving
- Solutions Focussed Thinking
- Perseverance
- Trust
- Team Working
- Team Building
- Conflict Resolution
- Communication Skills

Boxed Bridge



Task

Two Teams to navigate a 'boxed bridge' in opposite directions. Additional 'challenges' could be temporary loss of sight (blindfolds) and/or inability to speak.

Learning Outcomes

- Leadership and Followership
- Strategic Planning of Task
- Creating a Vision
- Communication of the Vision
- Shared Ownership of Vision
- Motivational Skills
- Encouraging Skills
- Team Working Skills
- Listening Skills
- Communication Skills
- Solutions Focussed Thinking
- Handling Diversity

Trust Vee



Task

Each Team of two must traverse down a vee shaped bridge – starting where the bridge beams meet and finishing where they end 14 feet from the start and 9 feet apart without falling off the bridge.

Learning Outcomes

- Strategic Planning
- Communication Skills
- Listening Skills
- Identifying un-articulated needs
- Creative Thinking
- Trust
- Self Awareness
- Self Belief
- Self Confidence
- Creative Problem Solving
- Perseverance

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www.skillbites.com

www.wanttolearnit.com