



## BACKGROUND

AGSM offers global top-tier general management, executive and leadership development programs. The AGSM's transformational MBA and MBA (Executive) programs are consistently ranked in the top 100 programs globally and our online MBA, the MBAX, is ranked 1st in Australia.

Outdoor Insights has worked with AGSM since 1992 to provide interactive, open air activities that further enhance the internationally renowned high quality MBA programs.

A key area of study in the AGSM programs is "Leadership". While most MBA programs are classroom focused using theoretical content, case studies, lectures and assignments, the AGSM program is unique in incorporating an intensive two-day practical leadership component. The scenarios are designed to bring theory to life through a range of simulations that immerse both leaders and teams in problems that require clear leadership, effective problem solving skills and timely execution of the tasks. These scenarios highlight the complex and dynamic nature of teams.



## THE PROCESS

The program is delivered in the stunningly beautiful Kangaroo Valley, located on the edge of Morton National Park, South of Sydney. The setting provides international students from more than 20 different countries of origin, a uniquely Australian bush experience. The bush environment can be perceived as either benign or a threat depending on your perspective, but is outside most participant's comfort zones, reflecting the corporate world and providing the setting for a powerful learning experience.

The Australian bush provides the perfect backdrop for the participants to experience the trials and tribulations of working with a team, but also to look after the health and welfare of their colleagues in a physically challenging and potentially treacherous environment. Notwithstanding the students' perception of the hazards and risks in the outdoors, the real risk is low with Outdoor Insights providing a safety net to ensure that learning is not compromised.

The program is deliberately intensive, however ample time is provided for them to reflect and gain feedback on each participant's leadership style. The intensive nature of the program is deliberate, and the inevitable fatigue from the long days heightens the need for strong and effective leadership. The premise being, leading is relatively easy when things are progressing smoothly, however it is during times of adversity, that leaders are truly tested.



## THE PROCESS

The participants each have a number of opportunities to lead their peers in a number of team-based problem solving activities ranging from navigation in trackless bushland to everyday activities like camp set up and preparing meals for the entire group. There is also a focus on Emotional Intelligence and continuous growth in leadership capacity and skill. Insights from Outdoor Insights facilitators and peers both contribute to powerful learning.

The feedback process revolves around each leader reflecting on what worked for them, followed by each team member providing feedback on what they thought the leader did well. Following this, the leader reflects on what they might do differently next time, followed by each team member giving their observations on the same question.

The program has been offered to students each year since 2008 and has consistently been reported as one of the highlights of their studies at the AGSM.

## OUTCOMES

The following outcomes are achieved on the Outdoor Insights AGSM Practical Leadership Program:

- Improved leadership of teams to achieve directed tasks.
- Greater awareness of leadership styles.
- Development of problem-solving skills.
- Increased ability to influence people through effective communication.
- Greater awareness of strengths and weakness and strategies to improve leadership effectiveness
- Greater insight into team dynamics when team members and leaders are operating under stress and in an unfamiliar environment

