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S e r v e t o L e a d



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"An area which encompasses the Causeway Coast, Fermanagh Lakeland, Sperrin Mountains, and Donegal Highlands and Islands."

Summary

Catalyst is an independent group of trainers based in the North West of Ireland, an area of remarkable natural beauty; of scented pine forests, rolling moorland, tranquil lakes, golden beaches and wild rugged mountains.

We specialise in management programmes which enable individuals and organisations to achieve outstanding results through working together with us to provide learning and development experiences, that will translate in the work place to effective action, improved results and personal satisfaction.

The training methods we use are experiential - arguably the most powerful form of learning known and our courses are designed to meet the specific training requirements of our clients; who span small businesses and training agencies to the largest private and public sector organisations.

Whenever appropriate we use outdoor management development, as outdoor projects are about real achievements, consequences and solutions. These projects place participants in the unknown, operating under pressure and against deadlines, in an environment of change and uncertainty.

Review and discussion are integral parts of the course. They occur as interventions, as the consequences of behaviour and attitudes become apparent, they are also included as part of the course structure to encourage participants to reflect on what they have learned about themselves and others. The strong link forged between practice and theory in the form of isomorphs is then applied and followed through back in the workplace.

Finally, we believe that our approach to training enables the empowerment of individuals within organisations, allowing them to take responsibility for their development within a supportive context resulting in changes which are long lasting and which achieve outstanding results.



Management Development and Leadership

Catalyst Management Development Courses are designed to enable managers to bring together all the strands of their previous management learning and transform it into practical performance. They enable managers to practice in a 'real task' situation new approaches and behaviours. This can assist some managers to shed previous dysfunctional styles which hindered their development in people skills.

This is very important because at Catalyst we believe that the successful manager develops a range of abilities which are essential: communicating, delegating, negotiating, resolving conflict, persuading, selling, using and responding to authority and power.

The course will consist of a series of progressive outdoor based projects which increase in complexity. Practical projects and reviews will be illuminated by appropriate models or theories, and participants will be encouraged to find methods that work for them.

Each group has a tutor for the duration of the course who steers the group from one learning point to the next - adapting the programme and facilitating the reviews to ensure the psychological and physical well-being of the group.



"A team has the potential to accomplish much more than the sum of its individual members."

During the course each participant will have the opportunity to adopt a leadership role within the group whilst working on a project, as we feel the opportunity to experiment with leadership styles in a variety of practical situations combined with quality feedback and coaching is fundamental to a manager's development.

A team has the potential to accomplish much more than the sum of its individual members. However groups often fail to achieve even a part of their potential. It is a common experience for group interactions to be inanimate, defensive, unsatisfying, perplexing and unproductive.

This is an expensive failing in any organisation because effective management requires that people come together to co-ordinate resources, clarify objectives, initiate and champion ideas, plan procedure and 'get things done' despite obstacles.

At Catalyst we believe that OMD is a splendid way to give individuals the necessary skills to ensure that the teams already described have no place in your organisation or company; rather, that team members become highly interdependent, and collectively responsible for achieving major objectives that have a major effect on the organisations profitability or effectiveness.



We want to orient groups to success, to co-operation and away from behaviour where everyone loses.

Quatermain's Mine is an extremely powerful team building simulation that focuses on themes of leadership, planning and communications.

This experiential exercise will generate enhanced opportunities for learning. There are many business metaphors in the exercise that link to individual and organisational improvement.



'Holmes 3'; If you want more decisive action from your meetings, then turn them into real focal points for achieving your goals.

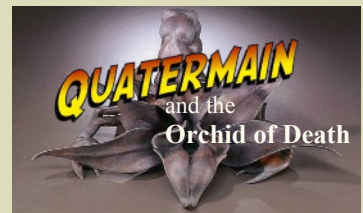
It's an ongoing challenge to deliver on-time and within budget in the face of information overload. This experiential programme with an easy to implement process will take us from 'need to deed' most effectively.



Quatermain and the 'Orchid of Death' is an effective team building simulation that focuses on leadership, planning and communications.

'Orchid ' forces teams to deliver results and make decisions in a fast paced challenging environment, solving ever more complicated and difficult challenges.

Only by earning as many 'kudos' as possible may you reach the Orchid



Race for the New World is a strategic simulation exploring themes of logistics, conflict management, negotiation, accountability and leadership.

Make your plans, provision your ships. Convince your patron. Plot your route using the best maps and information available, and try not to sail off the 'Edge of the World.' Oh! Did we mention, make a profit.



Wagon Train is a testing team building simulation that focuses on themes of leadership, planning, co-operation and communications.

Overland to Oregon or California! What to take? What to leave behind? Travel decisions must be made. Is there safety in numbers? Time is of the essence. Whom can you trust? Whose advice is valid?



K2: Killer Mountain is the perfect team building activity and a brilliant conference energiser suitable for even the largest groups.

The object of the exercise is to ensure all your team 'summits' K2. Each stage of the climb holds obstacles that must be overcome and problems that will have to be solved. Success may not come easily!



