



NEW ZEALAND ARMY

Ngati Tumatauenga

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TESTIMONIAL - FACILITATION SUPPORT FOR NZ ARMY SENIOR LEADERSHIP DEVELOPMENT ACTIVITY

Dear Anna and Chris,

In June 2006 you were invited by the Army Adventurous Training Centre (AATC) to assist with our design of a leadership development package for the NZ Army's senior leaders.

It was a project that had not been attempted before and our initial discussions highlighted the fact that a high degree of innovation would be required. You were given a challenging, open ended brief with minimal guidance about the exact content. The AATC had been involved with training delivered by Chris in the past and this positive history gave us the trust that you would deliver a quality package.

The 'Leadership Learning Programme' is a model that you designed to facilitate the development of this senior leaders group. The model is in fact an excellent tool on which to frame all of the activities delivered by the AATC and we are only just beginning see the true value of such a thorough and well thought through resource. The integration of cutting edge principles, contemporary leadership theories, experiential learning practices, ongoing development plans and action learning sets provides a framework that is, without doubt, second to none in any modern western army and I believe to be rivalled by any contemporary leadership development programme in New Zealand.

The utilisation of concepts from the Zenger Folkman 'Extraordinary Leader' philosophy' and the overall framework of a pre-activity front loading phase, the

physical activity and the post-activity focus on transfer and application to the workplace have proved to be highly effective. It is interesting to note that the recently completed task by a private consortium to develop the NZ Army's Leadership Framework has produced a document that compliments the results of the workshop conduct by yourselves and the AATC staff.

The inclusion of the 'feed forward' model during this training has been utilised with very good effect on a number of activities, including the Senior Leaders programme, and it is a tool that all our staff and students have responded to positively.

The delivery during the workshop was enthusiastic, professional and flexible enough to meet the varied needs of the AATC. I wish to pass on a number of comments from the workshop evaluations which capture the trend of feedback from the two days training;

- "Very ably and appropriately met the planned objectives"
- "Very talented and enthusiastic facilitation. A pleasure to work with Chris and Anna".
- "Excellent results. Cannot fault content, delivery or other areas. Very responsive to our needs and flexible to adjust programme to cater for shifting focus or area that generated extra interest/discussion".
- "Very good styles that fitted in ideally with our culture and language"
- "This has been a great stepping stone for AATC. It has provided us with a number of tool and initiatives to attack the challenge ahead".
- "You both did a great job in meeting our needs. The workbook and topic were all on the mark."
- "Excellent 'guiding of the process' – balance between discussion, imparting experience/knowledge and keeping the process moving forward."
- "Impressed with the level and quality of the preparation that went into the programme. Thanks very much for your effort. It was as discussed prior to the training and proved very relevant."

The AATC has gained considerable exposure within the NZ Army over the past 12 months. A number of key activities delivered to senior rank groups have highlighted the quality of our programmes and we are recognised as providing world class leadership development activities. The application of concepts and ideas raised during your workshop in June 2006 has had a significant impact on this positive exposure.

The NZ Army is implementing significant changes to its leadership training and development. The AATC plays an integral role in providing world class experiential

activities that support this development and you can be proud of your input into the ongoing progress of our organisation.

I thank you both for your valuable input into our programme. Chris, we have worked together a number of times now and I highly value your skills and experience. Anna, it was pleasure to work with you for the first time, you provided an excellent balance of skills, experience and ideas with Chris and I look forward to working with you both again in the future.

Yours sincerely



R.M. HOULT
Major
Director

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