



EXPERIENTIAL BUSINESS SCENARIOS

THE OUTDOOR LEADERSHIP CENTRE
ST. GEORGE'S PARK



SCENARIOS OVERVIEW

When people learn new skills, it is essential to practice and experiment with them before implementing them in the real world. This is just as true for the corporate environment as it is in sports, performing arts and healthcare.

With over 25 years of experience, Grahame Robb Associates are experts in bringing learning to life through our bespoke business scenarios. We'll work in partnership with you to create an experience that rapidly increases the rate of learning transfer, creates a lasting impression and significantly improves the impact that training has on individual, team and organisational success.

Your employees will experience a blend of theory and opportunities for trialling these principles in a practical environment that accurately simulates the day-to-day pressures and challenges faced in the organisation. The programme concludes with an in-depth review of the scenario to help individuals and teams understand how to utilise these skills back in the business.

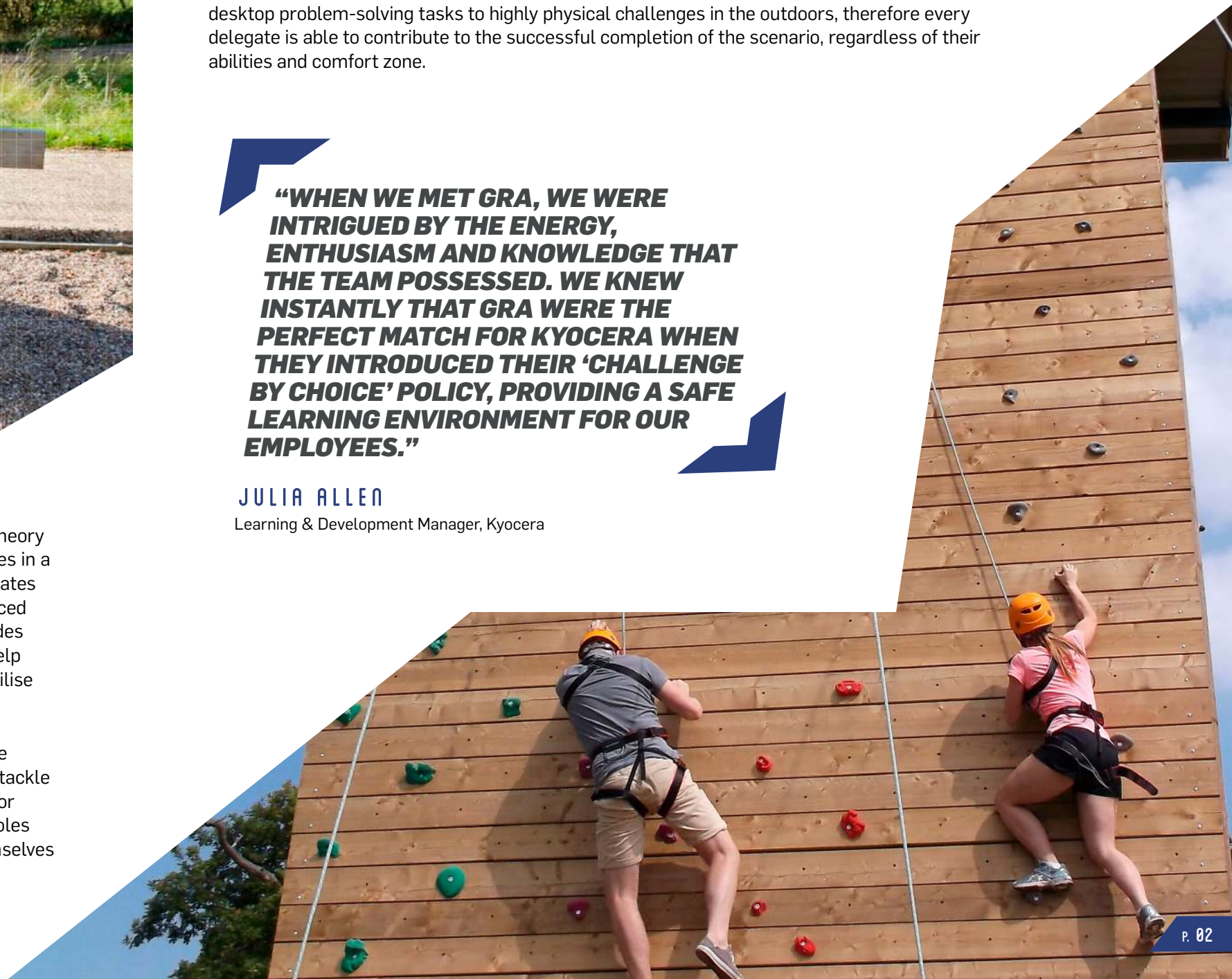
We believe experiential learning provides the perfect platform to enable organisations to tackle complex challenges, highlight key lessons for delegates to take back to their day-to-day roles and help people to see the potential in themselves and others.

