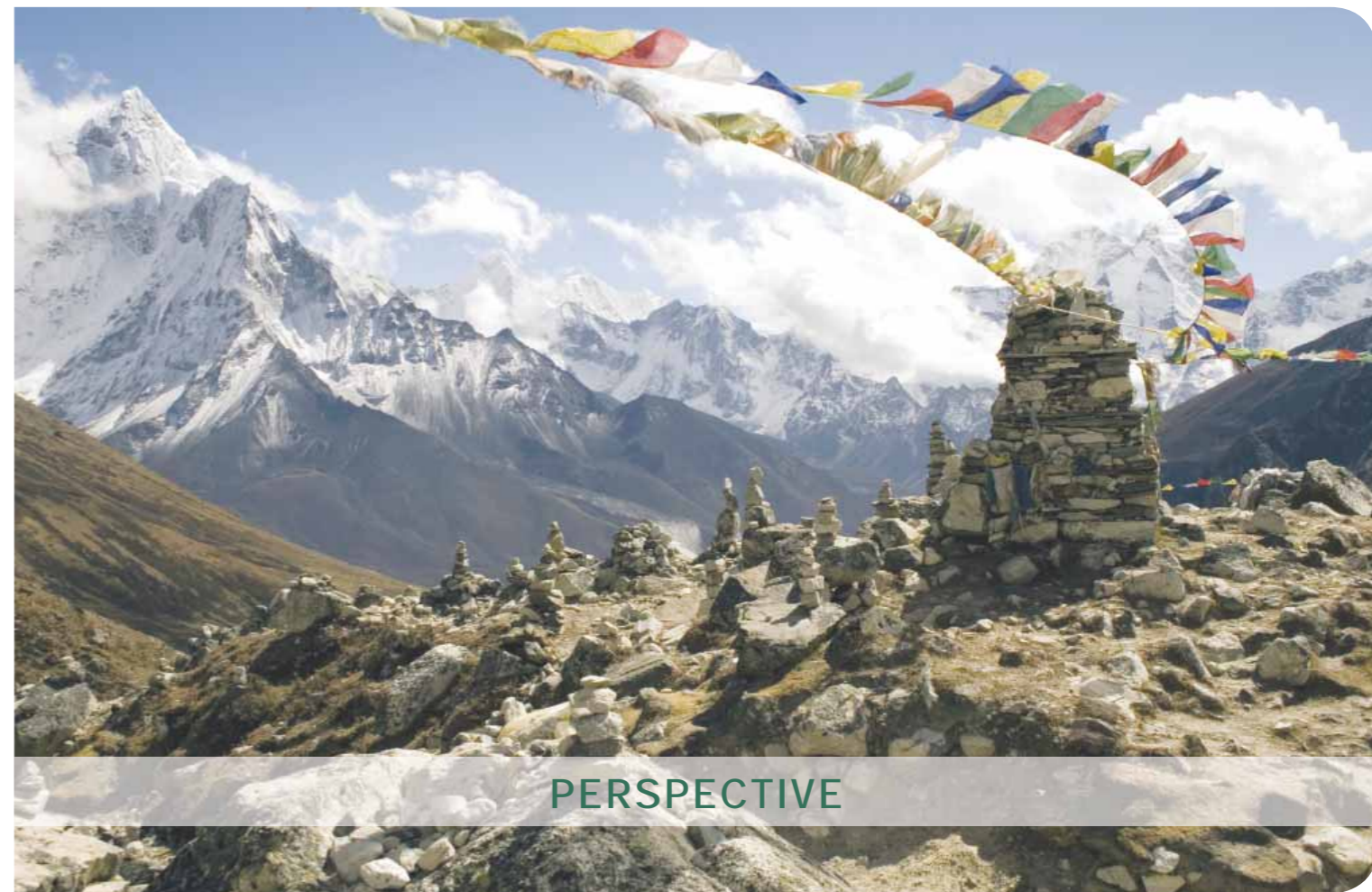




SECONDBASE  
AWARE MINDS TRANSFORM LIVES

From effective and intelligent management to effective and inspirational leadership, the Second Base experience will *instil awareness and enhance perspective*. You will learn lessons to take away, and leave behind a valuable contribution to the community that supported you.



