

## OUTDOOR TRAINING

### In brief

A practice of outdoor experiential training, in an informal environment in which many minds are set in motion, providing participants with physical, psychological and emotional involvement (some examples of outdoor training are: rafting, free climbing, archery and survival techniques).

### What is it?

Outdoor training is an experiential method centred on outdoor work groups, involving participants on a physical, cognitive and emotional level. It is based on the assumption that the most effective way for learning new behaviour is to experience it in a practical way.

Outdoor training activities are based on a balanced mix of:

- adventure: it allows people to progress in unknown contexts where it is easier to let oneself go with spontaneous actions and consequent learning
- metaphors: link the proposed activities with work contexts and guarantees the “transferral” of learning to the professional context
- observation and reflection: observation and reflection on everyone’s behaviour allows and exchange of development feedback
- practicality and involvement: successes and failures encourage genuine learning and change

### What is it for?

- increasing flexibility
- encouraging optimal management of change and uncertainty
- increasing the efficiency of communication
- increasing competitiveness
- developing self-awareness and emotion self-control