We have over 100 diverse activities that can be incorporated into your scenario, ranging from desktop problem-solving tasks to highly physical challenges in the outdoors, therefore every delegate is able to contribute to the successful completion of the scenario, regardless of their abilities and comfort zone.

"WHEN WE MET GRA, WE WERE INTRIGUED BY THE ENERGY, ENTHUSIASM AND KNOWLEDGE THAT THE TEAM POSSESSED. WE KNEW INSTANTLY THAT GRA WERE THE PERFECT MATCH FOR KYOCERA WHEN THEY INTRODUCED THEIR 'CHALLENGE BY CHOICE' POLICY, PROVIDING A SAFE LEARNING ENVIRONMENT FOR OUR EMPLOYEES."

JULIA ALLEN

Learning & Development Manager, Kyocera





WHAT'S INCLUDED

Our experiential business scenarios are designed to replicate the real-life business conditions faced within your organisation, including end goals for a customer and strategic objectives.

Delegates are required to develop a plan for achieving these objectives and meeting the customer's requirements before undertaking a wide range of indoor and outdoor team activities and challenges. The activities selected for the business scenario will depend on your required learning outcomes.

Our activities encourage groups to have fun, embrace creative problem-solving, and develop excellent communication to achieve their aims.

We operate a Challenge by Choice policy that recognises that everyone is challenged by new situations in different ways and to varying degrees. Each individual decides their own level of participation without peer and/or instructor coercion.

Every business scenario that we create incorporates activities that allow teams to practice under pressure by challenging minds more than muscles. Therefore regardless of their comfort zone and physical capabilities, everyone is able to contribute to achieving the goals and objectives.

We ensure that there is no sense of embarrassment for individuals who choose not to undertake certain activities.

ACTIVITIES INCLUDE:

- {+} Desktop puzzles and written exercises
- {+} Indoor problem-solving challenges
- {+} Creating a video
- {+} Outdoor initiative team and leadership tasks
- {+} Photo challenges
- {+} Archery
- {+} Laser combat
- {+} Low ropes
- {+} High ropes

“OUR PROGRAMME WITH GRAHAME ROBB ASSOCIATES, USING THE EXPERIENTIAL BUSINESS SCENARIO, CHALLENGED OUR LEADERS AND SIGNIFICANTLY INCREASED LEVELS OF TRUST IN A WAY THAT ENABLED GREAT PEER-TO-PEER AND COACHING CONVERSATIONS. WE BELIEVE THIS HAS BEEN A PIVOTAL BUILDING BLOCK TO SUPPORT THEM IN ACHIEVING THEIR FULL POTENTIAL AS LEADERS; ENHANCING SELF-AWARENESS AND STRENGTHENING OUR LEADERSHIP COMMUNITY IN TECH DATA.”

MICHELLE FORD

Talent and Development Manager, Tech Data





ORGANISATIONAL BENEFITS

WHY DO ORGANISATIONS USE OUR BUSINESS SCENARIOS?

Organisations, large and small, from a diverse range of sectors, use our experiential business scenarios to develop their people and improve business results.

Typical learning objectives include:

- {+} Implementing a new strategic vision
- {+} Focusing on specific behaviours to improve performance
- {+} Helping individuals and teams to realise their potential
- {+} Enhancing communication and collaboration across teams
- {+} Accelerating the development of future leaders
- {+} Transforming the company culture
- {+} Bringing virtual teams together
- {+} Breaking down silos and overcoming cynicism
- {+} Integrating new starters

Delegates benefit from the vast experience of our facilitation team who have delivered leadership and team development programmes across the globe and excel at providing insightful and constructive feedback.

Our team are accredited in many globally-renowned leadership and team development theories and principles that can be incorporated into your programme including: Belbin®, Situational Leadership® II, Influencer™, Crucial Conversations®, Crucial Accountability®, Profiles®, MBTI®, as well as our own highly successful interventions including: Resilience for Results, Self and Team Awareness, High Performing Teams, Coaching for Results and more.

