



## **BANKING & FINANCE** **ENHANCING PERSONAL** **IMPACT FOR AN** **INTERNATIONAL COHORT:** **HSBC GRADUATES**

### **OBJECTIVE**

HSBC's global graduate development programme is designed for high potential, junior executives who will be the future culture carriers and stewards of the HSBC brand. The Outward Bound Trust deliver an experiential module of the flagship programme to over 350 graduates from 44 countries. To support delegates to develop 'role model behaviours' and enhance their personal impact for their forthcoming leadership positions, the module aims to:

- Provide the chance to practise communication skills, including giving and receiving feedback
- Give opportunities for leveraging team skills to build a high performing team
- Explore a variety of leadership styles and support graduates to identify appropriate contexts for applying them.

### **SOLUTION**

- An outdoor business simulation to explore situational leadership and personal behaviours
- A series of self-directed, experiential challenges to develop creative approaches to leadership and bringing out the best in others. This is followed by a coaching session, with the opportunity to give and receive feedback to enhance self-awareness
- A day-long wilderness journey to assess the impact of how our own motivation, behaviour and identity affect those around us and the overall team performance.
- Sessions to ensure the graduates' continued development and the transfer of learning to the workplace.

### **RESULTS**

**Highest rated module among graduates for their entire three-week programme**

**92%** of HSBC graduates better understand how to create high-performing teams and manage team dynamics

**92%** are now better able to apply a variety of leadership styles in the right context

**94%** are aware of the impact of both effective and ineffective communication.

### **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](mailto:enquiries@outwardbound.org.uk)**  
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