



PROFESSIONAL



ABOUT THE EDGE

The Edge is a unique long term leadership development investment made by NZ CA and designed specifically to help participants **draw on their personal strengths** and develop the mindset and **confidence to lead** with their most natural and impactful style. It provides participants the opportunities, space and tools to grow their unique strengths and skills rather than focusing on 'models' of leadership.

A core element of The Edge is the experiential learning approach it offers within the natural environment of Anakiwa in the beautiful Marlborough Sounds. This unique development opportunity combines **neuroscience-based leadership facilitation** with learning in nature and introduces teams and individuals to activities they may not have experienced before.

ABOUT OUTWARD BOUND

Outward Bound, based in Anakiwa, is one of NZ's premier providers of personal development through outdoor challenge and adventure. Our mission is to help create **better people, better communities and a better world**.

We choose challenge over comfort, commitment over chit chat, outdoor splendour over stuffiness, **how to think over what to think**. We let participants embrace the unknown, look risk in the eye and back themselves to succeed.

I.

WHAT DO WE GAIN?

Unlike many other leadership development programmes, The Edge will equip your people not just with skills and knowledge but with the mindset needed to lead and influence more effectively.

They'll develop a powerful suite of 'people skills' that will enhance their technical skills, enabling them to provide more value to both clients and the business.

The Edge programme focuses on exploring and developing the following skills:



- Communication
- Resilience
- Self belief
- Influencing



- Values
- Empathy
- Work/life balance
- Leadership and coaching



88%

SAID
"OUTWARD BOUND
GAVE ME MORE
CONFIDENCE."

80%

SAID
"OUTWARD BOUND
MADE ME A BETTER
TEAM PLAYER."

75%

SAID
"OUTWARD BOUND
HELPED ME TO SEE
MYSELF AS A LEADER."

Developing, practising and applying these skills will enable your people to:

- Build stronger and more valuable relationships; internally and with stakeholders and clients
- Embrace and drive their own career
- Consistently step up with confidence to new opportunities and challenges
- Transfer the applicable learning activities to benefit both work and home life
- Approach challenges with a growth mindset
- Collaborate meaningfully with others, navigate conflict and influence across multiple groups
- Apply innovative leadership that encourages and empowers others

WHAT DOES THE IDEAL PARTICIPANT LOOK LIKE?

The ideal participant for this unique leadership programme is someone seeking to grow as a leader or someone who is in or moving into a management role wanting to hone their interpersonal and influencing skills. An ideal participant may also be someone in a client or customer facing role looking to build their confidence.





OUR APPROACH

Our methodology is one of experiential learning
– **learning through doing.**

In practice that means participants taking responsibility over the challenge ahead of them, whether that's leading the way on an expedition or managing their team to complete a kayak journey.

Review sessions then help to process the learning, as well as translate it into everyday situations at work and **embed learning for life.**

“Sometimes we need to take a step back and take a look at what’s really important. Are the things we are worrying about worth the effort? Outward bound is the perfect place to do this.”

Dominique Canny
McIntyre Dick & Partners



INSTRUCTORS

Our instructors are not only equipped with the **technical skills** to keep participants safe in challenging environments, they also have the soft skills for promoting long-lasting development and an outcomes-focused approach.

ENVIRONMENT

Our base in the Marlborough Sounds is the ideal location for testing comfort zones. With native **bush, seaways and mountains** all within easy reach, our challenging environment acts as a catalyst for enhancing self-confidence and improving motivation.



FACILITATOR - TANIA GOUGH

Tania's areas of expertise include leadership development, team development and group facilitation, individual skills coaching, workplace problem solving, and change management. She has wide experience across both private and public sector, enabling organisations to increase business performance through developing their people.

LEARNING PRINCIPLES

We use the following research-based learning principles to provide growth, increased performance and learning that sticks!

- **LEARNING IN NATURE** – unlike urban environments which create cognitive drag, natural environments capture our attention without requiring conscious focus or demanding a response. Learning is more focused, richer and more easily transferred to our long-term memory.
- **DESIRABLE DIFFICULTY** – conditions that make learning more challenging lead to deeper learning and better retention.
- **APPRECIATIVE INQUIRY** – takes a positive rather than deficit-based approach which accelerates change that focuses on what you want to create rather than trying to eliminate what you don't want.
- **PHYSICAL CHALLENGE** – rising to physical challenges allows participants to explore beyond their perceived limits and take that understanding and confidence to other areas of their home and work life.
- **EXPERIENTIAL** – we learn by doing. Experiential learning bridges the gap between theory and practice, making use of critical thinking, problem solving and decision making to accelerate the learning.
- **REFLECTION** – processing time, reflection and metacognition enrich the learning experiences and provide deeper opportunities for growth.
- **RELEVANT AND CONTEXTUAL** – people learn better when they can see the relevance between the learning activities and the context of their own environments.
- **SELF-AWARENESS** – through quality profiling tools, participants understand themselves and their leadership/working style and then apply this to more effectively lead others.



TOOLS AND SUPPORT BEYOND THE EXPERIENCE AT ANAKIWA

RESEARCH PROVEN PSYCHOMETRIC TOOLS

Part of every participant's pre-course preparation requires them to complete two psychometric profiles online: a team management profile and a 360 profile. These two assessment tools are administered by [Team Management Systems](#) (TMS) who design and develop a range of profiles internationally recognised as significantly improving individual effectiveness.

1. TMS TEAM MANAGEMENT PROFILE

This report gives your people insights into how they prefer to work and how they are likely to interact with others in the workplace, alongside their probable areas of strengths at work and within a team. It provides them with a deeper understanding of how to maximise their potential and how to collaborate more effectively with others.

