

WOMEN'S LEADERSHIP DEVELOPMENT PROGRAMS



Empowering Women for Leadership and Gender Equality



Outback Initiatives helps organisations navigate change by building teams that communicate, collaborate and follow through with action.

We facilitate group experiential learning in challenging and safe outdoor environments, resulting in remarkable gains in a short period of time at reduced risk and cost to your stakeholders.

Only 3.5%
of ASX500 company CEOs
are women, though they
comprise 46% of the
Australian labour force.

Research shows that companies with more female directors in management financially outperform those with the least.

Women are the largest global economic opportunity, holding majority control over consumer purchasing power and having long-term positive impacts

on corporate performance, local economies, and the next generation's welfare.

Meeting the mandate on gender equality is not only the right thing to do, it's the smart thing to do. It's time to invest in women and support women to invest in themselves.

WHAT IS GROUP EXPERIENTIAL LEARNING?

At the core of our change management solutions is our group experiential learning programs, which bridge theory and practice to fast-track personal growth.

Our process creates a sense of urgency about the need for change, requiring participants to critically assess their current values and beliefs and practice new strategies in a risk-free environment.

Experiential learning has proven more effective than conventional learning for changing learned behaviours and increasing self-awareness while reinforcing a culture of trust and respect for diversity.

INDIVIDUAL OUTCOMES

- Understand how your leadership style impacts others
- Make decisions in ambiguous situations
- Develop resilience and adapt to changing circumstances
- Manage morale and team cohesion under pressure
- Leverage different strengths to increase effectiveness

"It illuminated my understanding of our different behaviours and how I come across to others. This greater self-awareness has led to more effective decisions and responses based on purposeful objectives, versus emotion or pre-programmed thinking. Outback Initiatives has been the most powerful and worthwhile professional learning I've undertaken to date."
— Janette Philp, Mahogany Creek Distributors

THE OUTBACK INITIATIVES **PROCESS**

Through consequence-based activities, teams learn the practical aspects of working with and leading people and making decisions with limited time, information and resources.

Every activity is followed by a debrief that addresses lessons learned, as well as opportunities for improvement. Every individual completes a behavioural profile assessment and personal action plan to understand their own strengths, weaknesses and how they perform under pressure.

PHASES	1	AWARENESS	Behavioural Profile Assessment creates self-awareness. Program Course Book provides leadership theory introduction.
	2	CHAOS	Low-intervention team exercises allows teams to face the reality of current problem-solving processes and own the consequences.
	3	DISCOVERY	High-intervention team exercises allows experimentation with new problem-solving processes and own the consequences.
	4	CONSOLIDATION	Challenging full group activity reinforces learnings to achieve and own a successful outcome.
	5	TRANSFER	Facilitated peer feedback provides safe emotional space for self-acceptance. Personal Action Plan identifies gaps and priorities to achieve full potential. Program Debriefing identifies strategies to transfer learnings into the 'real world'.

PRACTICAL LEADERSHIP SKILLS

- 👉 Effective Communication
- 👉 Negotiation & Conflict Resolution
- 👉 Emotional Intelligence
- 👉 Facilitation & Delegation
- 👉 Giving & Receiving Feedback
- 👉 Planning & Prioritising
- 👉 Problem Solving
- 👉 Ethical Decision Making
- 👉 Risk Management
- 👉 Resource Management

PROGRAM **DELIVERABLES**

- 👉 Behavioural Profile Assessment
- 👉 Personal Action Plan
- 👉 Leadership Program Course Book
- 👉 Conflict Resolution Work Session
- 👉 Building Resilience Work Session
- 👉 360 Team Feedback Session
- 👉 Individual Coaching Session
- 👉 Strategic Planning Session



BESPOKE PROGRAM DESIGN

We tailor each experiential program to meet organisational requirements, and performance outcomes.

LOCATIONS

We deliver in remote and stunning locations throughout Australia, but can tailor to any domestic or international location of your choosing (i.e. Thailand, Nepal)

DURATION & GROUP SIZE

Experiential programs are 4-12 days for groups of 14-28 and can be delivered all at once or in phases.

