

Client Case Study

Nº 52



Gregor Megson Overseas Expedition - Kenya

“[Ken] has the unique ability to inspire others to seek personal transformation and high achievement.”

Diana, Princess of Wales



Synopsis

Following an Overseas Learning Experience in Kenya, Gregor developed new ways of managing his own behaviours at work, which enabled him to respond more positively to pressure and demanding deadlines. His increased confidence and self-awareness also gave him the impetus and skills to successfully apply for a promotion.

Challenges and Requirements

- As an employee of Investors In People Scotland, Gregor felt that although he was busy he wasn't being challenged enough by his position and wanted to gain experience of challenging situations in order to apply more focus to his work.
- The organisation were concerned about retaining Gregor as an employee with high potential and therefore needed to maintain his active interest in the role by offering him new and exciting challenges.
- Gregor's employers were considering him for growth within the organisation and therefore wanted to develop his skills in the areas of leadership and management, as well as equipping him with the ability to handle workplace challenges and pressures.

The Farscape Learning Experience

Gregor participated in a 2-week Farscape Overseas Learning Experience in Kenya led by Farscape's Director of Outdoor Experiences Ken Hames along with a small group of high performance employees from other companies.

- The group shared a Learning Experience with like-minded delegates of a similar age. This gave them the opportunity to discuss and develop different work practices and learn from others, as well as helping them to define, through consideration and discussion, their own motivations, drivers and goals.
- The trip to Kenya saw the group trek through the Kenyan bush. Conditions were tough in terms of heat and altitude and the experience presented a physical and mental challenge, which pushed the participants to explore their own limits in a situation outside of their comfort zone.
- The experience was designed to allow the participants the space and time to explore the skills necessary to survive in both the workplace from a different angle, considering what their own strengths and areas for improvement were.
- The trip ended with an experiential training programme with a local business management school where the participants developed their leadership and teamwork skills through experiential learning.
- The delegates were expected to take responsibility for their own itinerary and organise their own provisions and were introduced to some survival and bush

“I’d advise anyone to go on an Experience like this; the value of doing something out of your comfort zone will pay off in dividends! It’s a great opportunity to develop your career and experience something new.”

Gregor Megson
Investors In People Scotland

craft skills. As such they had to quickly develop the ability to communicate with one another effectively.

- During the experience the group interacted with local people and some tribes and had to rapidly develop working relationships that achieved their desired outcomes in an unfamiliar way.

Outcomes and Results

- Gregor’s self-awareness and self-control were greatly improved as a result of his experiences. In particular he felt more robust after his time operating in the wilderness.
- After experiencing the variety of challenges that the journey presented and pushing himself to test his own limits Gregor grew in self-confidence and is now more able to deal with difficult work experiences and challenges.
- Gregor had a personally and professionally enriching experience and returned to work with a refreshed outlook and with greater clarity about his motivations and goals. He also identified new methods for communicating with and building relationships with people who are different to him.
- As a result of his experiences Gregor now deals with his workload and pressure more effectively. He also felt ready to take on more responsibility and as such he applied for and was successful in gaining a promotion within IIP Scotland.



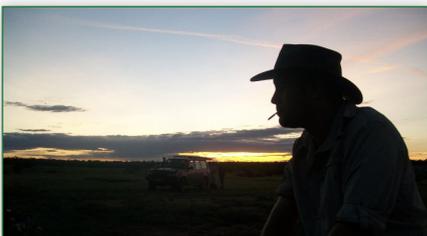
Gregor took part in a carefully designed learning journey in the Northern Frontier District of Kenya



It was an opportunity to spend time in a rugged, dynamic and truly wild environment



He embarked on a physically and emotionally challenging journey



It gave him the time and space to reflect on his the skills needed to survive in the workplace



He learnt how to quickly develop working relationships with fellow delegates and local people



Positive impact can already be seen with Gregor having gained promotion