

owls

Outdoor Wilderness Leadership School

Corporate Learning Center *Building Businesses By Building People*



What makes a company strong?

Is your company an effective team? Do your managers communicate well with their employees? Does your corporate culture foster productivity? It's easy to neglect questions like these in pursuit of a stronger bottom line, but in the long term the success of any business is dependent on its people.

OWLS Corporate Learning Center builds stronger businesses by building stronger people. Each unique program is designed to help employees, managers, and executives develop and hone important business-related skills, such as motivating others, setting goals, taking calculated risks, and communicating within a group. On an individual level the programs are enlightening. For the companies that participate in them, they're the foundation for a cohesive work environment and long-term profitability.

“Great, atmosphere for team building. Improved communication among the group. Outstanding to work with.”

Mike Burton, General Manager
Target Mid-Atlantic Distribution Center
Stuart's Draft, Virginia

Facilitated learning is...

Overcoming obstacles together. Thinking outside the box. Using resources effectively. OWLS puts participants largely in charge of their own programs, allowing them to structure courses under the watchful eyes of experienced facilitators. Together, facilitators and participants work to build a very powerful experience. This Action Reflection Learning format allows participants to tackle challenges that are important to them. It encourages them to develop their own goals and work together to achieve them.

Every OWLS program is custom-designed

There's no rigidity here. Every OWLS program is dynamic and unique, designed to meet the needs of a specific client. We listen to what you want. We assess your needs. And we help you assemble a series of learning events, motivational sessions, and team-building initiatives that will create fundamental change in your participant group by using natural and man-made challenges in an outdoor environment. The following pages show the most popular courses OWLS offers. Most of our programs are made up of a combination of these courses.



Big Sky Resort,
Big Sky, Montana



LET US CREATE A PROGRAM FOR YOU FROM MORE THAN 30 OWLS COURSES!

Our clients have different needs, so we have different course offerings. Choose a half-day ropes course, or sign your group up for a multi-day program with several components-problem solving initiatives, physical and mental challenge activities, leadership workshops, and rock climbing clinics, for example. Whatever your needs, we'll custom-build a program that fits.

Experiential Learning/Team Building Initiatives

These unique goal-oriented exercises and seminars help individuals learn to prize group success over individual recognition. Participants practice crucial cooperational skills, with input from professional facilitators, in pursuit of a goal that only the group can accomplish. The resulting learning experience transfers directly to the work environment.

Staff Development workshops integrate individuals' natural behavioral tendencies into the team building process. Participants complete behavioral assessments prior to the course, then undertake a group challenge that helps them identify their own and others' strengths, weaknesses, ideal environments, coaching techniques, and leadership styles. Four- to six-hour sessions.

Team building dinners challenge participants to work as a team to produce a five-course gourmet meal in one hour. The trick: nothing is ready before the group arrives. No recipes, prep work, place settings, beverages, or anything else. The group must develop and execute a plan-or go hungry.

Group events are problem-solving activities that use props like sticks, water, tarps, and rope to help team members develop "people skills" that enable them to function more effectively at work. Facilitators provide instruction and debriefing. Half, full, and multi-day schedules.

Executive Coaching through Corporate Consulting, Inc., teaches senior partners how to increase employee productivity, raise company profits, and develop satisfaction in the corporate workplace. This course requires an exploratory interview and organizational assessment. Interested companies must meet course pre-requisites.

Ropes Courses

Ropes courses present physical and mental challenges designed to improve existing interpersonal skills and help participants overcome barriers to personal and group growth. Both low and high ropes courses reinforce themes of support, leadership, communication, feedback, problem solving, and group decision-making

Low Ropes develop communication and trust within a team using physical and mental challenges that require group interaction. Events are never more than three feet off the ground. Half, full, and multi-day schedules.

High Ropes focus on the individual within the group in the context of a common experience to be overcome by all. Events are 20 to 40 feet off the ground and use extensive safety equipment. Half, full, and multi-day schedules.



Corporate Adventure Recreation

This is the fun stuff: high-energy outdoor sports under the supervision and guidance of a professional OWLS instructor. OWLS' multiple locations and experienced staff take your group out of the office and into the woods, down the river, or up the rock. All you need is enthusiasm. Classes provide extensive individual attention. All equipment is included.

