

## Campsite

Mawai Eco Camp is situated by the Sedeli River, at Mawai Lama, north of Kota Tinggi town. It is designed by Singaporean architect, Mr Tay Kheng Soon, a former Commissioner of the Singapore Scouts. The camp was built and completed in late 1998 by the Orang Asli (aborigines from Endau, Johor). It is built over a freshwater swamp and entirely of materials from the nearby forest. What's unique about the camp is that there are no walls to obstruct your view of the surrounding forest.

The jungle here includes extensive mangrove forests along the Sedeli River near camp. This forest is yet to be studied for its flora and avifauna. Otters and wild pigs are abundant in it, and

## Hear What Others Have to say about EcoMapping™ and Wayne's Training

"Eco Camp provides us a unique environment for corporate training workshop. The natural setting around the camp gave us a lot of inspiration in design and solution generation. Eco Camp concept challenge the norm and this is what we are trying to cultivate."  
- Dr Richard Kwok, Vice-President  
Singapore Technologies Kinetics Ltd

"EcoMapping™ benefited our organisation very much. I was surprised and impressed with the enthusiasm and the good reflection generated by our staff during this workshop. The facilitator, Mr Wayne Kwan did a wonderful job in provoking discussion and reflection among our staff."  
- Mr Alec Ang (PPM), Director, RV Centre,  
Resources Venture Pte Ltd

"This is an interesting concept where nature can be used as a tool to promote innovation, entrepreneurship, cooperation and team work within an organisation."  
- Mr Richard Chua, Associate Director (TMS),  
Temasek Holdings Pte Ltd

the Malayan elephant is also evident from dung droppings around and along the camp's tracks. An adult tapir even wandered into camp recently! Fireflies abound in the forest along the river's edge.

Although camp conditions are rugged and rustic, modern pedestal toilets and shower facilities are available. Freshwater for camp use is pumped from a clear water pond, filtered and delivered to elevated tanks. Wash basins are located along the toilet corridors.

Due to the naturally low pH of the water in the freshwater swamp, mosquitoes are not much of a bother at all, ensuring a more comfortable stay for you.

"Wayne is a skilful facilitator in drawing out ideas from people."  
- Head of Department, Ministry of Education

"Wayne is an excellent trainer with interesting and strong impact presentation. He is well-prepared. I certainly enjoyed his seminar."  
- Executive, Christian Dior Parfums

"Wayne is a fantastic facilitator- lively, interesting, and pragmatic."  
- Senior Manager, Ashland Inc (USA)

"Wayne has an incredible ability to quickly establish close rapport with the participants."  
- Manager,  
SAFRA (Singapore Armed Forces Reservist Association)

"Wayne is a very experienced facilitator. A lot of the topics presented by him are refreshing and insightful and open up my mind to new areas that were not obvious to me before."  
- Supervisor, PSA Corporation.

## Who Should Attend

These two innovative experiential programmes are specially designed for Directors, Managers, Department Heads, Team Leaders, Project Managers, Supervisors, technical and non-technical professionals

## Facilitators

Lead Facilitator  
Wayne Kwan is the lead-developer of **EcoMapping™**. He is the Co-founder and Lead Consultant of the MAD Center™, the Management Assessment & Diagnostic Center Pte. Ltd., a consulting firm specialising in the applications of scientifically validated assessment and diagnostic tools for enhancing personal, interpersonal and organisational effectiveness. He has more than 15 years of experience in management training, education, research and consulting. He is best known for effectively applying and integrating management assessment and diagnostic tools into training and consulting. Some of the tools include the 3-Sixty

Profiler™, Competency Profiler™, Myers Briggs Type Indicator® and DISC Personal Insights Profile™. Wayne is also author to a number of management publications and has presented papers in international management conferences. Wayne has extensive experience, knowledge and training in applied business psychology and behaviour. He holds bachelor, graduate, and professional degrees in management from both local and overseas universities. Wayne consults with organisations representing a broad spectrum of businesses that include some of the Fortune 500 companies. Some of his clients include the Prime Minister's Office, Singapore Airlines, Bosch Group, British Airways, Prudential Insurance, Pacific Internet, Ricola Asia Pacific, IBM and many more.

## Other Facilitators:

They represent a wide range of experts on nature. Many of them are members of the Nature Society and have written books and articles on living things and animals from the world of nature.

