

What to prepare *in advance*

Participant checklist · Team of Leaders · 2–4 days, outdoor and residential

Very little preparation is required, and none of it is written work. There are no questionnaires, instruments or pre-reading. What follows is practical: arrive able to be present for several days, in weather, with the rest of your team.

BEFORE YOU TRAVEL

- ☐ Hold the confidential pre-programme conversation with the facilitator.
A short call. Nothing said there is repeated to the team.
 - ☐ Read the practical brief you receive covering terrain, kit, safety and what will and will not be recorded.
 - ☐ Return the health and dietary form, including anything that affects walking, medication or sleep outdoors.
 - ☐ Confirm travel and arrival time with the coordinator.
 - ☐ Clear the calendar for the full programme, including evenings.
Partial attendance changes what the team can see.
 - ☐ Agree a single contact route for genuine emergencies at home or at work.
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WHAT TO BRING

- ☐ Waterproof outer shell and trousers; layers rather than one heavy coat.
 - ☐ Broken-in walking boots with ankle support, plus a second pair of shoes.
 - ☐ Warm mid-layer, hat and gloves — Nordic conditions turn quickly.
 - ☐ Small daypack, refillable water bottle, personal medication.
 - ☐ Notebook and pen. Written notes travel better than screens in the field.
 - ☐ Head torch and a dry bag for anything that must stay dry.
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WHAT TO LEAVE BEHIND

- ☐ Laptops and work devices beyond a single phone kept switched off in the field.
 - ☐ Slides, papers or prepared positions. The programme reads what happens, not what is presented.
 - ☐ Fitness expectations. This is not a test of strength, speed or endurance.
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HOW TO ARRIVE

- ☐ Bring one live organisational question you are genuinely unsure about.

It is not shared unless you choose to share it.

- ☐ Expect ambiguity, incomplete information and changing conditions. That is the material.
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- ☐ Expect to be observed as a team, never assessed as an individual.
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Confidentiality. The Orientation Map belongs to the team that made it. Nothing observed in the field is attributed to a named individual in any written output, and nothing from the programme is used in any other search, assessment or advisory engagement.