

the 2020 FIENNES YOUTH LEADERSHIP CHALLENGE

pilot program



OUTBACK
INITIATIVES

Creating Tomorrow's Leaders Through a Crucible Experience

9-19 July 2020 • The Kimberley



Photo courtesy of Fieldcraft



Photo courtesy of Fieldcraft



“The skills required to conquer adversity and emerge stronger and more committed than ever are the same ones that make for extraordinary leaders.” HBR

42 is the average age most managers begin formal leadership training, about 10 years after they begin supervising people. Imagine if we could offer leadership training to young people about to start their lives as adults, and the difference it could make to their ability to face the challenges that await them.

A crucible is, by definition, a transformative experience through which an individual comes to a new or an altered sense of identity.

Not everyone has the opportunity to choose their crucible where they can learn the hard truths about themselves and the skills to lead in a safe and positive environment. Today's young people are facing enormous world challenges that require a new kind of leadership and different skills to face the challenges of the 'Fourth Industrial Revolution' and the future political and environmental landscapes. According to the World Economic Forum, a future workforce will require the following skills:

- Critical thinking
- Creativity
- Active learning with a growth mindset
- Interpersonal communication skills
- Emotional intelligence
- Judgment and decision making
- Leadership
- Diversity & cultural intelligence
- Embracing Change
- Technology skills

We'll provide 9 out of 10 of those foundational skills

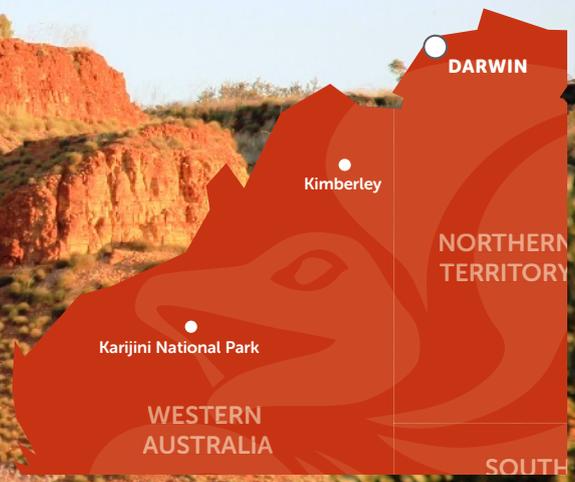
Code	FLC2020
Age	18-23
Duration	11 days inc travel, starting & ending in KUNUNURRA
Location	The Kimberley
Group Size	24
Cost	AU\$5500 inc GST (40% discount)
Inclusions	All meals, transport, accommodation, program deliverables, physical activities, workbook, coaching and mentoring are included.
Exclusions	Flights to/from start/end points not included. Fully tax deductible for Australian residents.

LIMITED PLACES AVAILABLE

REGISTER NOW

Fiennes Leadership Challenge

The program will start and end in Kununurra, East Kimberley in Western Australia, 800km from Darwin and 3,200km from Perth. We won't tell you exactly where you're operating, that's part of the challenge. But, rest assured, you're in safe hands.



WHO IS SIR RANULPH FIENNES?

Sir Ranulph Fiennes has been titled by the Guinness book of Records as the 'Worlds greatest living explorer'.

He was first to reach both Poles and first to cross Antarctic and Arctic Ocean (both with Charles Burton), first to circumnavigate the world along its polar axis and entirely by surface travel and led the first hovercraft expedition up the longest river in the world (the Nile) in 1968/1969. He also achieved a world record for unsupported northerly polar travel in 1990 and a world first in 1992/1993 by completing the first unsupported crossing of the Antarctic Continent with Mike Stroud. This was the longest unsupported polar journey in history.



Photo courtesy of Fieldcraft

Before Bear Grylls, there was Ran Fiennes

WHY THE FIENNES LEADERSHIP CHALLENGE?

On an expedition to recreate the Livingston Expedition in Africa, Sir Fiennes confided in the expedition artist Guy Hammond that he was constantly approached by young people wanting to learn to be explorers and adventurers. He was also approached by parents of young people who wanted their child to have an opportunity for real character growth through a physical adventure. Unfortunately, he was unable to assist in these areas, however it got him thinking about how he could make a positive impact in the growth and development of young people through adventure. Through Guy's contact in Australia at Outback Initiatives, the Fiennes Leadership Challenge was born and a 21 day land and river expedition offering will be available in 2021.

This inaugural program is an 11 day 'crucible' experience is offered at a one-time 'at cost' investment. Participants will be the first of the alumni & if deemed suitable, may be offered mentorship training and working with us as youth leaders in the future. As this is the pilot program for the 21 day program in 2021, we will work with the participants to develop the final product for release in 2021. Visual images will also be used for future marketing purposes and any social or hard-copy media. All participants will receive 6 months mentoring.



WHAT CAN I EXPECT?

