

Adventure for Life

Conference Facilitating



Why use an external facilitator?

Meetings are expensive. The cost of accommodation, venue fees, food and beverage, activities, flights, and transfers adds up. Organisations also incur a significant opportunity cost with staff drawn away from their day-to-day responsibilities. An external facilitator will ensure these costs are not wasted with directionless meetings where commitments are avoided and decisions are either made badly or not at all.

Adventure for Life facilitators:

- provide a fresh set of eyes to ensure sessions are productive.
- provide a safe environment so staff can express their opinions.
- create a dynamic environment to lift energy and creativity levels
- help build a consensus for company direction
- don't have agendas
- ensure all staff have input.
- drive discussion forward to achieve a common goal.
- conduct pre-event research to gauge staff moral, concerns and desires.
- come from a diverse range of backgrounds and have facilitated meetings for businesses, sporting organisations, political movements, and community groups.
- provide continuity with conference team building activities.

Specialty sessions include the following.

B.H.A.G. Development.

Big Hairy Audacious Goals are big picture dreams, developed with the following question in mind: Given a business environment with no restrictions, where would you like the company to be in 30 years time?

BHAGs are bigger, bolder and more powerful than regular long- and short-term goals. They take generational commitment, are exciting, tangible and something everyone just “gets” without any further explanation.

BHAGs are perfect for rapidly growing companies and are much more effective when staff play a role in developing the vision.

BHAGs are best developed when delegates are out of their comfort zone. Adventure for Life has some incredible activities to get people in the mood to develop a great BHAG to drive long-term performance.



What your staff really think about their work.

If a senior manager asks one of their staff if they enjoy working at company ABC, the response will no doubt be positive. It wouldn't matter if the staff member was deeply unhappy or thrilled with their job, the response would most likely be the same.

This two hour session examines what motivates your staff, what would make them work more efficiently, what upsets them, and what really \$%^#es them off. Replacing staff is expensive, and keeping key employees happy can only improve your bottom line. An external facilitator will get honest and highly valuable feedback about your most important assets.



Culture Change

Do your customers love you? Why do they keep coming back, and why do some go to the competition? Are your staff just going through the motions or do they value their work? This session is perfect for developing a deeper understanding of your clients and staff. It's also a great way to reduce silo thinking and learn about the key issues facing other departments in the organisation.

The aims of these sessions include:

- develop (or re-inforce) the company's trademark,
- examine behaviours that support this trademark.
- identify behaviours that are inconsistent with the trademark
- Highlight and identify SWOTs
- Develop and prioritise areas of change.
- Establish follow up programs and procedures



Adventure for Life facilitating services run from basic facilitation right through to ongoing performance improvement programs.

Basic business facilitation ensures sessions run on time, are conducted in appropriate venues, are focussed on objectives, and are not overly dominated by individuals. We document session outcomes without external recommendations.

Advanced facilitation includes a business diagnostics report with recommendations. Advanced sessions can include pre-meeting surveys and post meeting follow up sessions to ensure progress is being achieved.

Advanced facilitation sessions can also provide an information base for ongoing performance improvement programs (PIPs). Adventure for Life's PIPs create an environment that allows your team, individual staff members, and bottom lines to thrive.

www.adventureforlife.com.au

info@adventureforlife.com.au 0437-745874