“GRA’S TEAM BUILDING CHALLENGES OPENED UP THE OPPORTUNITY FOR OUR PEOPLE TO WORK WITH OTHER COLLEAGUES THEY WOULD NOT NORMALLY INTERACT WITH. THE MIX OF INDOOR AND OUTDOOR ACTIVITIES MAINTAINED THE ENERGY LEVELS OF THE GROUP AND THE STAFF WERE AMAZING!”

ARTEX LIMITED

January 2017



SCENARIO ACTIVITIES



HOW WILL YOUR EXPERIENTIAL BUSINESS SCENARIO
BE DELIVERED?

Our state-of-the-art Outdoor Leadership Centre located in Burton-upon-Trent is purpose-built to facilitate high impact team and leadership development training programmes. Alternatively, we can take our business scenarios mobile if you would prefer to hold the programme at your own location.

You will be assigned a GRA Course Director who will discuss with you what you're aiming to achieve, further information about the corporate culture and the delegates, including their experience level, as well as any particular activity types you would like to incorporate.

Typically, groups participate in scenarios ranging from 1 day to 2.5 days, with optimum results achieved through more complex, longer programmes.

The business scenarios incorporate the following elements:

- {+} Pre-work questionnaire
- {+} Introduction to leadership and team theory including the results of the questionnaires
- {+} An introduction to the business scenario
- {+} Strategic planning phase
- {+} Execution of the plan through participation in a variety of activities

The programme can be tailored to meet your requirements and therefore we do offer a variety of options regarding the duration and design of the bespoke scenario created for your organisation.

**“A WELL-ORGANISED
AND CHALLENGING
PROGRAMME - PERFECT
FOR TEAM BONDING
AND DEVELOPMENT.”**

TIM VRYENHOEF
Founder and Managing Director, Nutratech



**DELIVERY
OPTIONS**

PARTICIPATION

WHO SHOULD PARTICIPATE IN A BUSINESS SCENARIO?

Whether you're looking to develop graduates, fast-track employees, in-tact teams or your senior leaders, the delegates will receive a scenario tailored to their experience level.

We will work in partnership with you to maximise the effectiveness of the training intervention.

"WE NEEDED TO GIVE OUR STAFF THE OPPORTUNITY TO GET TO KNOW EACH OTHER BETTER. IN ASKING GRA TO UNDERTAKE THE TASK, I KNEW WE'D GET CREATIVITY AND PURPOSE, BUT THE LAUGHTER, COURAGE, SPONTANEITY AND SHEER SENSE OF HAVING FUN TOGETHER EXCEEDED MY HOPES AND MADE FOR A HUGE SUCCESSFUL PROGRAMME. I HAVE NOTHING BUT POSITIVE FEEDBACK – A REAL TESTAMENT TO GRA."

TOM HALL

Director, Alitex

FURTHER INFORMATION

This brochure has provided you with an overview of how our business scenarios can provide your organisation with the perfect platform to help individuals and teams to accelerate their development and achieve better results.

We tailor each business scenario to your budget, timeframe and learning outcomes, therefore if you'd like to learn more about how we can support your organisation please contact us to setup a call or meeting with our learning and development specialists.

With over 25 years' experience in the development of bespoke business scenarios, we will be able to help you achieve your aims.

CONTACT US

For further information or to book your experiential business scenario please contact us on:

✉ enquiries@gra.uk.com

☎ 01283 575905

🌐 www.gra.uk.com

🐦 Tweet us [@GRA_Ltd](https://twitter.com/GRA_Ltd)

LOCATION ▶

Our Outdoor Leadership Centre is located at St George's Park, The FA's National Football Centre in Staffordshire. Set in the National Forest, in 330 acres of beautifully landscaped parkland, the centre is the training base for the 24 England teams and features a 228 bedroom Hilton hotel. St. George's Park's central location in the heart of the Midlands and close proximity to two nearby airports makes it easily accessible for both national and international visitors.

It's only 90 minutes by train from London with the choice of two local stations at Burton-Up-on-Trent and Derby. If you choose to drive or travel by coach, the M1, M6 and M42 motorways are nearby.

