



Masai Programme Q&A's

Q) What do you eat?

A) We will take food with us and one of our team in Kenya makes meals on a campfire that are better than you will eat in many restaurants. The food is basic but healthy. We will also carry supplies of Fresh Water, Tea, Coffee etc. You may be offered food by the Masai and our experience is that this is well worth eating – generally it will be barbecued Goats meat.

Q) What accommodation will you be staying in?

A) You will not be staying in a 5 star hotel. You will be sleeping in tents, generally 2 people per tent. It is possible to make facilities available for you to spend your stay in a typical Masai home if you request. On one night we will stay in a comfortable safari lodge.

Q) What are the toilet and washing facilities like?

A) Water is the scarcest commodity within this area. The leaders will show you how to use the minimum amount of water to the maximum effects. Facilities therefore are basic but adequate. Chris Howe likes to wash his hair every day at home but even he survives with his vanity it tact.

Q) What injections are required?

A) You must visit www.masta.org and purchase a Health Report. These are about £4 and you should enter under travel details – conditions Rural. You then take this report to your GP who will advise you appropriately. We can provide you with all information required regarding location of stay etc.

Some injections like yellow fever can be time critical, i.e. must be given several weeks before travel so do this in plenty of time. If your doctor gives you a choice of anti-malarial tablets, we have found that, whilst they are the most expensive, Malarone, are the most pleasant. i.e. they appear to have no unpleasant side effects!

We must be notified of any medical conditions before you are accepted onto the programme, and notification of any medication that is being taken.

Q) Where exactly will you be staying?

A) You will fly to Nairobi and we will leave there almost immediately and head north into the Bush. The town of Malalal would be the northern most point of the area that we cover.

Q) Do you need a Visa?

A) Yes, but you can buy it for \$50 at Nairobi airport. This takes a few minutes and you will still beat your luggage!

Q) What is the cost of this program?

A) £1850 excluding flights. As a participant you will be responsible for making your own flight booking. We work this way for several reasons, sometimes your company may have specific travel policies that give you better rates that we could achieve and sometimes people choose to stay after the event for holiday etc. Our expertise is in the creation and delivery of learning events, not as travel agents.

- Q) Is it safe?
A) Yes. As with all visits to Africa human beings coexist with wild animals. We take great care to ensure your safety, but we do insist that you follow any instructions given to you by the course leader and all Masai ground crew who are responsible for your overall safety.
- Q) What medical facilities are there?
A) There is a first aid person available at all times, with access to full medical support. You are responsible for arranging your own health and insurance cover.
- Q) Is this for just corporate people or can individuals go?
A) Our Masai program is suitable for both corporate attendees and individuals, overall the week is broadly the same with minor alterations to suit the individuals so that they gain the maximum from their week. Our trips so far have included a mix of participants and if anything this adds to the experience.
- Q) What is involved in the program?
A) The mornings are spent working with the Masai on community projects, where we have opportunity to both observe and learn the Masai "Management Style" and also to contribute to their developments. In the afternoon we will use this learning and apply it to each individual's program. At the end of the week all this learning will be brought together so that each attendee has a plan of how they will use their week's experience and learning back in the workplace or for their individual development.
- Q) Is there a cancellation fee?
A) Yes because arrangements need to be made for the ground teams and support there is a cancellation fee. (2 weeks 75%, 4 weeks 50%, 6 weeks 25%). Alternatively, and with prior agreement, arrangements can be made for a substitute or alternative person.
- Q) Has anyone from TR&S been on this course?
A) TR&S believe heavily in development of the people. Over the next six months all team members will have experienced the program.
- Q) How often are these programs run?
A) Every two months. Although we do understand the importance to companies of flexibility of arranging programs to fit within their internal requirements. Given sufficient notice and a number of delegates we would be pleased to organise a week's program to suit their needs.
- Q) Who runs the programs when you get to Kenya?
A) The Lead Facilitator is Chris Howe and we will happily send you his CV. He has considerable experience in business in the UK and as a consultant he has worked globally. The ground team includes logistics support from a partner organisation who whilst English, have lived and run a business in Kenya for more than 25 years. We also have a native Kenyan with the group to aid in translation etc.
- Q) What Experience do they have?
A) Chris Howe's experience is in business and the application of Learning and Development to improve organisational performance. He works at all levels in organisations, across all cultures and most industries.

Mark Savage and his team run a business in Kenya that provides a variety of services including experiential learning with organisations like Microsoft as well as supporting specialist trips for business and school groups. To quote

one participant “after ½ hour in the Landcruiser, I knew that I could trust him with my life”.

Gideon Lepalo is one of the native Kenyans who works with us, he is a freelance journalist in Nairobi and has supported us on two events already in 2004. He offers insights, education and entertainment!

Q) Where did the idea of the program come from?

A) Chris Howe lost his way in the North Kenyan bush, and was taken in by the indigenous African people and given food and shelter. He learned a lot from his hosts and clients who returned with him to the Masai later that year were stuck by the invaluable knowledge they gained.

Paul Rogerson of has carried out an independent survey of Companies needs in developing their people. The feedback was that 60% of companies are interested in using the Masai program to support their management development activities. The survey also said that around 50% of companies had used overseas training programmes with 60% of companies using programmes that last for 5 days or more.

Q) What will be learnt from this experience?

A) All attendees will return with pride and confidence together with a clear action plan to bring back into business. Previous attendees have said (two quotes please). “Everything that we have seen, every minute of the day is instantly transferable into our business”, “I came with some fairly facile questions in my head and left with the most intense learning that I have experienced in my whole business career”.

Q) Aren't you exploiting the Masai?

A) No quite the reverse. We are their guests and work with them to contribute to their community projects. We mainly use the Masai as our ground crew thus enabling them to earn foreign currency. In return they share with us their ideas and skills on how they survive in a hostile environment.

Q) What is the follow-on after returning?

A) During the event, we agree an action plan with each participant that is unique to them and their needs.

B)

TR&S hold three-month reviews with every person or company that joins the program to both finds ways to improve the experience and also offer support on how best to use the learning back in the workplace.

Q) Can I speak to people who have taken part in past programs?

A) We would be pleased for you to speak to previous attendees. Please contact us on 01902 733717 or paul@tr-s.co.uk and we will arrange for previous attendees to contact you.

Q) How do I book?

A) Please ring TR&S on 01902 733717 and ask for the Masai experience Course Co-Ordinator.