**PERSPECTIVE**

## THE PROGRAMME



Second Base is focused on leadership development and promotes the establishment of supportive team networks. Second Base services include:

- > In-house workshops
- > Coaching plans
- > Residential leadership development programmes

On a Second Base leadership development programme you will rediscover your sense of self and explore the principles of systems-thinking and values-based leadership models through experiential learning opportunities in an incredible and compelling environment such as Nepal.

The location of our programmes can be customised to suit your organisation. The locations are generally economically impoverished but culturally enriched regions that enable the participants to develop some personal perspective, broaden their viewpoints and engage directly with a community.

Participants are equipped with concepts, frameworks and tools that can be applied immediately to the workplace.

### Who should attend?

Second Base is a custom-designed programme suitable for:

- > **Executive leadership teams.** For newly formed or existing leadership groups, the benefits of this programme include establishing shared values, increasing your familiarity and appreciation of each other, and re-invigorating the team.
- > **Organisational individuals or cross-sectional teams.** For organisational individuals or mixed working groups this programme can assist in disseminating organisational values, improving internal relationships, networking and enhancing organisational communication.
- > **Talent pool or high performance members.** As an excursion for high performance team members this programme offers to attract and inspire people, challenge and test them, and create an intrinsic value alignment between themselves and the organisation.



### Programme Objectives

The Second Base experience integrates self, community and organisation to enhance perspective, instill appreciation and enable the development of leadership skills.

Throughout the Second Base experience participants will be exposed to experiential learning opportunities which include:

#### Current context

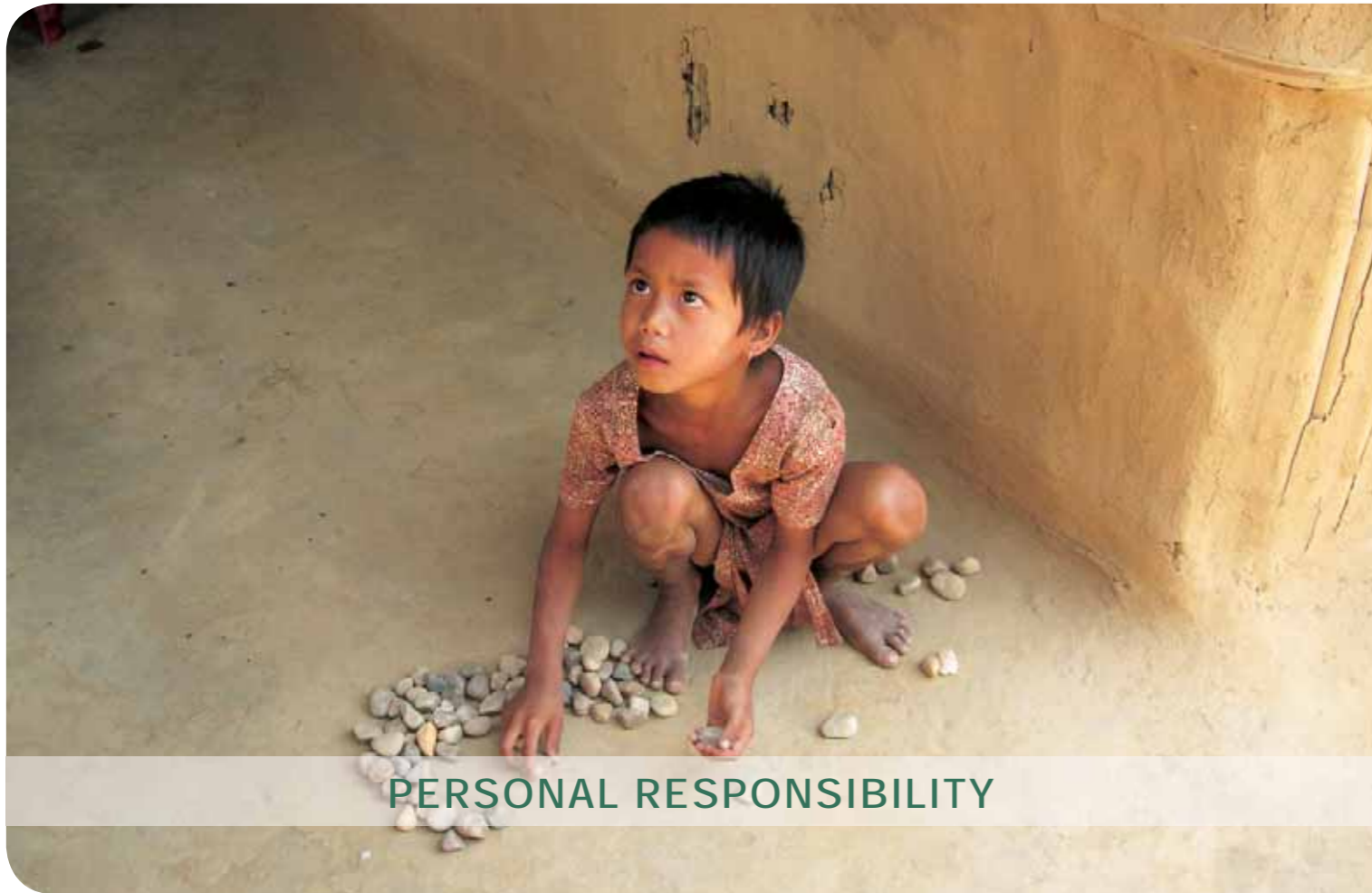
- exploring the current situation in which you operate
- identifying key challenges and impacts in your current environment
- enhancing awareness of your current leadership style and identifying areas to develop
- explore your impact on your team and profile these dynamics
- exploring how you impact on your team and take responsibility for the behaviours that are triggered.

