



REACH ANOTHER LEVEL
with THE TRAINING DEPT.

Navigator

Leadership and Management Development at Sea

‘Navigator’

An exciting, life changing 4 day organisational development programme that concentrates on the full range of leadership and management skills needed in today’s challenging business climate.

“This programme has reached the parts that other courses have failed to reach” A Customer, A Company.



Date: 20-23 Oct 2010

Cost: £995 + vat per person
(Funding is available for qualifying SME companies)

Programme contents

- ◇ Motivation and interpersonal relationships
- ◇ Leadership and team building
- ◇ Setting and meeting objectives
- ◇ Planning and problem solving
- ◇ Change Management
- ◇ Interpersonal communication
- ◇ Personal development
- ◇ Safety management and risk assessment



[Click here to watch a promotional video](#)

<http://www.reachanotherlevel.co.uk/videos/navigator.swf>

Phone us now on 01822 854882 or 0161 371 5427 to book one of the limited places or email firststep@reachanotherlevel.co.uk.

Navigator



The programme

Navigating yourself through the demanding and stormy seas of 21st Century industry and commerce, fostering innovation, creative thinking, focused entrepreneurship and sound management are the key challenges for today's senior managers.

Navigator' is a 4 day leadership and management focused experiential learning programme that provides participants with an opportunity to identify and develop the skills needed to improve both personal and business performance. The fact that success in work depends on finely tuned leadership and management is reinforced throughout the programme.

The 'Navigator' Programme is based upon "Frontier Adventure" (Colin Mortlock) and developing peak experience. This is like stepping through a door into another world, which is altogether more magnificent and more indescribable than normal living, not too dissimilar than going from college into work. Once through one door others beckon, you just know you have the key to them all. When participants bring to this environment their own agenda for development, both personal and business focussed, they may be surprised by the level of their own success.

Because the learning environment generated by



Navigator is so unusual we don't set the development objectives; **the shipmates do**. This is not to say there are none. The process is so powerful that they are built into the programme like it or not.

The Development Environment

At sea the ship becomes a self contained learning community, the running of the ship is in fact a parallel to running a business but much more concentrated and demanding as learning and



personal development are at the centre of everything. Organisational structures are clearly defined, as are roles and responsibilities. Failure to apply the essential disciples of planning, coordination, review and control may not be evident in a normal working environment, however, on a Tall Ship such failures will become immediately obvious.

The Methodology

Navigator is based on an active metaphor which exposes participants to a controlled high risk working environment where behaviour leads to real consequences.

The programme embraces sailing skills, seamanship, team working, leadership, personnel management,

ships management, people management, health and safety, planning, passage planning, navigation, communication, problem solving.

The syllabus covers all key management and organisational areas required to run an effective *business*, which are also evident in the *business* of running a Tall Ship. The inherent learning is flexible enough to be applied to managers in all sectors seeking to improve personal effectiveness.

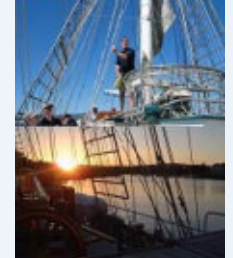
Personal Development

This is a personal development experience which is second to none. *We reach the parts other courses don't reach.*

Participants are effectively *signed on* for the duration of the voyage and become active crew members in all aspects of daily life, and subject to a level of discipline appropriate to the demands of going to sea on a Tall Ship.

To enhance and develop sound leadership skills needed to ensure an effective and efficient team is created (onboard and back at work), *shipmates* must capitalise on all the available resources needed to meet and achieve their challenging learning objective.

In addition, each person will keep a development log and produces a learning action plan for





implementation upon return to work. The goal of the plan is to enable measurable improvements in personal departmental and/or organisational performance to be made.

Throughout the voyage the facilitators onboard will be briefing and de-briefing watches, running performance reviews, giving group and individual feedback and facilitating individual development.

The entire venture will be centred on the question of

“how will you apply what you have learned on your return to work?”

Learning Outcomes

Pre-programme planning ensures participants can personalise their learning experience to meet specific priorities and development needs. When onboard these needs can be met due to the high ratio of facilitators who operate in all programme fields.

