

The Alpine Leadership Challenge

5 day leadership programme in the Austrian Alps
2008 course dates 10-14 Mar, 10-14 Nov, 8-12 Dec



Special
introductory
offer £500 off
with this brochure

“Since returning from the trip I have found myself adopting a completely new attitude to my business, and being able to keep calm even under times of immense perceived pressure.” Dave Roycroft, Alpine Leadership Challenge delegate, 2006

- Discover your leadership potential in the awesome surroundings of the Austrian Alps
- Benefit from a practical programme of leadership development on the most challenging and rewarding training event you’ll ever attend
- Stretch yourself to your limits and get out of your comfort zone
- Have the adventure of a lifetime

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The Alpine Leadership Challenge

Five-day leadership training programme in the Austrian Alps

This programme offers a powerful blend of theory and real-life leadership practice. Managers will gain the skills to tackle testing challenges and resilience to maintain morale in tough people management situations. Delegates will leave feeling inspired, confident, clear-headed and motivated to commit to the challenges faced back at work

James Reed
on the the Alpine
Leadership Challenge 2005



WHO IS IT FOR?

The Alpine Leadership Challenge is for ambitious managers who want to become leaders. It's for those who want to achieve through other people not in spite of them. It's a course for managers who want to develop excellent morale and high quality performance, who want to stretch their limits and experience the adventure of a life-time.

WHAT IS IT ABOUT?

It's about learning to deal with challenges and adversity as an individual and as a leader. The programme is about facing your fear, stretching your personal limits and leaving your comfort zone. It's about setting a goal and getting everybody involved to pull on the same rope to achieve a challenging task. You'll need the courage to try, to commit and to take a risk, the resourcefulness to be innovative, and have the endurance to keep going when things get tough.

"Stefan is a skilled facilitator who knows how to challenge a team and individuals at the right pace."
Wolfgang Neumann,
Area President
(Europe), Hilton Hotels

WHAT IS INCLUDED IN THE PROGRAMME FEE?

- Expert guidance and instruction: Stefan Gatt and two other expert mountaineers will guide & facilitate your leadership journey
- An ongoing syllabus of leadership development training delivered throughout the programme, to help integrate and build on what you learn
- Return flights to Salzburg and all transfers
- 4 nights' accommodation, ranging from top quality Alpine hotels to isolated mountain huts!
- All meals, refreshments and climbing equipment
- Course learning materials

HOW TOUGH IS IT?

This programme is not restricted to particular age groups or genders. You do not have to be a gym fanatic, but you will need to be physically fit. The programme presents a prolonged physical challenge to the delegate, sometimes in extreme weather conditions. You will be required to walk and climb over difficult terrain, sometimes for extended periods of time. Please ensure you have considered these requirements before booking your place on the Alpine Leadership Challenge. If you are unsure whether it is suitable for you, please consult your GP before booking, or give us a call to discuss any concerns.

WHY WE RUN THIS PROGRAMME

The Alpine Leadership Challenge does what it says on the tin. It is a leadership development programme set in the rugged Alps, and it is certainly a challenge!

The programme is run by Stefan Gatt, a world-renowned mountaineer, who was the first person to climb Everest without oxygen and snowboard down from the top. I completed the Challenge in 2004 and 2005 and came back on both occasions feeling exhausted and exhilarated. However, most of all I felt re-energised and highly motivated for the tasks ahead of me.

The expedition consists of a number of outdoor exercises, classroom activities and some mountain climbing, designed to be stretching but not technically complex.

This unique programme is aimed at people who are rising stars and people with leadership potential. It is also a great programme for people who have been in the same role for a while and who need a bit of a boost.

The programme provides a great opportunity to evaluate the strengths and weaknesses of your own leadership style in an environment that is totally different to what you are used to. You will have a lot of fun and you will find the support of your team members, and new friends, to be absolutely invaluable.

If you are looking to be challenged outside the office environment, then this is for you.

James Reed, MA MBA FCIPD
Chairman
Reed Learning



Course overview

“The biggest benefit of this programme is realising what you are really capable of. You’ll have the opportunity to stretch your mental and physical limits in a safe situation, whilst facing the challenge of wild natural surroundings.” Stefan Gatt, Course trainer for the Alpine Leadership Challenge

Each delegate will get the opportunity to lead the team and earn practical feedback as a leader. The fifth day is reserved for transferring the learning into daily life.

The mountain environment will take you out of your comfort zone and expose you to testing situations, leadership challenges and practical problems. On the last day, everyone climbs back onto the plane with a backpack full of insights, learnings, commitment and unforgettable experiences.

Dr. Stefan Gatt combines a lifetime of extreme climbing and mountaineering with over 15 years’ experience of leadership training.

