

You just heard you're going to Hemlock Overlook. What does that mean?

Now that you've heard you're going to participate in a Hemlock Overlook Professional Development Program, you may be wondering what to expect. This information is to help you understand the purpose of the program and how to prepare for it. We hope you're already excited about this opportunity to have fun outside the office and to learn about teamwork in the office, but let's start at the beginning...

What is a Professional Development Program at Hemlock Overlook?

We offer a variety of programs that are often designed specifically for your organization's goals for team building and organizational development.

What is a ropes course and how does it relate to what we do at work?

Most people hear "ropes course" and think of a bunch of people swinging from trees. In fact, the term is an acronym for "Reality-Oriented Personal Experiences." And that is what we strive to provide in our programs – often without use of any ropes. Participants DO an activity and then REFLECT on it for the purposes of transferring the learning to the "real world." This is called experiential education or action-learning. We use the process to build teams by designing activities to challenge a group of individuals to work together in order to achieve success.

Is it like an obstacle course of *Survivor*?

No! The challenges are not focused on strength or endurance and we will not force you to participate. It is up to each participant to decide how he or she will contribute to the team. This philosophy is called Challenge by Choice. The goal is to choose roles throughout the day that are challenging to you, whether physical or mental. There are a variety of roles to take at every activity – ranging from lifting or being lifted to supplying ideas and encouragement – that are equally important to the team's success.

What is the medical questionnaire and liability form I have to fill out?

This confidential form is required by the Commonwealth of Virginia and is standard practice in the field of outdoor and experiential education. The medical questionnaire will only be used to inform medical personnel in case of emergency. You should complete this form, sign it and bring it with you the day of your program.

What should I wear and bring with me?

As much as the weather will allow, we will be outdoors most of the day. It is important to dress appropriately for the weather – rain or shine. Hot weather calls for light loose-fitting clothes and sunscreen. For cold-weather, layers are best. Gloves and a hat are also important. In all weather, a water bottle is a good idea and closed-toe shoes are required.

Where can I find more information?

Our website at www.hemlockoverlook.org/cpd_overview.htm can offer more information about our organization and our programs. There is also contact information if you have specific questions.



HemlockOverlook
CENTER for PROFESSIONAL DEVELOPMENT

We're excited about the opportunity to work with you and your team!
See you soon!