Learning and Skills Assessment

The appraisal and assessment of progress is undertaken at a level associated with commercial



performance reviews, and as the development process is based upon real not scenario based activity where participants are employed to run the

“sailing enterprise” in its entirety we review real-time performance and provide dedicated delegate review slots and feedback.

All activities are overseen and risk managed by full



time professional crew/facilitators.

Assessment methods can include, observed assessment of competence against standards including organisational standards, national standards, observance of performance during evolutions and feedback, log book and individual reports, formal appraisal and peer assessment. There is also an assessment of team performance and leadership skills.

Onboard.

The learning environment used for Navigator mirrors the working environment in most workplaces. Principally the learning takes place through undertaking subject specific activity that involves running theory and practice at the same time. Participants split themselves into two teams (watches) upon which the ships routine depends. Within each watch all the non-negotiable duties must be

undertaken to include: watch keeping, sail setting/ lowering/stowing, ships maintenance, route planning, navigating, cleaning ship and health and safety training, emergency drills etc.

In effect the delegates do everything which needs to be done to plan and undertake a voyage, during which time they have the opportunity to develop skills and achieve a range of formal learning and development objectives in all relevant work topics and any additional objective agreed with them pre-voyage.

Learning is what you are left with after you have forgotten what you have been taught

Navigator goes beyond the normal classroom session mindset, targeting the application of learning.

‘Navigator’ is a true ‘development’ adventure

Those fortunate enough to join us will gain a life changing experience; returning refreshed, motivated and ready to deliver optimum performance through increased understanding and profound personal awareness.

The programme embraces the latest thinking, ideas and methods to energise people, utilise and extend their entrepreneurial skills and help them transform and embrace leadership, teambuilding, interpersonal skills and the ability to cope in dynamic situations.

Everybody is a new starter on these ships, a truly status free





environment. On a Tall Ship just like in a business there are no passengers, only stakeholders. There is a very steep learning curve to climb, along with the rigging, it is a tall order to learn the key skills required, which must be learned quickly. The safety of all onboard Depends upon it.



People spend many years developing leadership knowledge and skills to progress careers, but working in harmony is different. Therefore, once in a while it is good to take people out of the modern environment and just let them enjoy a ship, the sea, the anchorage and the company of their crewmates, this is an important part of the experience and it's amazing what people find to talk about; but not for too long: - **A Tall Ship is meant to be sailed.**

The Sailing Challenge

Shipmates undertake formal training and practical study in seamanship/navigation etc. and need to prove competence before being allowed to take command. Only when there is evidence of collective competence will the ship be handed over.

Everyone will be assigned to one of two watches, every watch member will take part in all duties required to run the ship.

.. Prior to Embarkation

Learning the Ropes: We send each shipmate a Navigator Crew Kit including a ships handbook which covers much of what must be learned to become an effective crew member. We do not expect participants

to learn everything before joining the ship, however they will be expected to familiarise themselves with the fundamentals, nautical terms, names of sails, parts of the ship and one or two basic knots.

Learning About Themselves: The Navigator Crew Kit also contains a personal appraisal instrument which is completed prior to sailing. When joining the ship crew members will receive feedback on their results and possible development needs, which will be included in an objective setting session early in the voyage.

Joining the Ship: Upon joining the ship, things happen very quickly. First the ships articles are signed, then each person is assigned to a watch (part of the selection process the participants take part in). Within minutes they will find their bunk and stow their gear.

From this point everything done is in pursuit of becoming an effective member of an efficient watch, but more importantly, an effective leader of a commercial operation.



Induction: The shake down procedure is designed to get crew members into the ships routine as quickly as possible with one aim in mind, putting to sea.

Activity number one, 'up and over', acclimatisation to working aloft, climbing up one side of the mast and down the other.

After a conducted instructional tour of the ship work begins in the watch to establish particular duties, this is where team building and workplace learning begins.

What follows for the next couple of days is intense training in sailing a Tall Ship, embracing continuous performance reviewing, both individual and group based.

In addition, shipmates work on a one-to-one basis with the development team reviewing personal development needs. This is based upon onboard performance and the outcomes of the personal appraisal.

Taking over the Ship: When ready the *shipmates* to take over the ship and the team will be required, collectively, to present an action plan detailing exactly how they will manage the ship and define the key skills, knowledge and competence required both onboard and crucially back at work to become successful.

Only one final destination will be given and the required time of arrival, what happens next:

is up to you

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