

Leading Teams through Challenging Terrain

'As the business environment becomes more challenging, so do the traits required to succeed'

Intellectual capacity takes second place to 'Emotional Intelligence' when it comes to the ingredients for sustainable success. Emotional competencies such as self-awareness, grace under pressure, failure tolerance, persistence and people skills, are all traits that can make the difference between surviving and thriving in today's highly competitive business environment.

Authentic leadership, is not based on position or title, it's about character – having a calm strength, humility, dependability, integrity; being an effective communicator, and empowering others to achieve their potential. Leadership often requires the courage to risk failure and the endurance to persist in the face of obstacles.

These qualities are not found in résumés. Leaders reveal themselves by demonstrating their attitudes, values and character on a consistent basis; especially when the pressure is on. They make decisions based on principles. Principles; like compasses; provide "true north" direction to our life and help us to navigate our way through the 'business jungle.'

Characteristics such as these are learned outside the classroom during the adventure of living. They can only be acquired through experience and maturity. The challenge for most people is that the learning curve in business is often steep and treacherous and learning from experience can sometimes be painful and costly.

A number of individuals and companies are now using adventure experiences to explore and develop the leadership potential and team skills of their people in a 'non-business critical' environment.

There are many obvious parallels between adventure experiences and what it takes to lead teams through the changing terrain of the business world. Experiential learning programs can provide valuable insights and immediate feedback, leading to accelerated learning outcomes that are transferable to other areas of life.

"What we learn through experience, emotion, challenge and fun, has much more impact on behaviour change and attitude, than traditional training methods."

Adventuring into unknown territory takes us out of our comfort zone and into the learning zone, where we have the opportunity to test our personal resources and challenge the inner rules that we live by.

A common misconception about these types of programs is that they must involve 'gung ho' commando activities run by ex drill sergeants.

'Healthy Teams' deliver professionally facilitated experiential learning activities that highlight existing attitudes and behaviours; assisting leaders and teams to identify their strengths and development needs.

Activities can range from indoor problem-solving exercises right through to highly challenging adventure activities. Most of the learning happens during the reflection phase of a program where participants discuss insights during a facilitated debrief. Follow up coaching is also an important ingredient for transferring the learning to one's personal and professional life.

Adventure is a great metaphor for life – ultimately our success is not measured by what we accomplish at any moment in time, but what we learn and who we become while striving to achieve our goals

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