

Leadership Development Training

The X-Stream Lean Outdoor Leadership course, designed to teach your business leaders how to create High Performance Work Teams, is not only a fun and dynamic experience with a short-term outcome, it's an education that is immediately usable on the job and within your organization. And it's not just theory and "practice"; it's based on what you experience and what you have to deal with every day. Today's organizations are a place where solid leadership is essential. Decisions-- good and bad-- have immediate consequences, and groups must work as High Performance Work Teams in order for the Leader and the organization to succeed. Effective Leadership is the ability to influence those over whom we have no authority. Learning HOW to use this influence (without being manipulative) is a key skill set that effective leaders must possess.

Prior to the start of the course, participants are asked to self-rate themselves in areas such as confidence, leadership styles, and being a team player. We also conduct a Personality Profile study to help the participant learn about their styles AND those they have to influence. Leadership strategies are demonstrated in the development of the unified group effort needed to get anxious members through various outdoor activities. At the completion of the course, members reveal they learned two essential leadership lessons -- how to give support and how to accept support.

We accomplish this by putting the team into a situation that cannot be solved by any individual member. They have to find a way to work together to accomplish the objective we set before them. We specifically design the team activity with situations that require them to become creative, interactive, mutually supportive, and focusing of overcoming a shared adversity in order to succeed in their objective.

Training includes:

Use of nonverbal messages.

Group discussion, decision making, and consensus tactics.

Work among smaller units within the larger group.

Individual tasks.

Active listening.

Cooperative activities

Facilitating teams

Giving feedback.

Understanding another person's perspective.

Evaluation of this leadership training course shows differences in self-ratings before and after the training. Participants show an increase in their positive ratings of self and a better understanding of the different leadership styles.

An important part of the learning process for participants is learning how to facilitate a team. This is an essential skill for them to develop into more effective leaders. The Outdoor Leadership Course is constructed so that each participant will be responsible for teaching certain skills to the rest of the group. Pre-Work Material and in-class material will be taught by the Leader Trainers to effectively transmit the information and to model effective teaching/facilitation styles. The other material will be specifically assigned to participants. There will be group debriefings after each teaching session (including those done by the Leader Trainers) to give feedback to the person teaching and to reinforce the importance of good teaching/facilitation. Facilitation is a skill which will also be evaluated on the Evaluation Form. During the week, participants will be asked to facilitate at least two team events. It is a way to look at how Leaders engage with other people and how they can learn to be more effective.

For instance, Team Leaders often confuse their roles as 'task masters' instead of facilitators of the 'process'. This situation can lead to team members being micro-managed, never reaching their potential, and feeling they cannot contribute to the way the job is planned. This can cause misunderstandings, rework, poor results, and conflict. This program will help each participant identify unsuccessful behaviors and, through modeling and awareness, change those behaviors to become more effective Leaders.

We expect the participants to come away from this course more confident ... more productive ... more in-command ... and better able to get things done through and with other people