Take a look around with our 360 virtual tour: www.gra.uk.com/tour

GETTING HERE

BY TRAIN:

- {+} 6 miles from Burton-Up-on-Trent
- {+} 14 miles from Lichfield (direct route to London Euston Station)
- {+} 19 miles from Derby (direct route to London St. Pancras Station)
- {+} 27 miles from East Midlands Parkway

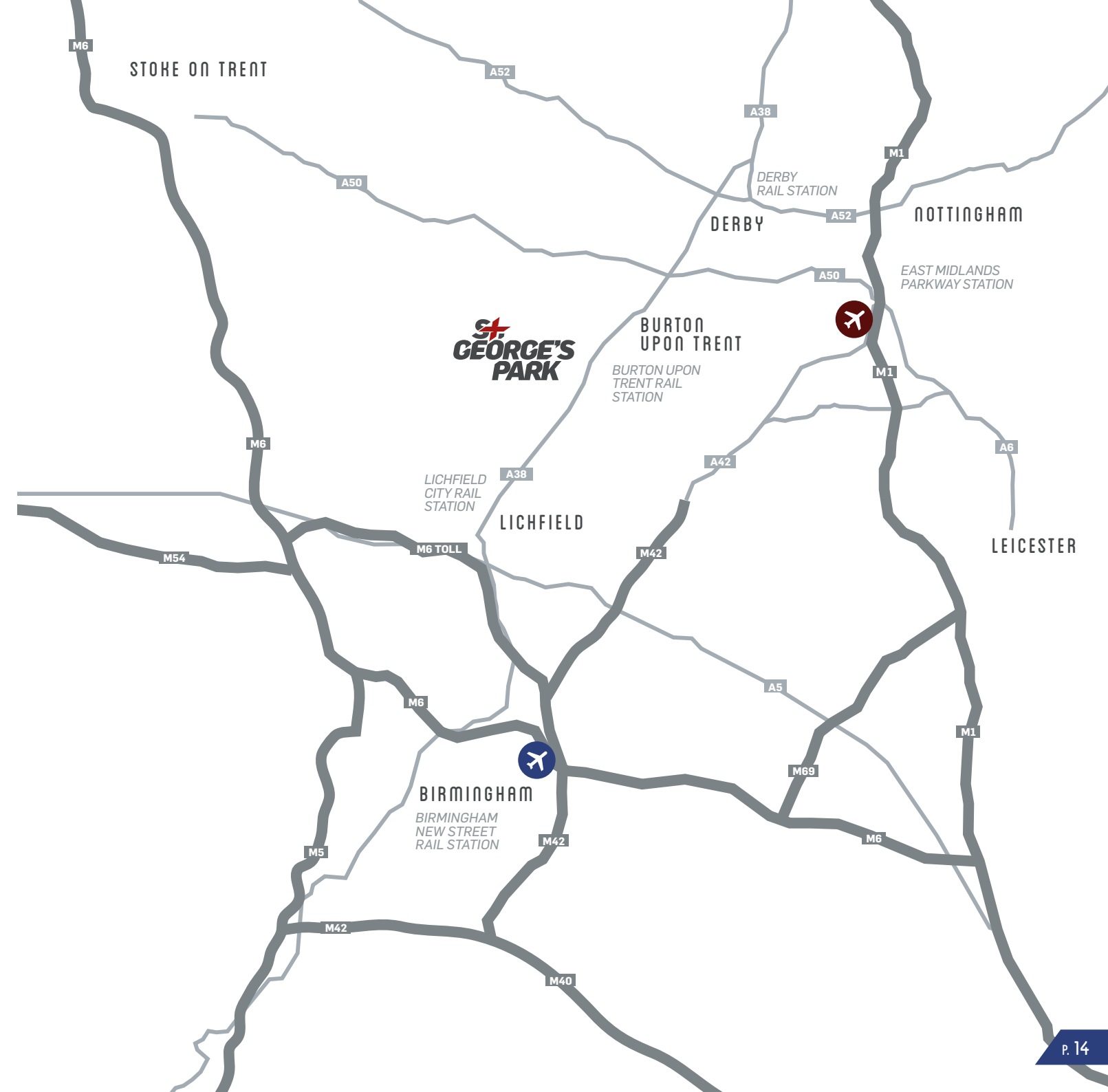
BY CAR:

- {+} Excellent links to M1, M6 Toll Junction 4, A38, M42 and A50

IN THE REGION

There are also plenty of things to do and attractions to visit off site:

- {+} The National Forest
- {+} Alton Towers Theme Park
- {+} Drayton Manor Theme Park
- {+} The National Brewery Centre
- {+} Nottingham Castle
- {+} The Peak District
- {+} Uttoxeter Racecourse
- {+} Branston Golf Club



For more information or to discuss your
requirements please contact:

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ENQUIRIES@GRA.UK.COM



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