

Provocative

No one on a programme can 'sit back and enjoy the ride' – at some point every member will be required to feedback or be fed back to. This is done in a supportive manner, often using video feedback and highly skilled observations by the Directing Staff, to highlight Members' behaviours and explore the motives that have driven those behaviours.

It is this provocative approach, where Members are asked to explain their actions or inactivity, that the majority of Members find most useful. Much like executive coaching, the probing of motivations and actions is far more effective in helping people to develop real leadership skills, than passively listening to a presentation.