



# Unlocking Individual, Team & Organisational Potential



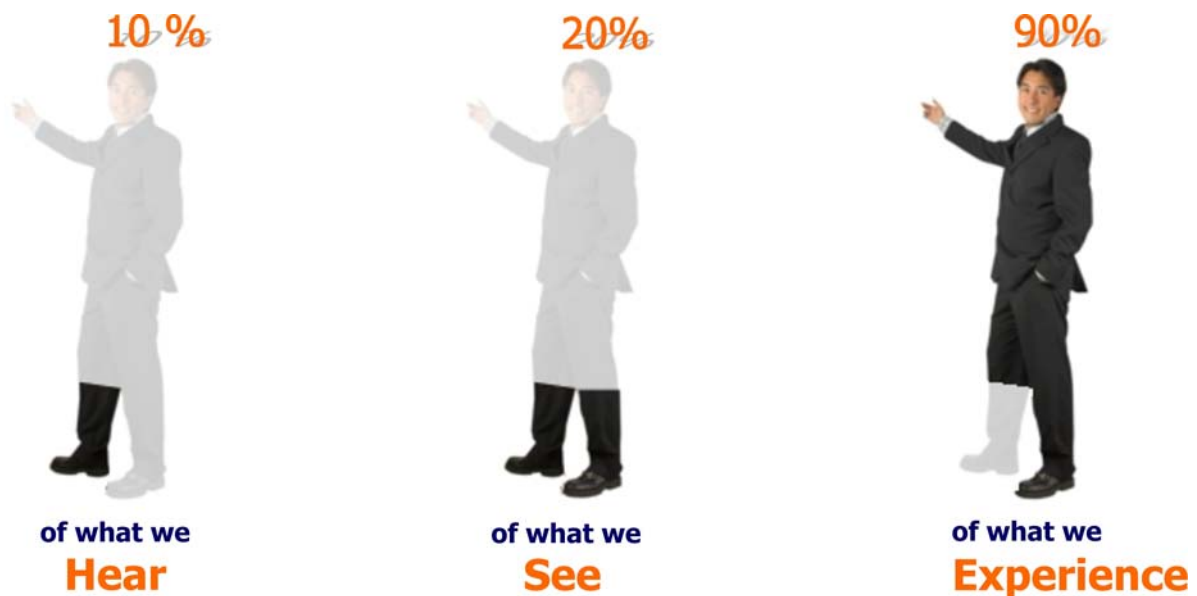
## Introduction

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](http://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



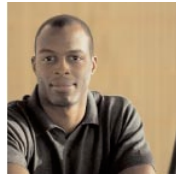
Improves Communication Skills  
Builds Rapport  
Living Beyond Conflict!  
Experiential and AI  
Combines Multiple-skills

### Graduate Training



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

### Lifestyle Balance



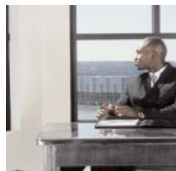
Teaches Controls for Life  
Coaching for work & Life  
Improves Stress Control  
Focuses on what really matters  
Achieves practical solutions

### 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



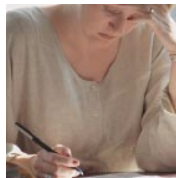
Explores Customer Satisfaction  
Creates a 'Can Do' Attitude  
Adds Value to all aspects  
Solution Focused  
Introduces Fun!

### 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



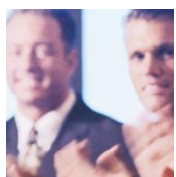
Thinks about Thinking  
Communication Styles  
Principles and Application of AI

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

## 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

## Contact Us



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### **Other sites:**

[www.skillbites.com](http://www.skillbites.com)

[www.wanttolearnit.com](http://www.wanttolearnit.com)