PHYSICAL ACTIVITIES

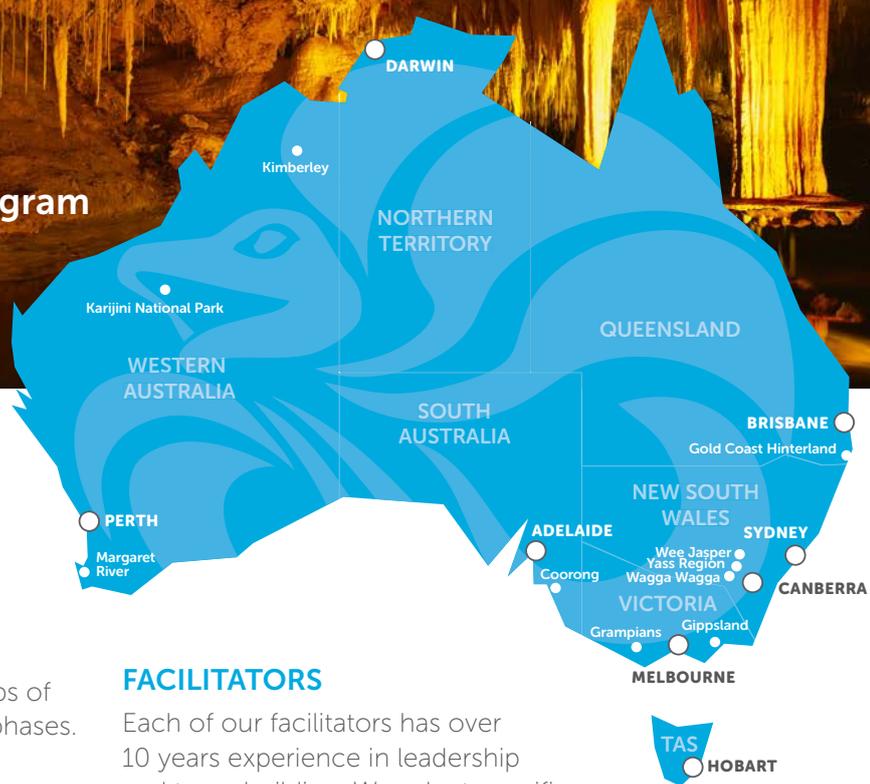
Typical activities include walking, hiking, abseiling, caving, yoga, meditation, canoeing or kayaking. Activities and levels of physicality can be adjusted by request, but may differ according to location and weather conditions.

ON-SITE SUPPORT

Each experiential program is supported by multiple facilitators, logistical support, and medical evacuation if required.

INCLUSIONS

Investment is inclusive of all meals, activities, accommodation and transport (boats, minivan, bus as required) for duration of program. Individual profile assessments, course books, permits and site licenses and insurance are included.



FACILITATORS

Each of our facilitators has over 10 years experience in leadership and team building. We select specific consultants and field experts to integrate seamlessly with your HR partners to deliver a comprehensive solution.

Our programs integrate well with:

- Executive Retreats
- Strategic Planning Workshops
- Corporate Management & Sales Training
- Stakeholder Engagement Meetings
- VIP Client Gatherings
- Team Building Programs
- Frontline Management Programs
- Incentive Based Performance Programs
- Workforce Diversity & Cultural Awareness Programs
- Corporate Health & Wellness Programs

AWARDS & ACCREDITATIONS

Working with us means you are partnering with an accredited and award-winning business, owned and operated in Australia.

- Tourism Commercial Operator License (Australian Tourism Quality Assured)
- Department of Parks and Wildlife (DPAW) Operator License
- 2014 Commonwealth Bank North West Metro Small Business Awards: **Best Educational Services** Winner
- 2015 Commonwealth Bank North West Metro Small Business Awards: **Business of the Year** Winner
- 2015 Belmont Small Business Awards: **Business Woman of the Year** Winner and **Best Enterprise** Finalist
- 2015 Australian Small Business Champion Awards: **Educational Services** Finalist
- Endorsed by adventure explorer, author and speaker Sir Ranulph Fiennes

Australia's #1 Experiential Programs for Leadership Development

IS IT POSSIBLE for professional development to be **hands-on, results-driven, and life-changing?**

At Outback Initiatives, we care about giving you a challenging but stimulating learning experience that changes how you see yourself and engage with others, personally and professionally.

Outback Initiatives is an international human resources consultancy based in Perth, Western Australia. We have been successfully delivering high impact team building and leadership development programs to clients from all over the world for over 20 years.

Outback Initiatives provides outcomes-based consulting, custom corporate and government training, and personal development programs designed for executives, women, youth and rural communities.

We are an award-winning small business with over 35 experienced facilitators and staff, with a proven track record for immediate and sustainable results. Over 10,000 leaders have benefited from our group experiential learning programs.

STRATEGIC OUTCOMES

We believe in giving you and your organisation the means with which to achieve optimal performance in your human capital investments.

- Leadership Capacity Building
- Team Building
- Change Management (Mergers & Acquisitions, Succession Planning, Redundancies)
- Workplace Diversity & Cultural Immersion
- Community & Stakeholder Engagement
- Personal Development

COMPREHENSIVE SERVICE

We tailor our consulting and training services to meet your specific needs and objectives.

- Strategic Planning
- Organisational Gap Analysis
- Experiential Learning Programs
- Behavioural Profile Assessments
- Facilitated Workshops & Exercises
- Coaching & Mentoring



OUR CLIENTS

coles



Tourism
WESTERN AUSTRALIA



CONTACT US TODAY for a consultation on how our bespoke programs can support your human resources initiatives to increase women in leadership and improve workforce diversity for maximised organisational performance.

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BUILDING LEADERS • TRANSFORMING LIVES