2. TMS 360 PROFILE

This comprehensive leadership report provides your people feedback about their effectiveness across 8 key leadership factors as well as their level of accomplishment in emotional intelligence.

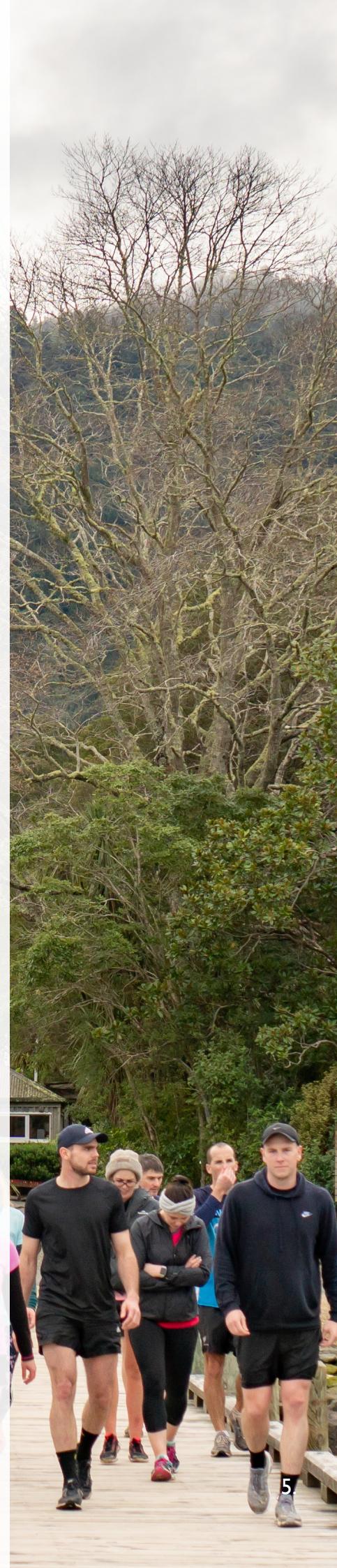
The results are drawn from compiling responses from the individual's work colleagues. Colleagues are asked to give feedback via an online questionnaire. The results are presented alongside written feedback about the subject's successes, strengths, learning and development opportunities and suggestions for improvement.

Both of profiles provide powerful and credible tools for self-awareness and development beyond the Outward Bound experience and across a wide range of situations.

POST COURSE COACHING

To further enrich your staff member's time at Outward Bound, they have access to a post – course coaching session with their facilitator Tania Gough around 6 weeks after the completion of module 2.

This will help them transfer their learning successfully back to work and create an opportunity to explore what has worked for them, what poses challenges and help them gain insights as to how they can continue to leverage the growth they've achieved over the programme.



BENEFITS OF BEING ON THE EDGE

The NZ CA board recognise that an industry-leading training programme is a crucial pillar for the continued improvement of our firms and team members. We truly believe that “The Edge” is both a fitting and proud jewel at the pinnacle of our various training programmes.

The importance of the Edge is that it is equally beneficial to the three main users and stakeholders of this programme:

THE INDIVIDUAL

The individual receives several personal and professional benefits from attendance on this course. These include, but are not limited to:

- A considerable personal challenge and opportunity to demonstrate and hone critical personal skills such as resilience, introspection, self-awareness and evaluation.
- Membership to a group of like-minded and similarly-placed individuals, creating a strong network for future problem-solving, collegiality and sharing of resources. This membership is designed to grow as more of the NZ CA family partake in this course and the alumni extend over time.
- Improved career prospects through the development of key leadership and people management skills including critical conversations, change management, facilitation, coaching and inspiration.

THE SPONSORING FIRMS

We acknowledge member firms and sponsors financial commitment and expectation of returns in providing an opportunity of this magnitude for their team members. We see numerous benefits for the sponsoring firm from this investment:

- A more well-rounded, emotionally aware and professional prepared individual returning to your environment.
- A solid, proven reporting framework that focusses on areas of improvement and growth. This is a fantastic asset for supporting stars of the future to grow and develop into these roles. While this reporting is designed to be private and personal, participants are encouraged to share recommendations with sponsoring firms to aid their development and help them to realise their potential.
- The opportunity to explore and test inter-generational challenges in areas such as succession, client services, working environments and operational efficiencies. Support structures and forums for both sides of the discussion are woven into the course framework.
- Improved attraction and retention of key talent, driven through an industry-leading training and educational offering.
- A strong focus on “banking” the gains delivered onsite at Outward Bound, by encouraging participants to consider real-world applications to their learning and to develop strategies and key actions on how to transfer this knowledge.



NZ CA

NZ CA is focussed on supporting member firm owners to continue to be successful, to realise potential and find sustainable growth. Creating a framework that allows our younger stars to have the best possible platform to be successful leaders of the future is a key component of this vision. The benefits of this include:

- Further promoting the collegiality and sharing nature of our group into the next generation of decision-makers.
- Attracting and retaining the best talent within the group through the delivery of a world-class training programme
- Challenging individuals to drive different thinking and seek continual improvement and growth, both personally and professionally
- Facilitating conversations and environments between generations designed to challenge the way we do things so that we can all look for improvements to our internal systems, client deliverables and the way we work to continue to be the leading firms of the future.



THE PROGRAMME

MODULE 1

Mon 1 Aug - Sat 6 Aug 2022

MODULE 2

Tues 8 Nov - Fri 11 Nov 2022

COST

\$7150 + GST, travel costs additional

Registrations close Tuesday 3rd May 2022

Both modules are delivered at the Outward Bound school in Anakiwa.

For more information on The Edge programme or to book your place, contact:

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