

Pathfinder.

The world is experiencing seismic change at every level. As leaders are required to ask for more from their people with fewer resources, one truth seems obvious: that old approaches to leadership, management and performance are simply not appropriate any more. A new contract between leaders and employees is required.

Pathfinder.

Pathfinders can be found at all levels and in all corners of an organisation. They come in countless shapes, sizes, creeds and colours. About the only things they have in common is that they have a positive impact on the people around them, and they make a disproportionate contribution to their organisation or community.

Pathfinders are not stuck in old ways of thinking; they are able to manage change exceptionally well. They infect others with an optimistic can-do approach. They are resilient and deal with delay, disappointment and disaster better than others.

Pathfinders are the positive future of an organisation if they are supported and encouraged to shape a new culture for a new economic, social and environmental reality.

Crafting Brilliance In Individuals & Teams

What brought you here, to this page?

Parent? Teacher? Manager? Leader?

Restless? Frustrated?

Trying to get the very best out of yourself or the people around you?

Maybe you believe there is a different way to inspire, engage, motivate and nurture individuals and groups?

There is.

What is inside this Pathfinder Prospectus?

A suite of programmes and products that will inspire, nurture and support the development of a new way of thinking, a new way of being, and a new way of thriving in this age of change and uncertainty.

These programmes and products are thoroughly tried and tested and have been supporting exceptional levels of achievement in individuals, and radical change in organisations for a decade and a half. Testimonials from our clients speak for us.

Why choose Pathfinder solutions when investing in training & development may have been in the back of your mind right now?

Only your people - performing at their very best - can get you through your current challenges; their imagination, stamina, energy, resilience and self-belief are the building blocks of your future.

Through public and private sector investment, IHD is uniquely synthesising live learning, e-learning, audio visual web content, social networking and virtual world immersive technology on a single platform that will fundamentally change the way organisations inspire, challenge, educate and coach their people.

Every participant on a Pathfinder programme is supported directly by senior IHD coaches, through our unique investment in cutting edge web and virtual world technology.

Programmes that used to take nine days to deliver can be delivered in three

Programmes that used to take three days can be delivered in one.

Bespoke programmes are crafted for your specific outcomes.

Pathfinder Inspires & Causes Lasting Change

Why?

One: We get personal! We engage your people in learning for their own sake.

Two: We support your people twenty four hours a day, seven days a week!

Consciously or unconsciously people resist the ideas of 'being trained' in skills that do not hold an inherent interest for them. This resistance runs deep, and organisations rarely succeed at countering the impact of this.

Over the past two decade our ideas and materials have kept pace with the changing times and have been helping inspire individuals to take greater command of their life, work, relationships, health and wealth with great success.

In this age of the internet, instant messaging, video conferencing, youtube, Facebook and Second Life, this generation of Pathfinders is looking for a more stimulating learning experience - one that uses the technologies that are an integral part of their everyday lives.

Pathfinder is designed to solve some of the fundamental problems with the way personal development and training is done within organisations:

Traditional Training	Learning with Pathfinder
<p>Being "Trained" is not inspiring</p> <p>One of the hidden presuppositions in organisational training is that the participant must change or develop for the sake of the organisation. This does not engage the head, heart and soul of the participant.</p>	<p>Being Inspired is the best training</p> <p>The ideas at the heart of Pathfinder touch the hearts and minds of just about everyone who engage in our programmes - to the degree that we can and will guarantee your return on investment.</p>
<p>Classroom Training fails to produce lasting change</p> <p>Sustainable learning does not happen in the classroom, but after an inspirational event when the learner is back in the real world sorting out their thinking and making changes in life, at work and with family and friends.</p>	<p>Blended learning engages all personal learning styles and for longer</p> <p>Pathfinder uses a variety of tools and approaches - classroom based, web based, Second Life based, distance learning modules, personal support and access to a web of inspirational ideas, tools, and techniques is available twenty four hours a day.</p>