Kayaking courses include roll classes, sea kayaking, and whitewater and flat-water instruction. Participants learn skills on rivers, lakes, oceans, and in man-made swimming pools. Classes cater to all ability levels. Advance reservations required. Half, full, and multi-day schedules.

Rock climbing instruction ranges from beginner top-roping to advanced multi-pitch lead climbing. Our highly skilled instructors teach safety, technique, equipment identification, belaying, rappelling, basic knots, meteorology, and other fundamental skills.

Mountain biking on everything from challenging single track and serpentine down-hills to easy jeep trails and gentle forest service roads. You choose the terrain, we'll provide the equipment, transportation, and instruction necessary for a fun and educational ride.

Orienteering teams race with map, compass, and/or GPS (Global Positioning System) to plot a course to a series of points shown on a map. Routes are both on and off trail. Along the way, team members are asked to take part in problem solving initiatives to emphasize different aspects of leadership.

Rafting with OWLS isn't just getting a "tour" of the river. From skimming riffles on an easy half-day ride to battling Class V+ rapids on one of our more challenging trips, participants are in charge of their own rafts, under the watchful eye of an experienced guide, of course.

Sailing trips teach teamwork, communication, organization, and tasking on an exhilarating hands-on cruise in the Chesapeake Bay. Participants work together to man an 80-foot vessel under the tutelage of an experienced sailing staff. This course is highly effective for senior management teams.

Corporate international trips can be designed to your specifications. They combine exotic foreign travel with the same high-quality outdoor and team-building expertise offered in our domestic courses. Summit Mt. Kenya. SCUBA dive Belize's rich coast. Fly-fish Patagonian rivers. Cast for tarpon in Costa Rica.

"I have had several phone calls this week telling me that your team building exercise was the most memorable part of our conference. That is exactly what we were looking for"

Chad Chappell, President
Meeting Professionals International,
Potomac Chapter
Gaithersburg, Maryland





A Few of Our Facilitators:

Rusty Renick has 22 years experience consulting on issues of organization development and leadership and management training. His clients including Verizon, the Metropolitan Museum of Art, the Tennessee Valley Authority, and New York City's Department of Citywide Administrative Services. Mr. Renick is a graduate of the University of Virginia's Executive Program, at the Darden Graduate School of Business. Mr. Renick is a specialist in Organization Development and has been a presenter at the National Organization Development Conference. He works as an independent human resources consultant in Charlottesville, Virginia.

Teresa Miller is a certified mediator, professional facilitator, and personal coach. She has worked with the Darden Graduate School Executive Programs, at the University of Virginia, GE Fanuc, Bank One, GTSI, Philip Morris USA, Brunswick, Global One, and nonprofits, including the Community Mediation Center of Charlottesville. Ms. Miller has a Master's Degree from the University of North Carolina at Chapel Hill and has completed the ICF-Certified coach training program at the Newfield Network.

Charles Connelly, Jr. is a contract facilitator for workshops utilizing experiential and theoretical methodology to address team building, strategic leadership, changes in corporate culture and interpersonal communication. He has worked for the Baltimore Chesapeake Bay Outward Bound Program, Pecos River/AON, Operation Explore, Inc., and other companies. Mr. Connelly has a degree in Health and Physical Education from the College of William and Mary.

Betsy Webb has over 20 years of experience in experiential training and development. She is a former program director for the Colorado Outward Bound School. She has a Master's Degree in Social Work from the University of Denver and a Masters Degree in Administration of Parks and Recreation from Western Illinois University. Ms. Webb currently works as a Project Manager for the Institute for Public Strategies in Bozeman, Montana.

Erik Henyon founded the Outdoor Wilderness Leadership School in 1996 and has worked for eight years in the field of management training and consulting. He has designed and delivered hundreds of training programs for corporations, schools, and government agencies. Mr. Henyon is a graduate of the University of Wyoming, the National Outdoor Leadership School, and Colorado Outward Bound. He works as CEO of OWLS from his office in Bozeman, Montana.



Outdoor Wilderness Leadership School
Route 664 Skyline Pavilion
Wintergreen, Virginia 22958
434-325-8566 Phone
434-325-8001 Fax

owls@wintergreenresort.com *Reservations*
info@owlsadventures.com *General*

Outdoor Wilderness Leadership School
3213 Augusta Drive
Bozeman, Montana 59715
406-920-2808 Phone
406-587-5827 Fax

owlsetc@hotmail.com *Reservations*
info@owlsadventures.com *General*