Scoop! is an extremely powerful personnel development simulation that focuses on themes of strategic leadership, planning and communication, investigation and analysis

This experiential exercise may be tailored to reflect your organisation's management structure for powerful ownership or may be used in its original generic format to tremendous effect.



Operation 'OSPRe' is a multi-faceted team building exercise that focuses on themes of project management, planning and communications.

Teams undertake multiple problem solving tasks which have cumulative and progressive outcomes. These are in turn used to deliver a 'final -day' multi-faceted project which will make serious demands on all teams.



'The Go Between' is a demanding team building simulation focusing on communication, management, project planning and LEAN manufacturing.

The design of the simulation is to generate opportunities for learning. There are many metaphors in the exercise that 'transfer the learning' to enable and enhance organisational and individual improvement.



'Chemical Busters' is a time bound team building simulation focusing on acquisition, logistics, conflict management and team building.

The design of the exercise is to generate opportunities for getting from 'need to deed' as elegantly as possible. There are many metaphors in the exercise linking to individual and organisational improvement.



'Quatermain and the Labyrinth' is a formidable team building simulation that focuses on themes of strategic planning and execution.

The design of the exercise is to generate opportunities for team focus, leadership, communication, co-operation and execution where the organisational objectives may be unclear and the tasks 'un-achievable'.



'Hot Chocolate' is the perfect team building activity and a brilliant conference energiser suitable for even the largest groups.

'Hot Chocolate' is a trading and co-operation simulation which examines the quest for profitability balanced with ethical consideration and sustainable development.



Senior Management Courses

Senior Management courses apply the practices of experiential learning to the reality of immediate company strategy. Participants use the event to generate second-order change, and to learn about the processes of such change.

The course will consist of a series of mentally challenging and stimulating exercises which reflect real business problems and circumstances in an unusual setting.

As the course progresses the problems become more and more complex in management terms calling upon a higher degree of skills in order to find solutions and achieve the set objective.

Each exercise is followed by a period of review which analyses the participants performance and relates the learning back to the work place.



- *"Will have increased effectiveness in problem solving and decision making."*
- *Will have an enhanced understanding of group dynamics."*

Participants will be encouraged to re-appraise their own management style and skills and identify areas in which they desire change, to apply creative and innovative approaches to problem solving, take a fresh look at their everyday work situation and consider ways in which their effectiveness can be improved and to consider the balance between Reactive and Proactive management to aid their strategic planning.

Catalyst Graduate Development courses and Supervisory courses are designed to provide participants with an introduction to and experience of the principles of management. Participants may be introduced to basic management process and to the fundamental interpersonal skills of people-management.

Some areas addressed during the Course:

Participants will identify the role and responsibility of a manager and his/her Team.

Will show increased communication skills.

Will have become more aware of the Factors affecting interpersonal relationships.

Will have increased effectiveness in problem solving and decision making.
Will have an enhanced understanding of group dynamics.

Co-counselling between the participants and tutors concentrates the delegates thinking on what they will do after the course and prepares the participants for the preparation of their own personal development plan at the end of the course.





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Team Development Courses

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Management Development in the Outdoors

Today's managers work in an environment which is ever changing; one of increased competition, harsh economic conditions and squeezed profit, so it is imperative that they are able to function effectively and consistently within an ever widening range of parameters.

Therefore the most effective managers can manage problems, turning them into opportunities for realizing the potential of people and developing openness to innovation. They are capable of evaluating options and choosing alternative desirable goals, they can see the order in apparent confusion and can convey to others their perception of what is to be done. This is achieved by learning from their past experiences, by ensuring that every circumstance is used as an opportunity for personal development.

Outdoor Management Development uses outdoor activity as a process whereby learning from experience takes place. It prepares and moulds an individual or team for a whole range of possible situations. It enables an individual to handle the new, the different, the challenging aspects of their work and provides them with an incomparable source of transferable learning.

Perhaps the most important benefit of using OMD is the reality of the training. The tasks and events may not be duplicates of those found at work but they are real and therefore real solutions and means need to be found.

As well as being undoubtedly real, OMD contains two other elements that exactly reflect the situation managers find themselves in at work. Firstly the future is unknown and is often difficult to predict just like work and secondly the participants are operating in an environment of continual change having periods of intense activity interspersed with time for reflection and analysis. Again the parallels with working in a company or organisation are quite clear.

Use of the outdoors is a feature of almost all Catalyst courses but the amount of this constituent will vary considerably from course to course as we use outdoor projects and activities as a vehicle for delivering management training and it's attributes are but a means to an end.

- **CEO's**
- **Senior Managers**
- **Middle Managers**
- **Graduates**
- **Supervisors**

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“Catalyst’s strength has always been in our ability to design successful courses and events, which reflect the requirements of our clients, and delivers their goals; this still forms the core of our business and always will.”



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158 Longland Road, Dunamanagh, Co Tyrone, BT82 0PP, Tel: 02871397855, Mobile: 07858175686, Fax: 02871397855

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