

# Client Case Study

Nº 54



## Phil Hendry Overseas Expedition - Kenya

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

**Diana, Princess of Wales**



## Synopsis

Following his Kenya Overseas Learning Experience, Phil has noticed that he is calmer and more able to handle pressured work situations effectively. He is therefore given more responsibility at work and is feeling more confident and enjoying work more. Overall Phil found the expedition a life-changing experience.

## Challenges and Requirements

- Phil Hendry was a high potential employee working for Investors In People Scotland. As an organisation they felt that Phil would benefit from a development programme, particularly focusing on leadership and management skills, in order to enhance his performance within the organisation and potential for future promotion.
- Personally, Phil was looking for his employers to invest in his development and desired a challenge, which would enable him to explore his ability to perform under pressure.

## The Farscape Learning Experience

Phil participated in a Farscape Overseas Learning Experience in Kenya along with a group of high potential employees from other companies, led by Farscape's Director of Outdoor Experiences, Ken Hames.

- During the Experience the group spent time trekking across the Kenyan bush supported by camels for carrying equipment. The conditions were challenging and the group had various factors to take into account, such as rough terrain, altitude, intense heat and the possibility of encountering dangerous animals.
- The group then participated in a two-day experiential training programme with a local business management school, which aided their development of workplace skills through action learning.
- The journey focused on survival skills in a challenging environment and pushed the participants to explore their mental and physical limits outside of their comfort zone.
- The group were expected to take responsibility for their own needs including managing the purchase of their own provisions and planning and organising their day-to-day itinerary. As such they were required to develop the skills necessary to work effectively as a team.
- Towards the end of the Experience the group participated in a high-pressure challenge which saw them coping with a dynamic and difficult situation and leading under time and safety pressure.
- The group was made up of other high potential delegates, which gave the group collectively the opportunity to discuss and develop different work practices and learn from others, as well as helping them to redefine, through reflection and discussion, their own motivations, drivers and goals.

“Ken was a great person to learn from and the other people on the Experience were a fantastic group to work with; I think we were all really positive people and were focused on turning the group into a team. We shared the adventure of a lifetime and one which I hope I will be able to do again. It was an experience which I think anyone would benefit from – I’m still finding out all of the ways that I have grown and developed and can’t wait for the next adventure!”

**Phil Hendry**  
Investors In People Scotland

## Outcomes and Results

- After the challenges that the Learning Experience presented Phil considers his perspective on work to be realigned in a positive way. He is now able to assess issues at work more calmly and in comparison to issues presented in Kenya, which could have had far more serious consequences, considers them to be situations that he can handle smoothly.
- The Experience was personally enriching for Phil and he referred to the trip as ‘life-changing’. This led him to appreciate his value to the company and return to work with refreshed vigour and self-confidence.
- Phil learned how to communicate more effectively under pressure and is now experiencing the benefits of this when handling work pressures and challenges.

If you would like to read Phil’s blog about his experiences click [here](#).



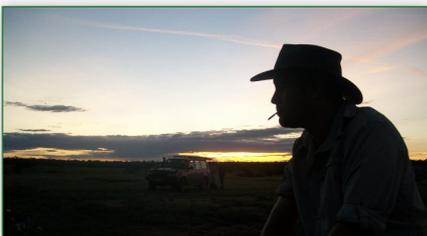
*Phil took part in a carefully designed learning journey in the Northern Frontier District of Kenya*



*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 Phil being able to deal with pressure much more effectively*