



TRANSPORT LEADING CHANGE: FIRSTGROUP GRADUATES

OBJECTIVE

FirstGroup graduates are the future leaders of the organisation's UK bus and rail divisions. From the moment of entering their substantive role, graduates will be managing experienced front line staff and dealing with issues from managing culture to implementing change. FirstGroup's Outward Bound® programme supports graduates to:

- Be ready to take full ownership of their forthcoming leadership role
- Influence the behaviour of others through effective communication and building trusting relationships
- Practice inspiring others to live and breathe the FirstGroup values
- Be confident to challenge the status quo and be prepared to implement change.

SOLUTION

The Outward Bound Trust developed a programme incorporating:

- Self-directed, time bound experiential tasks to explore situational leadership. The tasks test communication, information handling, resource allocation and contingency planning.
- Ownership of projects is handed to individuals giving opportunities for leadership and followship. This is followed by 360 degree feedback sessions for graduates to understand their leadership style and capability.
- Opportunities to monitor team culture, performance and sustainability within each project to explore long-term team management in the workplace.
- Action planning and peer coaching exercise to consolidate their learning.

RESULTS

100% of FirstGroup graduates feel more confident to move into a leadership role

80% are more confident in challenging the norm and implementing change

80% have improved their skills in influencing the behaviour of others

100% believe the course will make a positive difference to their performance at work.

WANT TO LEARN MORE?

Don't just take our word for it that Outward Bound programmes deliver results. Get in touch and we will put you in contact with one of our clients who will happily tell you more.

01931 740000 | enquiries@outwardbound.org.uk
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