



Effective Outdoor Program Design & Management Workshop

The course will examine the complex relationships surrounding outdoor program design & management from both the field instructor and program administration perspectives using PowerPoint, interactive whiteboard lecture, video, and small group activities. Increase safety, reduce incidents, reach your programmatic goals, and increase participant satisfaction. The workshop is guaranteed to have a positive impact on how participants administer and deliver their programs and courses.

Tuition includes Effective Outdoor Program Design & Management (text) and the water-proof, tear-proof Site Management Handbook (field handbook), and workshop small group exercise book (sent as pdf file prior to conference).

Effective Outdoor Program Design & Management Workshop Desired Outcomes

- Introduce a comprehensive outdoor program design & management system using the Outcome Model
- Introduce site management theory & concepts
- Understand how to design and manage a program using the administrative lens of the Outcome Model
- Understand how to design and manage an activity progression using the field lens of the Outcome Model
- Designing a staff training & development system
- Introduce an incident analysis process consistent with the Outcome Model
- Introduce a program evaluation process consistent with the Outcome Model
- Understand how to design and deliver an effective activity specific site management workshop

With the goal as:

- Decreased incidents
- Increased program quality

Daily Syllabus

Course Starts promptly at 8 AM and ends between 5-5:30 PM with one hour for lunch.

Day 1

General Introduction

Defining Outdoor Program Success

- Program Safety
- Fiscal Budgeting & the Incident Prevention/Incident Response Cycle
- Educational Success
- Program Quality

Introduction to the Outcome Model

- Introduction: WHY?
- the Outcome Model: its Basic Structure
- SMALL GROUP EXERCISE: Core Principles & Strategies

the Outcome Model: Looking through the Field Lens

the Design Cycle

- Detailed Structure of an Activity
- Basic Outdoor Education Strategies
- Managing Hazards: Your Site Management Plan (includes Video examples)
- Assessing Activity Risk in the Field
- Common Field Errors
- SMALL GROUP EXERCISE: Initial Assessment

the Management Cycle

- Managing Activities: Framing, Intervention, & Closure

the Outcome Model: Looking through the Field Lens Review

- SMALL GROUP EXERCISE: Incident Analysis via the Field Lens of the Outcome Model

Day 2

the Outcome Model: Looking through the Administrative Lens

the Design Cycle

- Designing Block Outcomes & Progressions
- Assessment & Progression: the First Activity...
- Managing Risk through Program Design
- Setting Staff Hiring & Promotional Criteria: Instructor & Administrative Skill Sets
- Staff Competency
- Developing Course Area Maps, Site Maps, & Activity Menus
- SMALL GROUP EXERCISE: Block Progressions & Staffing

the Management Cycle

- Ensuring Accurate Staff Assessment
- Balancing Program Design & Staff Competency
 - Assessing Program Risk in 2-Person Instructor Teams
- Course & Incident Reporting
 - Staff Training & Development
- Components of an Effective Site Management Training
- SMALL GROUP EXERCISE: Staff Development System
- Evaluating Programs, Activities, & Incidents
- SMALL GROUP EXERCISE: Incident Analysis via the Administrative Lens of the Outcome Model

Day 2 & Course Closure

- Written Evaluations

The following quotes are from past participants in Paul Nicolazzo's Effective Outdoor Design & Management Workshop. Plan on attending this year to improve the safety of your program.

WMTC's Effective Outdoor Program Design & Management workshop and Site Management field training provides a seamless model for effective decision making in the outdoors. It has become the centerpiece of our leader training program by providing a framework for our student leaders to make and articulate their decisions. Our less experienced leaders in particular have grasped the concepts presented and are using them to understand quality decision making and rapidly improve their competence. It has also been useful as a training tool for determining where mistakes have been made in case studies as well as our actual trips.

Bruce Saxman
Director of Involvement, Leadership, & Adventure Programming
Green Mountain College

I have found WMTC's Effective Outdoor Program Design & Management and Site Management methodology and trainings to be the most useful training for outdoor educators available as it relates to managing participant's safety and education in a wilderness environment. I strongly recommend wilderness educators take these trainings as ongoing professional development to ensure more effective safety and risk management. I firmly believe organizations that work with adolescents are amiss if they are not following these practices and certifying their instructors in the process.

Doug Mahon
Outdoor Program Coordinator
University of Colorado at Boulder
ex-Director of Operations for Pacific Crest Outward Bound School
ex-Rocky Mountain Region Program Director Outward Bound Wilderness

The workshop was well taught and helped me to visualize the Outcome Model as it relates to site management and apply it to my program. It was very helpful in designing education progressions and in learning field management of groups in technical terrain. Paul and Mat both have a wealth of knowledge in program design and risk management, and inspired me to make some changes to my program."