In 1996, he set up his own company - ‘GATT - challenging experiences’ leading a team of seven freelance consultants and facilitators specialising in teambuilding and leadership development programmes. As well as working with more than 400 teams to achieve high-performance, Stefan also has experience of working with small companies, helping them turn their business obstacles into opportunities.

He has published a number of books and articles combining his passions for climbing and leadership development and he’s led over 15 expeditions to some of the highest mountains in the world. Most notably in 2001 he conquered Everest without using oxygen and became the first person to descend on a snowboard.



DAY 1

- 8:45am flight to Austria from Gatwick
- Briefing at the airport for about 60mins and any questions answered
- Transfer to the mountains, including ice breaker exercises and group integration
- Group session on climbing and survival techniques: how to walk in deep snow, falling and sliding in the mountains, best practice use of equipment, use of the karabiner, harnessing and walking together, staying dry, staying safe, surviving in extreme conditions and getting accustomed to your environment
- Goal setting, planning and making decisions for the expedition – choosing leaders for each section of the expedition based on current skills levels. Identifying perceived strengths and areas for development
- Session on leadership skills including understanding fears and values
- Overnight stay in a comfortable hotel

DAY 2

- Planning vital resources for the next 55 hours in the outback: balancing requirements with practicalities. Preparing necessary kit for sustainability in the mountains.
- Orienteering to the first target location - group takes ownership of all activities from this stage.

- Travel through the Rußbach-gorge
- River crossing
- Journey through the ‘spider’s web’
- Arrival at the Hut Salzaustube
- Training on the Klettersteig with a practice ascent and descent
- Receiving 360° feedback on your individual leadership style, interim results and team exercise
- Lighting fire, preparing meals and beds

DAY 3

- 6am start. Making a fire, preparing breakfast, ensuring the whole team is prepared and equipped
- Departure for Rußbach-gorge
- Climbing the Klettersteig using the skills gained on day two, through the gorge in teams of four or five. Experiential learning in trust, depending on others, overcoming fears and building team cohesion. Delegates take alternate responsibility for leading the group
- Selecting overnight site
- Preparing the bivouac-place (outdoor)
- Dinner and debrief of the day
- Spend the night in a five billion star hotel outdoors (bivouac sleeping area formed by stamping down snow in target location)

DAY 4

- Climbing the final part of the Klettersteig: the headwall
- Team exercise: a test of trust on a suspended walkway
- Orienteering to Strobl, alternating the team leader. Leaders will need to encourage the group and motivate others in sometimes difficult and stressful conditions, while orienteering and problem solving
- Recreation time, aperitif, dinner and celebration

DAY 5

- Breakfast & check-out of the rooms
- Reflective practitioner: classroom debrief and integration. What did you learn, how can you apply this, group commitment to behaviours
- Afternoon leisure time in Salzburg
- Transfer back to airport and flight home to UK

Equipment required by

participants: waterproof and solid shoes (ideally mountains-boots), strong clothing that may get dirty and a warm sleeping bag. Participants will be provided with a full list of necessary equipment and guidance on what is suitable.

Itinerary is subject to suitable weather conditions and could be subject to change

Dull but important

This is your personal code, please quote it when booking

C7114

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WHY CHOOSE REED LEARNING?

We are the UK's leading business training company – with 40% more business, management and personal development programmes than any of our competitors

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Innovative The first training company to offer bite-size MP3 modules and pioneers in developing Green Learning and qualifications in partnership with leading academic institutions.

Call 0800 132 448 for details of our next open day, an initial discussion on the suitability of this programme, or to book your place.

Visit www.reedlearning.co.uk/alpine to view photos of previous expeditions and find more information.

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YOUR QUESTIONS ANSWERED

Stefan Gatt your course leader answers some common queries

Q What visible improvements will I see in my leadership skills?

A Delegates find they become more aware of other people and why they behave as they do. You'll have more courage, energy, a greater people and team focus and be more decisive and precise in the way you communicate.

Q How are the physical activities related to real-life workplace leadership challenges?

A The physical activities function like a mirror that you can relate your own workplace challenges to and draw parallels with the way you react. The exercises can be used as a learning laboratory to try out new leadership styles, to evaluate yourself and to get feedback from your fellow delegates.

Q What kind of people go on this course?

A All kinds of people – we always have a good mixture of industry backgrounds, job roles, men and women in our groups. The bold and the anxious, the fit and the less fit, the team player and the lone-wolf, the loud and the quiet, the serious and the joker, the goal-oriented and the people-oriented.

Q Why would I attend this course rather than a classroom-based programme?

A You would choose this course because it allows you to experience practical, not theoretical lessons. Facts might leave your head very quickly. Some lessons stay in your memory quite a long time if they are told in an inspiring way. But lessons truly experienced remain in your memory forever.

