



32 Hour Challenge

Equipping Our Next Generation To Lead

An overview for Hosts/Sponsors
& Participants



WHY?

To be an effective leader, one must first learn and apply social and team skills.

The World is not black and white - it is grey - uncertain - unpredictable. To successfully navigate, our next generation will require self management skills, team and collaboration skills, along with resilience, determination and adaptability qualities.

The 32hour challenge will accelerate and equip participants with these skills.

If these skills are neglected, they will erode.

A Professionally Facilitated Life Shaping Experience

WHAT?

The 32 Hour Challenge is a unique continuous learning and development journey for the next generation (typically 18 - 45-Year-olds)

Anyone who will be required to effectively Work in Teams - and potentially - one day Lead Teams

These skills are not taught at school or university - and require practice and application

WHO?

Who Can Host & Participate in a 32 Hour Challenge?

HOST/SPONSOR

PARTICIPANTS

Employers

- **Staff** (Employees who need to build their team, coaching, and Leadership skills)

Industry Groups

- **Unique Member Offer** (Provide a unique service offer to their Members/Clients/Network)

Townships

- **Employers** (Looking for a mechanism to engage with their community)
- **Workers & Students** (Build their Team, Coaching, and Leadership skills to strengthen their Employability and Township Connection)

Schools/Universities

- **Students** (Looking to prepare themselves with employability skills, a self management tool kit, and build their resilience tool-kit)

Sporting Groups

- **Players & Coaches** (Learn, practice and apply the qualities all winning teams have)



The 32 Hour Challenge is broken into three parts



Part A

Preparation
(via a pre kit and briefing)



Part B
Participate in
the 32 Hour
Challenge



Part C
100 Day
Campaign of
Action and
Follow Up



PART A

Briefing & Pre Kits For Employers & Participants

BRIEFING KIT FOR EMPLOYERS:

- § Overview of the Process
- § Guidance on who to send to The Challenge
- § Pre Kit-Briefing Tips & Messages
- § Post Challenge Debrief
- § 100 Day Follow Up Process
- § Guidance on what to Look For & what to Expect

PARTICIPANT PRE-KIT:

- § Participant Pre-kit to complete prior to attending
- § Some background reading
- § What to Bring and Instructions / Tips / Rules



PART B

The 32 Hour Challenge

A Professionally Facilitated Event

Start 8am Day 1 & Finish 4pm Day 2



Every 32 Hour Challenge is Unique but is broken into 4 Parts

- 1. Networking:** Meet and Greet. Share who You are - Learn Who Others Are (Listen & Story Tell)
- 2. Self-Management:** Equipping Participants with Self Management Tools
- 3. Team Building:** Learn, Practice and Explore the Attributes all winning teams have (Form - Storm - Norm - Perform)
- 4. Application:** Take what has been learnt and apply it to: Themselves / Their Employer / Their Community - 100 Day Action plan

PART C 100 Day Campaign of Action

*Awareness without
Action is Useless*



The 100 Day Campaign of Action will be Multi-Faceted and Include

Personal Action Plan:

- Debrief with Host/Sponsor
- Follow Up with Local Mentor
- Focus on no more than three high pay off actions

Team Action Plan:

- To be agreed with Host / Sponsor
- Focus on leading one team improvement to implement back at work
- Apply the 4 Disciplines of Execution they learnt on the Challenge

Evaluation:

- Review agreed Initiative - How made a difference
- Audit what has been Implemented in 100 Days
- Debrief Personal outcomes and applications

Outcomes

PARTICIPANTS:

- Life Shaping Experience
- Learn - Practice - Apply Skills Not Taught at School or University
- Tool kit to apply and implement

EMPLOYERS:

- Build Capability of Staff
- Implement transferable skills back into the Workplace
- Provide a Unique Learning Experience - like no other

HOSTS:

- Strengthen Team & Community Connection
- Enhance Team Engagement
- Raise profile of participants with potential
- Make a genuine difference to participants
- Provide value add resources and life skills to all involved

Testimonials

“The 32 hour Challenge has helped me to develop and not feel intimidated from voicing my opinions as they were widely appreciated during all of the challenges that we faced”

“I just wanted to write to express my sincerest thanks for running such a well oiled event. Not only did I test myself and learn new management boundaries, I also took away a new found respect and importance of why we actually did what we did.”



“The best learning & development event I have ever participated in. This was life changing for me and some of my team members”

Testimonials

“I came skeptical thinking I have seen all training and development programs... I have never witnessed or participated in such an inspiring and motivational process which promotes the concept of team dynamics and interdependence in such a unique and practical manner.”

“I thought some things not possible, but by working together in a collaborative manner we overcame all sorts of obstacles..”



Never been in a learning development program that tracks to real life in such a creative and meaningful manner...



RYP International

David Stewart

Ph: + 61 3 9593 3000 / 0408 397 958

E: dstewart@rypinternational.com

www.rypinternational.com

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Do Not Underestimate What Can Be Achieved In 32 Hours!