



beacon
climbing centre



Management Development Programmes

TEAM BUILDING, LEADERSHIP, MANAGEMENT & OTHER CORPORATE EVENTS

Beacon Climbing Centre | Cibyn Estate | Caernarfon | Gwynedd | LL55 2BD

WELCOME

Beacon Climbing Centre is one of the foremost indoor climbing centres in the UK, and not only offers a great range of indoor activities, but also outdoor activities utilising the hugely varied and adventurous landscape of Snowdonia and the Welsh coast to facilitate experiential learning.

We offer bespoke programmes for team building, leadership, management, and other corporate events. Beacon has everything that would be expected by companies striving for perfection - exemplary climbing facilities, catering, briefing and break out rooms, audio visual facilities, and the Redline Indoor Karting Centre within metres of the climbing centre, offering a huge potential for creating the varied and challenging programme that you need for your staff. Access to many exciting outdoor environments is well within an easy half hour drive. We work with every kind of organisation, in the private sector, public sector, universities and colleges.

For more information, please contact Gill Lovick by phone on 01286 685 935, or email gill@beaconclimbing.com

TEAM BUILDING EVENTS

Our Team Building Events provide a range of opportunities for your group to benefit from:

- A stimulating and challenging environment.
- Creative and physical tasks which may produce lasting business benefits.
- Increased confidence in taking calculated risks.

As an approach, we may use **Kolb's cycle of Experiential Learning** and experience based learning. Simply put, this involves a four stage cycle:

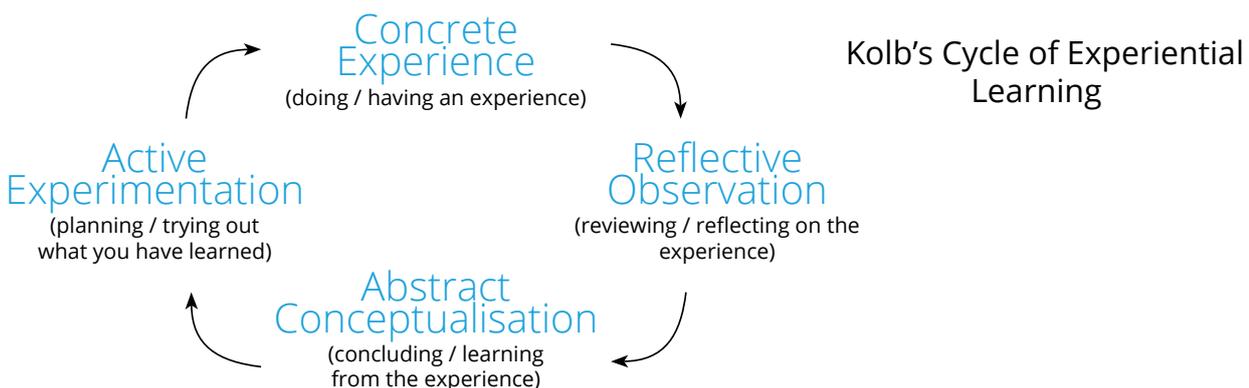
1. Concrete Experience
2. Reflective Observation
3. Abstract Conceptualization
4. Active Experimentation

and a four-type definition of learning styles:

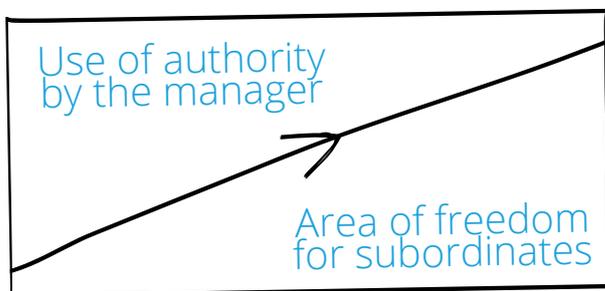
1. Diverging
2. Assimilating
3. Converging
4. Accommodating



As an overall summary, 'learning by experience' emphasises the learner's perspective, and individuals are not 'taught' how to complete tasks. Individuals learn at a different pace, with different styles and at different stages, and the methods used allow this.



Another model used, where appropriate, may be the **Tannenbaum and Schmidt model** of delegation and team development, where, whilst accountability is retained by the manager, the team's delegated freedom to make its own decisions varies according to expertise and ability.



