

INSPIRING CHANGE:

through

DiscoveryLearning

- expanding your horizons and developing your talents

- **The experience is real and immediate**
- **The insights are deep and powerful**
- **The learning is reflective and sustained**

WHAT IS IT?

It is amazing how quickly people become very narrow in their focus and view of the world. They rapidly assume that the norms of business, leadership, behaviour etc. are those that they see in their own company or business area. This limits their ability to absorb new learning, since in truth they believe that they: "know how it is".

DiscoveryLearning is a process to break that mould and pattern. It is not like attending a training course where the "teacher" imparts knowledge to you, and you judge it through the eyes that "know how it is". It is however, about looking well beyond your normal boundaries to discover wisdom that you would never have known existed.



WILL I BE SAFE?

Not all discovery learning requires that you visit "remote" places, but in some cases that is helpful. We know that people, who feel unsafe, seldom learn very much since their mind is focused on finding safety again rather than learning. Before taking you or your team on a discovery learning programme we do a full safety assessment. Our team on the ground will include local experts in order to maximise safety and avoid unnecessary risk. In truth we aren't heroes either and so we look to maximise our own safety in order to maximise our ability to help you learn.

WHAT ABOUT MY COMFORT?

It's like safety, uncomfortable people learn less. We will talk to you before the programme and arrange a suitable level of comfort that reassures you and does not block your ability to discover!

The Maasai MasterClass Live

Vision, Values and Leadership driving sustainable culture in a hostile environment

A unique opportunity to learn the lessons that:

- Have sustained a strong and vibrant organisation for many thousands of years.
- Ensure that the culture of your organisation is understood and practiced by everyone.
- Provide a consistent vision during times of opportunity and also times of drought.
- Enable every member of the organisation to understand and deliver their contribution to the business plan.
- Create a clear and simple decision making process.

The Maasai Masterclass Live is based in Kenya and is a guided and facilitated **DiscoveryLearning** programme. You will spend your time meeting and learning from indigenous people of the Maasai, and other tribes, lessons about Leadership, Organisational Structure, Succession Planning and much else besides. During facilitated sessions each evening you will discuss what you have learnt during the day and how you can apply it to your organisation in order to increase morale, sustainability and bottom line performance. You will be supported by a team including expert facilitators, local interpreters and a logistics team that will look after accommodation and transport.

A typical programme will include:

Pre-departure PREPARATION	1:1 discussion with the facilitation team to understand your goals and objectives and what you need to bring with you.
DAY ONE	Arrive in Nairobi and transfer to the bush where you will confirm your objectives and those of the team and share them with the first community that we meet. Together with them we agree a programme for the next two days to meet your objectives.
DAY TWO AND DAY THREE	You work with the community to discover new insights into the issues that matter to you. This may involve walking in the bush with warriors (the Moran), talking to the elders of the community, or observing how the children are delegated responsibility at the earliest possible age.
DAY FOUR AND DAY FIVE	You will meet another community to discover a different perspective. Often by this time, your perspective has changed and you want to address different issues with this second community.
DAY SIX	A transition day. We leave the bush to spend time in a pleasant and comfortable lodge to give you an opportunity to absorb the learning and to plan how to use the wisdom discovered.
CONSOLIDATION	We follow through on the experience and the application of the insights and make plans for future needs.

This is a programme for existing leaders or those who will be leading your business in the future.

You will not be taught a single thing that you don't already know.

You will discover things that you didn't realise could dramatically improve your personal performance and that of your business!