

The Performance Group

The following brands are all trading names of The Performance Group Limited

Human Performance **HR Performance** **Recruit Performance** **Retail Performance** **World Wide Web Performance** **Printing Performance**

Human Performance are enthusiastic, creative and innovative facilitator's of experiential learning and we really do deliver some of the most exciting and result's focused training you will ever experience! We have over 20 years experience designing and delivering everything from a half day customer service workshop for junior shop floor staff to intensive 3 day outward-bound experiential learning events for senior managers and board directors.

Experiential Learning is learning that comes from the experience of doing! This old Chinese proverb sums-up why it is the most powerful and effective method of developing skills:

**"What I hear I forget;
What I see I remember;
What I do I know!"**

We are very experienced, qualified and professional facilitators of experiential development programmes. We have designed, written and facilitated over 100 outward bound style programmes in the past 12 years.

Experiential learning is still the most powerful management development tool available, but probably the one that is most misunderstood and misused by organisations! Let me answer some of the most common questions:

Off-the-shelf solutions!

You can't expect to achieve your organisations unique objectives from an "off-the-shelf" programme and you should approach with caution anyone that says you can! We only produce be-spoke programmes, which are designed after speaking to the client and understanding the organisations objectives and the potential delegate's responsibilities.

It's just an excuse for a "jolly"! (translation: jolly="bit of fun"!)

Well, it will be if you let it – and if that's what you really want (and some organisations do), we can give you an event to remember! But seriously, most organisations are investing their training budget for some hard tangible results back in the workplace and real results on the bottom line!

We design our programmes carefully around your organisations corporate objectives and your people will have NEVER worked so hard as they will on our courses – but they will never have enjoyed a course, or learnt as much as they will on our programmes either! And that's a promise!

It's a great event but nothing really changes back in the workplace!

We hear that often and it's a fair comment – about other training organisations programmes! Our focus is entirely on creating an atmosphere where your employees can honestly assess their current skills and development needs, learn theories and strategies to address those needs and then put them into practice during the programme through structured and challenging activities that begin to change habits and behaviours.

Every delegate returns to the workplace with a clear, personal business action plan which focuses on your corporate objectives; an understanding of their responsibilities towards achievement of those objectives; and identification of personal development areas which are either achieved by on job mentoring and support by key people in your organisation or, if you require, by our support after the event.

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It's too expensive for us to consider!

It definitely isn't the cheapest method of management development, but on the "bang for you buck" meter you will never get a more powerful and as effective programme – providing you buy carefully! We've heard some really crazy prices being charged – and paid – by clients!

A transparent pricing policy!

Our pricing is simple and straight forward. We use excellent hotels to suit all budgets and taste with very attractive prices which you settle directly – we earn nothing by marking up your hotel charges! We design and facilitate all the programmes but use qualified and insured specialists for all the "high level" activity and you settle their very reasonable prices directly – again, we earn nothing by marking up their prices! And finally you pay us our agreed daily rate for the event!

Which means you can have a 2 day event for a little over £200:00 per day per delegate!

Activities!

We offer a wide range of experiential learning opportunities which are closely matched to achieving your objectives for the development programme. Some of these activities can include:

▪ Archery	▪ Rafting	▪ Navigating
▪ Rock Climbing	▪ Abseiling	▪ Mining
▪ Caving	▪ Orienteering	▪ Canoeing

All activities have bespoke prepared briefs to make the delegates think very carefully about achieving the desired outcomes whilst allowing them to identify weaknesses and/or put into practice theories and learning's covered in earlier sessions.

You don't have to be "fit" to get the benefits!

Our programmes aren't all about "high level" activities either. All our programmes utilise a host of less strenuous experiential learning activities - all of which are carefully constructed to create the most powerful experiential learning event possible - and aimed squarely at achieving your programmes objectives.

Does your organisation need experiential learning?

Organisations have used our outward bound activities to achieve the following objectives:

- **Integrate 2 companies after an acquisition or merger**
- **For senior management development programme's**
- **As a team building event to improve focus and results**
- **For assessment purposes to produce succession planning**
- **As catalyst for change following internal re-focus of corporate objectives**

If you would just like to talk to someone about your ideas and requirements please do not hesitate to call for a friendly and informal chat with no hard sell or obligation on your part. We look forward to being of assistance to you soon.