Traditional Training	Learning with Pathfinder
<p>People are more interested in Self than in the Organisation</p> <p>Even the most dedicated member of staff is not ultimately motivated by stakeholder value, organisational excellence, market share, customer metrics ... they are motivated by the desire to live a happier, more successful, more fulfilling life at work and at home.</p>	<p>Pathfinder is training that inspires and achieves lasting personal change because the learner discovers very quickly that they are engaging in the programmes for themselves.</p> <p>By engaging the individual in learning for their own sake (life, career, family and personal fulfilment) the employer becomes a primary beneficiary.</p>
<p>Organisations are inherently and stubbornly resistant to change</p> <p>The eternal cry from leaders is that people don't like change.</p> <p>This is not entirely true. People long for change to their own circumstances but vigorously resist being changed by others.</p> <p>Organisations have no inherent creativity, resilience, determination, passion, dedication, strength of character, problem solving intelligence - but their people do!</p>	<p>People are much better equipped and able to change than organisations are</p> <p>Organisations use Pathfinder to tap into the inherent creativity, resilience, determination, passion, dedication, strength of character, problem solving intelligence that the people inside the organisation hold within them.</p>

Pathfinder is about crafting brilliance in individuals and groups

made personal

made practical

made permanent

Pathfinder Masterclass

The masterclass provides a perfect introduction to the transformational potential of Pathfinder

Who is this suitable for?

Typical starting point for people at all levels of an organisation, i.e. CEOs, Executive Team, Managers and Staff

How is it delivered?

The Pathfinder Masterclass is an eight hour inspirational, practical and participative masterclass led by a senior facilitator from the Institute of Human Development.

Senior managers will get a short, sharp exposure to the principles (and will be encouraged to step up to one of the more advanced programmes detailed in this prospectus).

All staff will take away a set of practical tips and tools to support them following the personal wake-up call that this short programme causes.

What does it cover?

- The roots of human behaviour - how and why people behave as they do
- Alignment of thought, emotion and behaviour
- Thriving in an environment of challenge and change
- Dealing with delay, disappointment and disaster
- Taking command of your personal mindset - taking command of your personal results
- Getting clarity around goals, outcomes and resources
- Finding the hidden, subconscious barriers to performance and achievement
- Learning the eight transformational questions of the Pathfinder's Storyboard which provides a disciplined framework for thinking through issues, problems and opportunities towards a desired outcome

Follow Up Support

- Pathfinder Solo personal learning materials
- Membership of www.mypathfinder.com
- Access to Pathfinder Islands on Second Life Virtual World platform

Pathfinder Edge

Creating a high performance team through adopting a coaching approach to people

Who is this suitable for?

Senior, middle and new managers

How is it delivered?

An intensive three day seminar led by a senior facilitator from the Institute of Human Development.

This seminar explores the power and impact that can be achieved by managers who develop a coaching style, and how basic coaching principles and tools can transform group behaviour and team results.

The biggest shift for participants is not in learning and becoming confident with the tools of coaching, rather it is a shift in mindset - the move from giving advice and providing solutions and answers to helping people to think and find the answers for themselves.

What does it cover?

- The pillars and principles of coaching
- The Pathfinder's Profile for self awareness and team dynamics
- The Pathfinder's Storyboard used as a high performance one to one appraisal tool
- The Pathfinder's Storyboard used to facilitate small groups and project teams
- Understanding the hidden and subconscious barriers that are holding each team member back from maximising their potential
- Developing a high performance coaching approach

Pre-course?

- Individual access to The Pathfinder's Profile - a web enabled personal preferences assessment tool that identifies the user's personal style and approach to life, work and relationships. Used within a group or team it also reveals the dynamics that are present and how these can be managed for higher order group engagement and behaviour.

Follow Up Support?

- Pathfinder Solo for those who have not attended a Masterclass
- Pathfinder Edge workbook
- Membership of www.mypathfinder.com
- Access to Pathfinder Islands on Second Life Virtual World platform

Pathfinder Breakthrough

A fully facilitated Pathfinder session on real, live business critical issues or projects led by one of the IHD's top consultants

Who is this suitable for?

Project Teams

How is it delivered?

Duration from one day to three days depending on the nature and scale of the outcome required for the specific project presented to us.

This differs from the other Pathfinder offerings in that it is not a teaching seminar or workshop.

