

CAPLOR HOUSE PROGRAMME



Learning differently
Thinking differently
Acting differently

An exceptional development programme that brings together academic thinking, an experiential learning approach and real-world experience

A stimulating and exciting learning programme that will inspire and enable individuals to make their own contribution to a sustainable future, whoever they are and whatever their role.

The programme comprises three modules, each module lasting for two days:

Module One focuses on individual development

Developing personal capacity to lead and influence change

Module Two focuses on team development

Understanding how effective teamwork contributes to sustainable and successful organisations

Module Three focuses on organisational development

Exploring leadership, strategy, influence and impact

The programme will offer a chance to build personal confidence, raise awareness of individual potential within ourselves and within others and advocate ways to enable strong and empowering relationships.

It will challenge people to learn differently, think differently, and act differently.

As individuals become more aware of their own power to influence and have impact, they will then move towards exploring their relationships with others, in team and organisational settings.

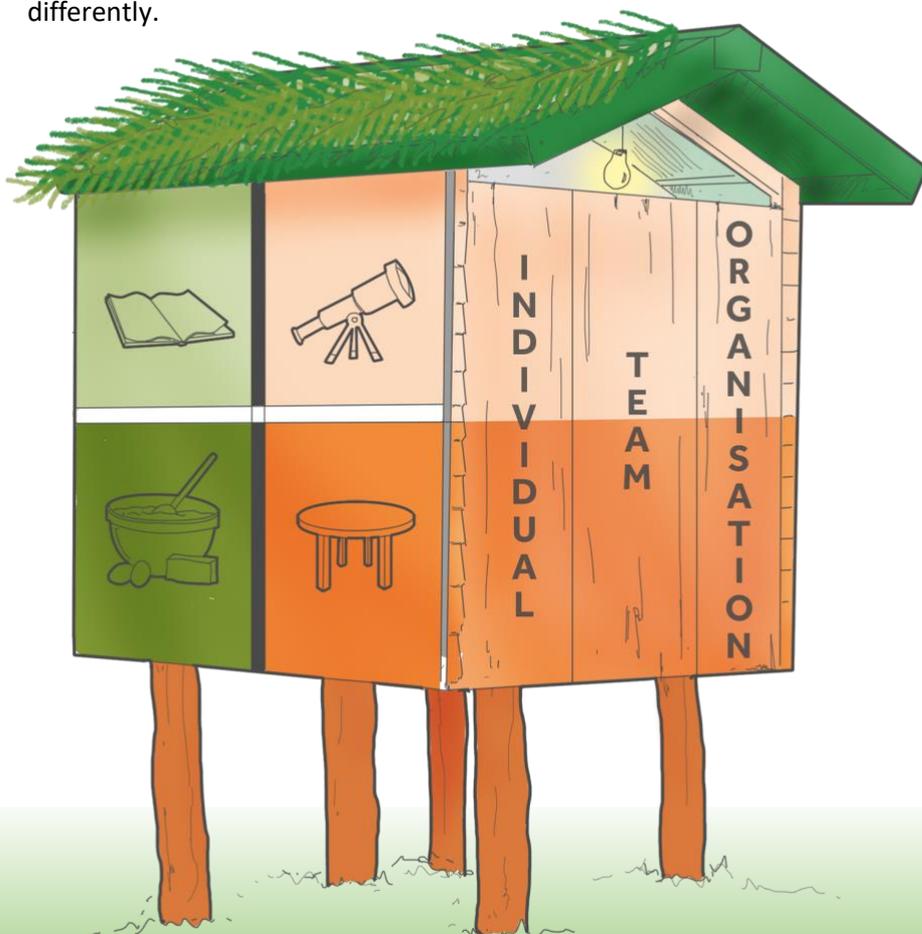
The programme uses shared experience, group-based learning and personalised development planning, with a high degree of learner-to-learner communication and a minimum of 'taught' content.

Each module will:

- (i) *Enable understanding the imperatives for change and determining the best ways of making things happen*
- (ii) *Look beyond the 'here and now' and raise expectations about what is possible*
- (iii) *Work with fellow learners to build understanding of ourselves and of others*
- (iv) *Determine how best to get things done by carrying out activities that achieve our goals*

In summary, the programme provides:

- ✚ facilitated experiential learning
- ✚ a safe, non-judgemental but challenging learning environment
- ✚ a coaching approach to activity reviews
- ✚ leadership opportunities that are woven into the fabric of the programme
- ✚ theory which is provided to confirm and extend the conclusions drawn from real-life experience and structured learning activities



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Learning Objectives for each Module

Module One Individual Development



By the end of this Module, participants will have:

- ✚ Understood how to become a more effective learner and become able to develop strategies to support their on-going learning after the programme
- ✚ Become more aware of the importance of building reflection and learning into everyday activity and increased their confidence in using a variety of coaching and questioning skills to support learning review
- ✚ Be familiar with the concept of the 'Caplor House' and have explored the thinking skills and activities related to each room, including consideration of their own strengths and preferences
- ✚ Have practised specific behaviours and refined skills within each of the rooms
- ✚ Explored their understanding of leadership and how skills developed in each room in the Caplor House contribute to leading people towards, and through, change
- ✚ Developed a plan to support them on the next stage of their learning journey towards a sustainable future

Module Two Team Development



By the end of this Module, participants will have:

- ✚ Built strong learning relationships within the group and identified how teams can support effective individual and organisational learning
- ✚ Understood the factors that contribute to effective teamwork and explored how to apply these in a variety of team contexts
- ✚ Recognised, and experimented with, different team roles and considered their own preferences and effectiveness in these roles
- ✚ Identified behavioural and thinking skills associated with different rooms in the Caplor House and recognised when teams need to apply these skills to achieve their goals
- ✚ Understood the significance of the 'Six Senses' of teamwork and explored how to expand these in each room of the Caplor House
- ✚ Developed a plan to support them, and any teams they work in, on the next stage of their learning journey towards a sustainable future

Module Three Organisational Development



By the end of this Module, participants will have:

- ✚ Explored the concept of a 'learning organisation' and identified ways in which a learning environment can be developed and sustained
- ✚ Understood the Caplor House model of leadership and the significance of the 'Pillar' and 'Crossbeam' in leading organisational change
- ✚ Strengthened their ability to develop an organisational mission and strategy
- ✚ Explored the significance of organisational culture in delivering strategy
- ✚ Created a plan to enable them to contribute to the development of their own organisation, whatever their roles or areas of responsibility
- ✚ Developed a plan to support them on the next stage of their learning journey towards a sustainable future

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Additional support material for this programme and further learning resources are available on the **Caplor Horizons Voyage** <https://voyage.caplorhorizons.org/>