#### Humility-based leadership and reflection

- developing an understanding of personal values and purpose
- exploring personal beliefs and their impact on the reality you experience
- understanding and practicing empowering communication and listening techniques
- experience how a humility-based approach to leadership can effectively bond a team and encourage outstanding commitment and outcomes.

#### Transformational leadership

- identifying steps towards on-going personal growth and leadership development
- developing an alignment between personal purpose and values and the organisation's intentions
- developing a sense of appreciation, choice and perspective
- enhancing your sense of self and develop confidence in your own style and contribution
- improving your emotional intelligence and personal resilience



**PERSONAL RESPONSIBILITY**



**Approach**

Second Base is a challenging, experiential learning programme. It uses facilitated coaching techniques and exercises that expose participants to learning opportunities to guide them to their own realisations.

Second Base guides participants to realise that the organisational whole is greater than the sum of its parts, but only when the "whole" works together effectively with aligned goals and shared values. With these principles in mind, the team-building activities are centred on establishing a shared value system and an alignment of purpose towards a social outcome.

ACTIVITY	EXPERIENCE	EXPECTED RESULTS
<b>Impoverished living experience</b>	Participants live with host families in impoverished conditions.	Awareness, appreciation, perspective
<b>Community teaching</b>	Participants work in pairs or small groups, planning and running community education sessions in an area of their interest, such as business, environment, sport, craft, trade, academia, sustainability.	Team building, confidence, patience, personal fulfillment
<b>Personal development exercises and coaching</b>	Group and individual development exercises are facilitated by trained coaches, in topic areas aligned to the individual and group needs.	Increased awareness, personal responsibility, motivation, confidence, personal realisations, improved relationships with self, work, family and other.



ACTIVITY	EXPERIENCE	EXPECTED RESULTS
<b>Project management in a community</b>	<p>With the assistance of local labour and specialist project managers, the group plans and implements a community development project, as identified by a community representative and the organisational sponsor.</p> <p>Projects may include building an amenities block, a playground at the local school, establishing a community learning centre or library.</p>	Team building, social awareness, sense of fulfilment, appreciation
<b>Trekking</b>	The group undertakes a medium intensity trek through the incredible and scenic Himalayas, for a minimum of 4 days. The group will walk through varying terrains of jungle, mountain villages, and wilderness.	Personal reflection, integration, re-invigoration, appreciation of the natural
<b>Organisational application</b>	On-site workshops will be hosted at the participant's workplace, in preparation for, and completion of, the programme. These workshops are designed to develop organisational awareness and value, instigate project management, ensure adequate preparation is made, provoke personal responsibility within the group and identify practical applications of the lessons learned.	Practical identification of transformational change, personal responsibility, integration, motivation, direction, established support practices for internal change and ongoing development.



**AWARENESS**

## Programme Format

Second Base is a custom-designed programme developed in alignment with organisational purpose and values. Customised programmes are a powerful way to ensure the participant's experience aligns to the strategic direction of the organisation.

The projects performed, teaching engagements and on-site workshops can be tailored to align with the principal values of the company. Employee expertise and organisational activities can be integrated, further highlighting the alignment between the programme experience and the organisational context.

