

# Project Adventure's Professional Development Programs



## *Is your Organization:*

- Seeking to improve team performance?
- Looking to develop your employee's skills?
- Searching for a leadership development program for your managers?
- Working to manage recent changes or new projects?
- Starting up new teams after a corporate restructuring?
- Committed to improving customer service?

**Project Adventure**, an international non-profit organization, has been the leader in the dynamic and growing field of experiential Adventure-based education since 1971. Thousands of training programs have been created and implemented for people in the worlds of business, education and human services.

Project Adventure specializes in implementing dynamic experiential programs that generate positive growth and change. All Project Adventure programs reflect the philosophy that learning happens most effectively through experience. **Challenge yourself to go beyond perceived boundaries, to think in new ways and to work with others to solve problems creatively!**

## *Our Unique Adventure Training Methodology Will:*

- Improve individual and team performance
- Profoundly accelerate learning
- Help create solutions
- Energize your internal trainings

## *Professional Development Programs Include:*

- Leadership and Team Development
- Custom Design and Consulting
- Instrumented Learning Tools and Assessments, e.g. DiSC Behavioral Profile

## *A Positive Return on Your Investment:*

Training enhances employee retention

- ♦ A Louis Harris & Associates Poll says that among employees who say their company offers little to no training, 41% plan to leave within a year.

High performing teams positively impact productivity

- ♦ A four year study by the American Society of Training and Development shows that firms who invest \$1500 per employee in training compared to those that spend \$125, experienced on average: 24% higher gross profit margins and 218% higher income per employee.

Great companies are those with a sense of social responsibility

- ♦ Tracy Thompson states in *Washington Post Magazine*, that there is a "growing readiness of businesses to forge strategic alliances with non-profits in order to generate 'reputational capital.'" Working with a non-profit consulting organization begins this process.

## *Sampling of Corporate Clients:*

Microsoft, AstraZeneca, Hasbro, AT&T, Abt Associates, Exxon USA, Pfizer, Verizon, Hartford Life, Enel North America, Key Bank, Florida Army National Guard





### *What Makes Adventure Training Work?*

- Hands-on initiatives engage participants
- Risk taking – moving out of the individual's comfort zone of perceived boundaries leads to innovative problem solving skills
- Key learnings are easily transferred back to the workplace.
- Adventure is accessible to people of all ages and physical abilities at your site or ours
- Well designed activities require group members to:
  - ◆ Define the problem
  - ◆ Visualize outcomes
  - ◆ Share ideas
  - ◆ Analyze idea merits and drawbacks
  - ◆ Make trial attempts
  - ◆ Deal with personal style differences
  - ◆ Cooperate to reach a solution

### *A Project Adventure Cornerstone - The Experiential Learning Cycle*

It has been estimated that while we remember only 20% of what we hear and 50% of what we see, that we retain fully 80% of what we do. The bedrock of all Project Adventure programs and consulting services is the Experiential Learning Cycle (ELC). During this cycle, activities flow from hands-on initiatives to a processing that engages the mind, and often the emotions as well. Using an Adventure approach for exploring change and team issues involves engaging participants in a process that includes ongoing, pointed debriefs. These debriefs reveal key learnings that can then be transferred to the next activity—and back to the workplace. Brain research strongly suggests that when people are thus interested and engaged, they shift into a state of “relaxed alertness” (Caine & Caine, 1991), the optimal state of mind for meaningful learning.

Whether you are a team of senior executives in a Fortune 100 company, a group of public school administrators or a non-profit board of directors, high performance in the workplace is dependent on having the appropriate behavioral skills. These skills can be learned. We approach behavioral change using a variety of models. Our Adventure In Business models have been the architects for change in organizations all over the world.

### *With Project Adventure, You Benefit From:*

- In-depth experience integrating Adventure learning into business settings
- Working with skilled consultants who develop training programs consistent with your organizational goals
- Unparalleled achievements in enhancing team performance

### *Contributing To Our Mission:*

Every time you purchase one of our services you support our mission to help youth to positively contribute to their communities. Project Adventure's programs for youth are shaping the workforce of tomorrow.

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