Mark Mullert
Wilderness Services Coordinator/
Rock Climbing Specialist
Diakon Wilderness Center

The Effective Outdoor Program Design & Management workshop helped my supervisors understand how critical it is to integrate local site management and hazard assessment with their practices as regional program administrators. They now have a common language from which to build an effective risk management system, which is critical in a program that operates in 8 different regions of the country and is growing every year. Over the past two years we have eliminated all major incidents and reduced all incidents by greater than 50%.

Rebecca Bear
REI Outdoor School Manager

I took my first site management training in 1997 on the Lochsa River in Idaho. It opened my eyes to a whole new world of outdoor education. After having gone through this training, I find it hard to believe that an outdoor program would let anyone take students into the field without it; its quality is hard to express on paper. The training is top notch and any program who uses it is getting a more qualified instructor because of it.

Ten years later as a program director I know that staff who have taken this training are going to run incredibly safer, more effective and better educational courses than those who have not. In my opinion this training is a must for all outdoor professionals.

Michael Armstrong
Oregon Program Director
Outward Bound

As a program manager and training director, I've found the Effective Outdoor Program Design & Management workshop and subsequent Site Management field training gives program administrators the tools they need to design and run a operating system for their program. It offers staff a effective decision making process that takes into account the numerous components required to design and manage safe activities. While in use at PCOBS we saw an increase in enrollment, an increase in student satisfaction, and a decrease in incidents. It is also and by far the most cost effective way to run a safe high quality program available today.

Michael Spilotros
ex Training Director
Pacific Crest Outward Bound School

The thing that amazed me the most about going through the Effective Outdoor Program Design & Management workshop is finding out that group handling techniques are not necessarily common sense for outdoor professionals. Your workshop gives professional the tools to effectively deal with groups as well as ways to give instructions to new staff which will set the staff up for success on their outdoor adventures. It is a good sense approach that will help professionals constantly analyze risks and hazards before and during a trip.

Dana Olson
Director
Outdoor Adventure Center
Idaho State University

Paul's workshop on Effective Outdoor Program Design & Management has become an integral component to our program by providing fresh insight into the critical systems that allow us to facilitate consistent quality programs. As Adams State Adventure Programs continues to grow and more and more programs are booked we continue to increase our trainings and systems to handle that influx. The workshop is hands on and allows you to look at your program and make sure your staff competency and program design are balanced to ensure the safety of your programs. It was fresh look for me at Adventure Programs and allowed me too implement several new policies, trainings, and practices through this last year.

Mick Daniel
Director of Student Life and Recreation
Coordinator of Adams State Adventure Programs

Site Management has enabled me to clearly communicate the what, how and why of outdoor leadership to my students. I was completely amazed to see how quickly decision making, instructional and critical self-assessment skills were built among relatively young outdoor leaders. Site Management is powerful, effective and is a must have in both co-curricular and academic programs.

Thomas Stuessy
Professor of Adventure Recreation
Green Mountain College

The Effective Outdoor Program Design & Management workshop hosted by the Wilderness Medical Training Center and Paul Nicolazzo was a one of the most worthwhile workshops I have ever attended. Through group interaction, lecture, and discussion, I found a new appreciation for the preparatory & analytical stages that must be followed when operating or growing an outdoor program. Outdoor administrators address complacency with our staff, but after experiencing this pre-conference workshop, I realized that even I had found a comfort zone that needed to be shaken up a bit. Paul's experience with risk management and his teaching style can be classified as top notch and his desire to see each participants program become better is exemplified through personal dialogue, critiques, and professional advice.

Tim Mertz
Assistant Director of University Recreation
University of Wisconsin - Stout

The Effective Outdoor Program Design & Management workshop was an invaluable training and an opportunity to learn with and from colleagues. Paul did a terrific job of supporting our learning and helping us identify our priorities for change in our respective programs.

In brief, of the many program ideas presented during the training and that I have put to use this year, I have found the following concepts crucial to our program:

- The concept of three domains of instructor competency (outdoor, human and educational skills). These are now a key part of our staff training and extremely helpful in providing effective feedback/assessment to staff.
- The importance of skills assessment being separate from instructor/trip leader assessment. We are moving to skills instruction/assessment happening in separate discipline programs.
- Providing and keeping staff current on a clear and informative mission statement to help them in make effective decisions.

Eliot Howard
Assistant Director
Campus Recreation - Outdoor Pursuits
University of Texas at San Antonio

Paul's workshop is insightful and fun. No matter if you're student or seasoned professional, Paul will challenge you to evaluate your approach to both facilitating courses and overseeing programs. I highly recommend this workshop especially to anyone who wishes to take a critical look at their program's operation. From the workshop last fall, what I found most useful was building the mock program design from start to finish. I now have a more solid grasp of how the components fit together. We've been using the competency model and some of the concepts of the block progressions, but putting it together with others really helped me see a big picture. I understand how having a format like this can enable administrators and instructors to speak the same language and critically design their trainings and courses.

Curt Howell
Assistant Director - Outdoor Pursuits
Texas Tech University