Bespoke and customised programmes are varied in scope and configuration and are developed for organisations with a minimum annual commitment of 6 participants per programme.

A mixed participant programme is offered a regular times throughout the year where individual participants may register and attend with other leaders from all across the world.

<b>Course duration:</b>	14 days
<b>Dates:</b>	March to June and September to December
<b>Location:</b>	Nepal
<b>Participant numbers:</b>	6 to 9 people
<b>Coaching ratio:</b>	1 coach to 4 participants (minimum)

### Day 1:

Accommodation: Kathmandu Motel  
 Activities: am: • Flexible morning subject to arrivals  
 pm: • Receive cultural training and programme reference points  
 • Group workshops  
 • Cultural meal

### Day 2:

Accommodation: Kathmandu Motel  
 Activities: am: • Group workshops  
 pm: • Group workshops • Tourist meal

### Day 3:

Accommodation: Village stay – host family  
 Activities: am: • Travel to village (5-7hrs)  
 pm: • Group activities  
 • Meal with host family

### Day 4/5/6:

Accommodation: Village stay – host family  
 Activities: am: • Community project work  
 pm: • Teaching • Personal coaching  
 • Meal with host family

### Day 7:

Accommodation: Village stay – host family  
 Activities: am: • Community project work  
 pm: • Possible excursion



### Day 8:

Accommodation: Pokhara Motel  
 Activities: am: • Travel to Pokhara (5-7hrs)  
 pm: • Group workshops

### Day 9:

Accommodation: Pokhara Motel  
 Activities: am: • Group workshops  
 pm: • Group workshops

### Day 10:

Accommodation: Tea house  
 Activities: am: • Drive to Nayapul  
 • Trekking (3-4 hrs, 6kms)  
 pm: • Thought-storming • Optional yoga  
 • Optional personal coaching

### Day 11:

Accommodation: Tea house  
 Activities: am: • Trekking (6-7 hrs, 8-9kms)  
 pm: • Thought-storming • Optional yoga  
 • Optional personal coaching

### Day 12:

Accommodation: Tea house  
 Activities: am: • Trekking (6-7 hrs, 11-12kms)  
 pm: • Thought-storming  
 • Optional yoga  
 • Optional personal coaching

### Day 13:

Accommodation: Pokhara Motel  
 Activities: am: • Trekking (3-4 hrs, 6-7kms)  
 pm: • Free time for tourist shopping  
 • Group workshops  
 • Optional personal coaching

### Day 14:

Accommodation: Kathmandu Motel  
 Activities: am: • Travel to Kathmandu (5-7 hrs)  
 pm: • Group workshops  
 • Departure meal

## Additional opportunities

- > A photographer – to take professional shots of all programme activities. The photos will be supplied to the organisation for promotional material or web site links.
- > Video footage – a video can be made of participants' experiences for internal company viewing
- > Employee support plan – can be developed on participants, providing a profile and on-going development programme
- > Broader stakeholder involvement – programmes can be developed to encourage the engagement of a broader stakeholder group in the programme such as fundraising and mini workshops.

## RELATIONSHIPS

Second Base works closely with various aid organisations to ensure that all projects undertaken are in alignment with sustainable community development plans.

Second Base also has relationships with various service and resource providers to ensure the participants have access to on-going support opportunities. These relationships include:

- leadership coaches which enable participants to continue their development with personalised plans upon their return to the workplace
- business consultants which enable organisations to access on-site support in implementing values-based leadership models and systems-thinking concepts
- aid organisations which enable the organisations to make on-going contributions towards community projects or child sponsorships.

Second Base also has relationships with service providers to assist participant's in accessing flights, equipment, and undertaking all preparatory steps.



## THE SECOND BASE TEAM



Second Base was developed in 2007 by Zoe Dryden, for the purpose of integrating leadership development concepts, encouraging organisational change, and creating greater community engagement. The intention is to create a programme that sees organisations develop real and tangible gains through investing in their people while enjoying the satisfaction of supporting community development.

With alignment to systems-thinking, values-based organisation and transformational leadership philosophies, Second Base creates a learning environment to guide participants to experiential clarity around these concepts. Second Base is supported by an international network of executive leadership coaches. All Second Base coaches have extensive training in

the leadership development methodologies and have medical and conditional training. All community development projects are overviewed by a project manager with Western trade qualifications and health and safety training.