The focus will not be on knowledge transfer or skills development. Instead it will be on finding immediate solutions to real challenges.

Pathfinder Breakthrough is a fully facilitated session to resolve real live business projects, problems or issues. The format will be designed in partnership with our client and is likely to involve pre-programme research with key executives and other stakeholders in the presented project.

Participants need not have taken part in any other Pathfinder programme and the session will, largely, be theory free.

Your highly experienced IHD facilitator will use the core Pathfinder tools - especially the Pathfinder's Storyboard, to achieve a high level of clarity around the outcomes, resources, challenges and problems facing the team.

"Breakthrough" is not a brand - it is a promise. If the project is thoroughly briefed, and if the initiative to work through the Breakthrough process is sponsored and supported by a CEO or Business Unit Head, we will guarantee our fees against agreed outcomes.

MyPathfinder.com

The internet is changing. Old-fashioned, tedious, flat-page, text-rich web sites are being replaced by exciting, dynamic, multi-media rich content and technology to bring communities - including communities of learners, together.

MyPathfinder.com places the following at your fingertips:

- Inspirational videos by thought leaders and practitioners
- Podcasts and downloadable audio files on all aspects of Pathfinder and related topics
- Rich resource of reading materials to download
- Discussion forums
- The Pathfinder Profile*
- The Pathfinder Islands - our leading edge 3D virtual world immersive learning environment which will also give access to 'live' discussions, talks, presentations and webinars by Adrian Gilpin and his colleagues at the Institute of Human Development, the Ashcroft International Business School and other leading institutions.

** The Pathfinder Profile is accessible by individual license which may be obtained individually through on-line payment or by pre-paid voucher for account customers and affiliates. Large account customers can set up their own portal to the Profiler and manage their use of it locally.*

Advanced & Bespoke Programmes

Inspired Leader Retreat

An executive board level retreat programme designed and facilitated by Adrian Gilpin, Chairman of IHD and creator of the Pathfinder philosophy and products.

Adrian Gilpin will work closely with the Chief Executive to construct a three-day board retreat that explores, typically:

- The emerging contract between leaders and followers
- The psychology of inspired leadership
- The dynamics and relationships on the board
- The dynamics and relationships between the board and senior managers
- The prevailing culture of the organisation and the desired culture of the organisation
- The hidden dynamics and subconscious forces working against raising board performance

The Inspired Leader retreat is a unique, highly-tailored event that is guaranteed to be transformational for the participants individually and the organisation as a whole.

Inspired Coach Accreditation

The Institute of Human Development's ground breaking reinvention of professional coach training, being run in association with the **Ashcroft International Business School at Anglia Ruskin University, Cambridge**.

This programme is designed to grow an individuals' coaching style into a fully professional, robust high performance coaching capability.

Past participants have included board level executives, professional executive coaches, professional facilitators and managers, and industry leading life coaches.

A full programme outline is available separately.

Pathfinder Trainer Accreditation & Licensing

Larger organisations and those with identified coaching and teaching talent within the management team should consider completing the Pathfinder Journey and becoming accredited as a Pathfinder Trainer.

Successful accreditation at this level automatically awards a license to facilitate Pathfinder Masterclasses inside your organisation without the costs associated with hiring IHD facilitators and consultants.

Licensed programmes come complete with the full Pathfinder Resources including:

- a copy of Pathfinder Solo for each participant
- unlimited copies of the Pathfinder Storyboard
- access to the Pathfinder's Profile
- access to the Pathfinder web and Second Life resources

We believe that there is a shift of consciousness emerging that is causing millions of people around the world to seek better ways to balance life with meaningful work, better ways to lead and manage sustainable enterprises, and better ways to build cohesive communities.

The Institute of Human Development seeks to play a part in this shift of consciousness by serving those who are looking for new ways to develop themselves, new ways to coach excellence in others and new ways to lead organisations and communities.

We have spent a decade engaging with thought leaders and learning from exemplary practitioners in the fields of personal development, high performance coaching and leadership. We believe that we can help you to transform the quality and impact of your life, team, enterprise or community.

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