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A leader is always under development

Always on the top, and often alone...



“When was the last time I openly discussed my performance as a manager and got a qualified and honest response from other leaders or professional trainers”?

Have you ever asked yourself this question, or had a peer ask you to give your opinion on their job performance?

Leaders must know themselves – their strengths and weaknesses, and their reactions in all kinds of situations. To develop leadership skills and understanding of the role takes time; often time that is not available with the demands of daily work life, and where experimentation and mistakes are not an option.

Personal Development



At Big Bar Guest Ranch our management and other courses are based on experiential situations and take place in surroundings that are removed from the business of “business”. These courses are presented in the pristine setting of the Cariboo wilderness. Each course is created to offer stressful conditions that will stretch participants both physically and mentally while retaining the social patterns of the group within the workplace. The challenging tasks we create resemble those encountered daily in life at work, only tougher, so the individual’s personality and leadership style emerge more clearly.

Tasks are models that can be discussed and analysed, thereby creating insights, and alternatives along with building stronger resources and new patterns of action.

Personality is comprised of a set of thoughts and emotions, character and body. Our courses cover each of these aspects and participants can, in light of new insights, formulate an individual strategy for their own personal development.

Our Goal

Our goal is to enhance each participant’s self-confidence and to develop their strengths. By using common and individual tasks in unfamiliar surroundings, each member of the team is stressed in unique ways and is thus encouraged to tap hidden resources within themselves. Some of the properties that will be enhanced through this training are: decision making, how to inspire, to resolve conflict, to develop creativity and observational abilities and many other skills that will reinforce positive human interaction thereby enhancing the workplace.

Our Methods



Our courses are experimental situations where participants have the opportunity to test themselves. Participants will be confronted with a series of tasks such as: building a raft, a bridge, a tower and the like. Before solving a specific set of tasks, a theory session will be held to cover subjects like conflict management, motivation, decision making and communication. All tasks are performed in magnificent, natural surroundings and participants are able to explore the area using our horses as they solve the tasks that have been set.

The outcomes are based on each person's experience as an individual and as a team member. After each exercise, each team member is given open, honest, positive feedback by both other team members and by professional instructors.

Leadership Courses

Each of our courses is targeted towards leaders at the management level who want an intensive experience for an updated self-assessment as a basis for strengthening specific areas of personal development.

Team Building



Team Building is directed at groups or departments at all levels within the same company. These courses are organized as a practical problem solving tool, as an analytical model for start-up phases, e.g. for new project teams. Or it may be simply to strengthen existing co-operative relations within the company.

Team Building offers participants the opportunity to learn about their own reactions when put under pressure. They will thus be more in tune as to how they learn when coping with everyday stress in a more meaningful way. Participants will also have a thorough knowledge of their own and other's reactions in situations of conflict. Our teambuilding courses offer fertile ground for participants to discover greater transparency and confidence when dealing with conflict and stressful situations. Overall the teambuilding experience offers groups the important asset of cohesion and thereby moving towards the ultimate goal of operating as a high performance team.

Adventure Courses

These courses are open to all employees within a company. The objective is to enrich and expand the current working relationships through experiencing exciting and challenging exercises that provide a common reference framework and promote team spirit.

Instructors

Our instructor corps consists of highly trained and experienced specialists.

Chief psychologist, who is a Dane has worked on team building, leadership training, etc. for 17 years.

The composition of the experienced instructors ensures that all participants can feel safe and in good hands.