- If accepted, you will be provided with further information about equipment and expectations.
- You will be participating in a group of up to people and divided into smaller teams of 5-7 and operating without your phone for the majority of the program;
- You will be provided with a behavioural profile assessment to help you understand your strengths, weaknesses and how you impact on others;
- Through facilitated team activities outdoors, you will learn the practical aspects of working with and leading people, as well as making decisions with limited information, time and resources;
- You will participate in debriefs about leadership models, best practices and critical management skills, as well create a personal action plan;
- We encourage participation in all physical activities, though it is "challenge by choice", safety is paramount on the program;
- Arrangements can be made to accommodate special needs, such as diet and medical conditions, mostly, its up to you and your team to make sure you're catered for;
- You will be in safe environments with experienced facilitators at all times with full safety backup;
- You will be tired and you will be out of your comfort zone – but you WILL have a lot of fun!

WHO SHOULD ATTEND?

This is not a 'walk in the park'. Only those committed to their personal growth & positive community change will be considered

We are looking to create highly effective future leaders, and as such, we are offering this opportunity to young people between the ages of 18 & 23 who already have a strong commitment to their community through volunteer work and/or have a strong commitment to creating positive change in their communities and the world. They do not need to be physically fit (though that will help with fatigue), and **the program is not biased towards fitness, gender, culture or religion**. The ideal participant is passionate about change, and mature enough to know they need to learn the skills to help them get where they want to be, to achieve what they need to achieve.

We are highly a professional and experienced provider of leadership training to international companies & paramilitary organisations including the prestigious Gurkhas for over 26 years.

"The best leaders excel in their ability to create meaning out of adversity"

PARTICIPANT OUTCOMES

- Clarity of mission and values, including identifying personal and professional goals
- Awareness of your own leadership and communication style & strategies to increase effectiveness
- Ability to manage conflict in a constructive way and create win-win outcomes
- Experience practising different skills, such as planning and prioritising, problem solving and ethical decision making
- Recognition of the importance of teamwork for managing risk, resources and conflict & creating change
- Learn to make ethical decisions under pressure
- Learn efficient communication skills, including delegation, negotiation and giving and receiving feedback
- Gain an understanding of how emotional intelligence can facilitate win-win change and maintain healthy relationships
- Learn how to influence others to lead positive change

WHAT DO I GET FOR MY INVESTMENT?

PROGRAM DELIVERABLES

- DISC Behavioural Profile Assessment
- Experiential Leadership Program
- Leadership Course Book
- Work Session: Difficult Conversations
- Work Session: Influence & Negotiation
- 360 Team Feedback Session
- Personal Action Plan
- 2 Individual Coaching Sessions
- 6 months mentoring

PHYSICAL GROUP ACTIVITIES

- Trekking
- Abseiling
- Caving
- Kayaking or Canoeing
- Group problem solving activities

THE OUTBACK INITIATIVES **PROCESS**

Fortunately, not all crucible experiences are traumatic. In fact, they can involve a positive, if deeply challenging, experience which forces participants out of their comfort zone. Through carefully orchestrated consequence-based, problem solving activities, participants learn the practical aspects of working with and leading people and making decisions with limited time, information and resources.

OUTDOOR LEARNING

Our residential leadership programs take place outdoors in rural and remote regions to challenge people to step outside of their comfort zones. Staff are experienced and well-trained to ensure the physical and emotional safety of participants at all times.

ACTIVITY-DEBRIEF-REFLECTION-TRANSFER CYCLE

Every activity is followed by a debrief that addresses lessons learned and reflection on opportunities for improvement. This cycle is repeated to provide a safe environment for making mistakes and applying new problem solving approaches. All activities are conducted with the participants physical and emotional safety in mind.

FEEDBACK

Giving feedback is a critical leadership skill, and something that most of us struggle with.

All participants are trained to give and receive effective and honest feedback. Each activity on the program requires a new team leader who will be leading the team through the challenge. Once the activity is over, and after the debrief, feedback will be given to the team leader on their leadership style and effectiveness. At the end of the program, participants undergo further coaching to address the 'leadership gaps' and develop a strategy for addressing the gaps identified. Post program support and accountability to an external source will assist with achieving the desired behavioural change. The ongoing mentoring and network interaction will also support positive growth.

PARTICIPANT **OUTCOMES**

COMPETENCY	VALUE		SKILLS
Desired Culture	Internal Driver of Motivation		External Tool for Application
 RESILIENCE	COURAGE	Adapts, thrives and inspires in the face of adversity	✓ Effective Communication ✓ Ethical Decision-Making
 TRANSPARENCY	AUTHENTICITY	Builds honest and collaborative relationships	✓ Emotional Intelligence ✓ Conflict Management
ACCOUNTABILITY	INTEGRITY	Holds high ethical and moral standards	✓ Effective Communication ✓ Ethical Decision-Making
 PRODUCTIVITY	SERVICE	Believes in delivering value by serving others	✓ Planning & Prioritising ✓ Delegation & Coaching
 INNOVATION	CREATIVITY	Encourages new ideas and provides safety for failure	✓ Problem Solving ✓ System Thinking

PLACES ARE LIMITED, if you would like to join the program please contact us for an application form or download it online from our website.

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2020 Fiennes Leadership Challenge



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