

HighTrenhouse
a different kind of venue

Winter Special Offer

Winter is special on Malham Moor. In fact any time is special but winter has extra dimensions - a magical quality that comes from seclusion, wilderness and raw nature outside, juxtaposed with warmth, comfort and good company within. Come see for yourself. Until the end of January you can benefit from our winter offer discounted rates [see here](#).



Quote of the month:

"The peace yesterday as I sat by your pool in the trees, the achingly beautiful panorama of the misty tarn with the crags behind generated tears of joy. I'll be back whenever the opportunity presents itself." **Ken Alden, Harley Organisation Development Consultants, facilitator with Boots September 2011**

Leisure breaks at High Trenhouse

Enjoy a self-catering break in Bennett's building - ideal for family gatherings and reunions, with 6 en-suite rooms sleeping up to 10 people. If you want luxury, why not spoil yourself with our wonderful food and full service in either or both buildings? High Trenhouse is a great place to spend a few days with family or friends to experience the magnificence of the Yorkshire Dales. For a quote or bookings contact david@high-trenhouse.co.uk

Personal Development for senior executives

Recess College use High Trenhouse to run 9 day intensive personal development programmes for senior executives, and are returning for the 7th time in February 2012. For more about these deeply reflective programmes contact [Recess College](#).

Directing Change

We are delighted to welcome the 'Directing Change Seminar', a group of senior museum curators for the 14th consecutive year. The group is always disappointed if we fail to provide snowy conditions for their



EDHEC



We have been pleased to contribute to the MBA programme of the Ecole Des Haute Etudes Commercial (EDHEC) in Nice, sharing something of

our experience and understanding of teamwork and leadership. EDHEC is consistently ranked in the Top-5 management institutions in France with international student diversity and a strong focus on managerial competencies.

Team development processes

For many years we have helped senior teams in times of change. Mergers, demergers, partnerships, customer-supplier relationships, strategy innovation and organisational change are typical of situations that benefit from getting your team off-site to think things through. Skilled design and facilitation ensure you get the most from valuable time out. A recent assignment was with a team of Health and Safety specialists from a major UK manufacturing company. Spread over several sites, they were somewhat isolated and pushed into the role of policemen, making sure the rules were being observed. Coming together for a review enabled them to see that they were most effective when raising awareness of risks rather than rules. This subtle but profound insight helped them raise their game with an up-beat strategy for the year ahead.

Quote of the month:

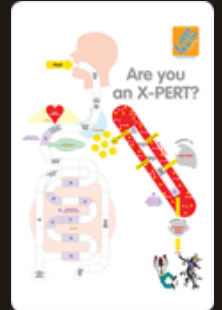
"One of the most thought provoking and inspirational events I have been involved with." **Neil Hall - TNT Business Solutions**

The Nature of Knowing - through a glass, darkly



X-PERT Health

X-PERT Health deliver diabetes-awareness training to health professionals and the public. X-PERT Chief Executive Dr Trudi Deakin asked us to re-develop their magnetic whiteboard-based training resources, and as a result we've delivered an improvement in quality and brought the weight of their portable kits down by about 45% to a manageable 10.5kg. The pre-production sample is on its way to an international health convention in Dubai, and X-PERT will take receipt of their first consignment of 20 kits in January.



ThinkingWall gets bigger!

With the 2012 specification ThinkingWall system on-stream, we are now able to construct walls from panels up to 1.5m wide. First to benefit were TheFrameworks, London, a graphic design and marketing communications agency next to Tower Bridge, London, who had a wall made up of three panels, each panel being 1440wide by 2300 high.

"The ThinkingWall has been fantastic. We use the wall for so many projects - both our own and when we work with clients - to map out and brainstorm projects, capturing thoughts and ideas in meetings, for notes, messages and other day-to-day tasks. It completely blends into our office space and has been a great investment for us." **Megan Kettle, Account Executive, TheFrameworks, London**

Design Thinking

We are working with Lorne Mitchell of [Objective Designers](#), based in London, to add value for people who buy our whiteboards and thinking walls. We want to help customers make the most of these fantastic aids to visual thinking. We can advise on how to make best use of standard or bespoke magnetic shapes, symbols and logos as well as providing technical advice, training and facilitation.

Logovisual Methodology

We will be scheduling dates in the New Year for the [Ideas into Action](#) LVT training workshop. This is an excellent one-day introduction to the power of visual thinking processes. It taps the creativity of teams and engages people in generating their own solutions. We can bring this programme to your premises if you have six or more attendees.

annual visit, having one year had the experience of being brought cross-country by Land Rover to High Trenhouse.

Events at High Trenhouse

Sign up for photography courses with David Noton or Nick Jenkins, yoga with specialists Margot Richardson or Marie Thompson, outdoor activity with Walking Women and others. Joe Gittins is offering a weight-reduction bootcamp! Ideal for those who wish to reverse the effects of over indulgence in the festive season! Come to one of these events or design your own! We are delighted to work with people who organise group activities.

High Trenhouse has invested in a snow blower which will probably guarantee there will be no snow for some years to come! If it does snow we can clear the drives and car parks to make life much easier for our winter visitors.



Malham's weather station can be [viewed here](#) - but note that High Trenhouse is at 200 metres higher!

There is a difference between knowing about the way some aspect of the world works and really knowing its workings. Nobody can fully communicate the taste of bacon or the colour of maple leaves in autumn. You need the experience to know what their words mean. And yet we often find ourselves working on the basis, not of what we really know, but only what we have learned 'about'.

We often fail to distinguish and, like skaters on thin ice, push forward into action without fully appreciating the dangers of confusing the kind of knowledge that supports us. Especially this is so when there is pressure to act - to deliver results fast. This can often result in unforeseen consequences, especially when those consequences might be in another place or at another time. This is writ large in the current financial crisis and much of the thinking that got us here.

Sensei

It was with great pleasure that we recently worked with Malcolm Follos and his European consulting team from Sensei. Malcolm first came as a client of CMC 20 years ago. *"Welcoming three new team members to our core team and taking them to High Trenhouse enabled us to bond as a team and build together our strategic plan for the next few years."* - Even consultants need to find time out to think and reflect, and some light-touch external facilitation can help team members detach from their usual roles as consultants and facilitators, and be free to participate!



Best Practice

The Best Practice event gives practitioners the opportunity to share new developments, applications and techniques with fellow users and guests. The next will take place on 13 December in central Leeds, a short walk from the station. Do book on this one-day event which will be packed with fantastic opportunities to learn and to network. [Best Practice with LVT](#)

Clearance items - last chance

We still have hexagonal Post-its in discontinued colours - a great opportunity to pick up some bargains. There are also some good titles in the book sale - a chance to build your library! [Details here.](#)

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Good wishes from the whole team

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