Second Base also supports the employment of local labour, with the use of on-site trade support, trekking guides, porters, host families and translators who are available to support the participants throughout their activities. Extensive support is used throughout the Second Base experience to ensure participants gain the experience and insights in a safe manner without exposure to unnecessary hardship or risk.

## THE SECOND LEADERSHIP NEXT

STEPS – ENQUIRIES AND

Zoe Dryden is the owner and Managing Director of Second Base, where she works with leadership development, workshop facilitation and coaching in New Zealand, Australia and the UK, relying on a network of highly skilled and reputable leadership coaches.

Second Base clients have included Coca-cola Amatil, The Warehouse, Contact Energy, British Gas, Tainui Group Holdings, NZL Group and the Department of Building and Housing.

Zoe's background is both academic and practical. With formal education in marketing and management, Zoe was an adjunct professor of Master's level, Business Strategy at Victoria University of Wellington. Zoe's background includes business advisory work where she specialised in systems thinking, values-based leadership and business capability development.

Zoe is an accomplished NZ leader and business owner, has presented as a guest speaker and national conferences, and provided business mentoring through government business support schemes. Zoe was also co-owner and managing director of medium-sized NZ business in the

logistics sector where she successfully led a business to market leadership and has co-founded various established NZ, UK and Nepal-based organisations in both profit and not-for-profit sectors.

### Second Base Testimonials

#### Centrica Plc

"Zoe is an outstanding individual whose passion for people and their development is a cornerstone of her beliefs. I had the pleasure of attending a Second Base course and all the coaches had a profound style which transferred itself to the participants in a highly personal way. Zoe is a genuine example of a coach who can make a difference and I have no hesitation in working with her again."

Charles Breslin, General Manager, Centrica.

#### Ministry of Economic Development

"Zoe (unlike others) actually made an immediate, positive and lasting impact to my leadership style and notable changes have resulted from our work together. I have no hesitation in recommending her. I continue to work with Zoe today."

Juliet Cross, HR Director, Ministry of Economic Development

## SECOND BASE TESTIMONIALS



#### British Gas

"Zoe has been instrumental on my ongoing journey to transition from a senior manager to a senior leader and has started to unlock previously untapped potential through helping me to think differently, approach my life from a different perspective and by challenging my inner beliefs. I continue to work with Zoe and find my time with her helpful, thought provoking and personally challenging. I have to admit to initially considering a holistic approach to management coaching to be frankly "hocum" but I can now vouch for the results!"

Steve Holdsworth, Business Manager and Head of Outsourcing, British Gas

#### The Warehouse

"Zoe is, in my experience, quite exceptional at what she does. Zoe is extremely people-focused and intuitive; she is one of the best - if not the best - personal development coach I've ever worked with. She is able to challenge and guide her clients in a way that is incredibly effective without the 'pain'. Her style is caring, professional and nurturing -- and she also brings a quiet persistence and determination as she wants the best for her clients. She is a fantastic listener and a very special person."

Christine Sewell, General Manager, Culture and Change, The Warehouse

EXPERIENCE



## ABOUT NEPAL

<b>Population:</b>	25.3 million
<b>Language:</b>	Nepali
<b>Capital City:</b>	Kathmandu population 1.5 million
<b>People:</b>	Brahman, Chetri, Newar, Gurung, Magar, Tamang, Rai, Limbu, Sherpa, Tharu and others
<b>Religion:</b>	Hindu and Buddhism
<b>Climate:</b>	Primarily temperate climate, with some tropical and alpine regions. Warm, sunny days with cool nights (subject to location and time of year). Programmes are optional in the monsoon season, end of June – mid September, and in winter, December – February, as the temperatures can be very cold.
<b>Altitude:</b>	1300 metres above sea level
<b>Poverty rating:</b>	Nepal is among the poorest and least developed countries in the world, with 40% of its population living below the poverty line. GDP per capita is US\$1,500.

## REGISTRATION

For further information please visit our website:  
[www.second-base.org](http://www.second-base.org)

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Printed on totally chlorine free 100% recycled paper.

The image features a dark green background with a decorative white graphic on the left side. This graphic consists of several thin, curved lines that sweep across the left edge, creating a sense of movement and depth. The lines are most prominent near the top and bottom corners, where they curve inward and then sweep back out towards the left edge.

[www.second-base.org](http://www.second-base.org)