The Tannenbaum and Schmidt model

BESPOKE PROGRAMMES

You may have a small team which could benefit from a development programme, or be a multi-site company, or a group of companies linked by a supply chain. Whatever your situation is, you need a confident and cohesive team working towards a common goal in your business. If you think experiential learning in a new environment would benefit your company, we'd be happy to discuss your detailed requirements. The first stage would be a personal consultation to see what issues you believe need addressing, and to work with our facilitator in creating the most suitable programme.

Our bespoke one, two and five day programmes will be tailored to the requirements of your business and your staff. We do not provide accommodation on site, however we can arrange appropriate accommodation for you if required. All adventurous activities are fully risk assessed and overseen by qualified Beacon staff, and the learning programme is facilitated by trainers with a wealth of experience, both in experiential learning and in business.

There are proven reasons for taking the experiential approach to learning, out of the normal working environment:

TRANSFERABLE The practical nature of the activities, where task accomplishment is easily monitored, team results are measurable and individual skills and contribution are developed, means learning can easily be transferred back to the working environment.

COMPLEX Exercises can be designed to any level of complexity and allow scope for multi-layer management in any form and to suit any particular culture. They lend themselves to inter related yet separate problems such as exist between different sections of a business or industry.

PHYSICALLY SAFE All activities are risk assessed and operate within our procedures, and are supervised by trained, experienced and qualified staff.

BUSINESS SAFETY Course members can apply new techniques and experiment with new modes of behaviour at no risk to the company. Decisions have no direct business consequence and accordingly activities can be tried which are not possible when at work.

NATURAL Unlike many traditional development training courses which rely on delegates assuming roles to create a situation which has some similarity to work, we use the 'here' and 'now' exercises which are designed without having to take a role, so course members are 'themselves' and are unable to hide behind the excuse "I'm not really like that".

ENJOYABLE Most adventurous activities contain a significant element of enjoyment. People like to do it and want to be involved. This leads to increased motivation and commitment to learning - people learn better when they are enjoying the activity.

MEMORABLE The drama and excitement of the activities will make a lasting impression. Recall of the activity leads to a recall of the learning and its application.

REAL Perhaps the greatest asset of all, there is no artificiality in the exercises - the problems are real, the issues are dynamic, the constraints are felt, the people are live, the consequences are real. There is no need to act out - it is the real world.

Programmes
tailored to your
requirements



It should be emphasised that fitness and lack of previous experience in adventurous activities should not be a block to the benefits of learning through this medium, and programmes are tailored to take these factors into account.

STAFF REWARDS

Perhaps your staff are doing a wonderful job, and you would like to reward them? We offer bespoke or standard climbing courses for groups and families, and would be pleased to discuss with you what we have to offer.

THE PROFESSIONALS

A team of management development trainers and outdoor professionals work together to provide your bespoke course.

The management trainers are headed up by Ian Clare, an HR Professional with over 25 years' experience, specialising in employee development and training management in both the private and public sectors.

He has extensive knowledge and experience of training delivery, including trainer training, both skills training and qualification driven. He also has extensive knowledge and experience of managing the whole training cycle including the setting up of internal and external training organisations and designing and implementing all the necessary processes and procedures.

Ian has a well-established network of training professionals, training companies, agencies and partners.



THE FACILITIES

- Premium all-weather activity venue
- Fully instructed bespoke climbing sessions
- Suitable for all levels of ability and all ages
- Fully equipped conference facilities
- Café with full catering options
- Extensive free car parking



Beacon Climbing Centre has been in operation for over 20 years, having recently relocated its operations to a new, larger site as part of its expansion.

Founded by two of the directors, Steve Mayers and Gill Lovick, both of whom qualified as teachers in outdoor education at the University of Bangor as postgraduates, the company has established an enviable reputation of producing quality courses run using well qualified and trained staff working to the Beacon's high standards.

The ethos of the company is to enable the activities to be as accessible as possible to a wide spectrum of people of all ages and abilities. The huge indoor facilities at the new Centre have been built using their wealth of accumulated knowledge and experience, and Beacon is one of the best indoor centres in the UK, providing a year round opportunity to participate in exciting activities.

Redline Karting is conveniently located next to the climbing centre, and these quality indoor facilities provide year round resources to complement the outstanding natural environment on our doorstep.

LOCATION

Beacon Climbing Centre is located in Caernarfon, North Wales, just a few miles off the A55 coast road. Find us on the Cibyn Estate in Caernarfon on the main A4086 road between Caernarfon and Llanberis.



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