## REGISTRATION FORM

Closing Date of Registration – 31 July 2003

Workshop A: Resilience Mapping™, 14 – 15 August 2003

Workshop B: EcoMapping™, 11 – 12 September 2003

**S\$1,199 Nett**

**S\$1,199 Nett**

To register, contact **Partners Conference & Event Management Pte Ltd** at:

Tel: 65-6786 7363

Fax: 65-6786 3282

Email: [enquiries@partners-conference.com](mailto:enquiries@partners-conference.com)

(\*Team discount is available for a team of 3 or more delegates per workshop.)

\*Only one discount is applicable at any one time.

### YES! Please register me / us:

Name of Delegates	Designation	Workshop (Please tick)
1. _____	_____	<input type="checkbox"/> A or <input type="checkbox"/> B
2. _____	_____	<input type="checkbox"/> A or <input type="checkbox"/> B
3. _____	_____	<input type="checkbox"/> A or <input type="checkbox"/> B

### Approving Manager

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Email: \_\_\_\_\_

Organisation: \_\_\_\_\_ Address: \_\_\_\_\_

Postal Code: \_\_\_\_\_ Country: \_\_\_\_\_ Tel: \_\_\_\_\_ Fax: \_\_\_\_\_

### Methods of Payment

#### Bank Transfer

Account Name: Partners Conference & Event Management Pte Ltd

Account Number: 501-584692-001 (Bank Code: 7339)

Pay to: OCBC Bank (SWIFT Code: OCBCSGS)

Branch: OCBC Centre

#### Cheque

Please make your crossed cheque payable to:

**Partners Conference & Event Management Pte Ltd.**

Kindly mail your cheque and registration form to:

Partners Conference & Event Management Pte Ltd

2 Flora Drive, #08-36, Singapore 507025

# Resilience Mapping™

Increasing Your Resilience in the Face of Adversity

14 – 15 August 2003, Farmland  
Campsite at Gunung Lambak,  
Johor, Malaysia

# EcoMapping™

Enhancing Intrapersonal, Interpersonal,  
and Organisational Performance

11 – 12 September 2003,  
Eco-Camp at Mawai, Johor, Malaysia

Sign up Early  
and Enjoy  
\$200  
Discount!

### Workshop Facilitator:

**Wayne Kwan**

Lead Developer of EcoMapping™

Originator of Resilience Mapping™

Co-Founder and Lead Consultant, MAD Center™,

Management Assessment & Diagnostic Center Pte. Ltd.

Organised by  
**PARTNERS**  
Conference & Event Management Pte Ltd

Visit us at [www.partners-conference.com](http://www.partners-conference.com)



Engaging talk by nature specialist  
in a hut build by Orang Aslis



Nature Specialist explaining a plant  
species and its usefulness in a  
segment of the rainforest expedition



Better than Newater or mineral  
water, this is natural water from  
the rainforest!



First of its kind in this part  
of the world - a natural water  
obstacle course



Swinging over obstacles  
in our lives



Balancing act - keeping our  
lives in balance

# Resilience Mapping™

## Increasing Your Resilience in the Face of Adversity

14 – 15 August 2003,  
Farmland Campsite at  
Gunong Lambak,  
Johor, Malaysia

“Your habitual way of explaining bad events, your explanatory style, is more than just words you mouth when you fail. It is a habit of thought, learned in childhood and adolescence. It is the hallmark of whether you are an optimist or pessimist.”

– Dr. Martin Seligman, world distinguished psychologist and researcher on optimism and resilience, University of Pennsylvania

### The Challenge

Adversity is on the rise! A poll of 20,000 people worldwide reveals that 98% predict a more difficult, changing, even chaotic future. Everyone faces accelerating change and increasing levels of adversity. We hear of wars, diseases, retrenchment, unemployment, social unrest, family break-ups, and the list goes on. People are increasingly stretched. They deal with greater uncertainty and change than ever before. Many feel ill-equipped or suffer an unnecessary toll. Each day they live on the edge.

### The Opportunity

The key to success in such tumultuous times is not only being able to make desired change, but to sustain it in the face of adversity. The ultimate key to thriving on adversity is to build your resilience and it has to start even before adversity strikes you.

Many studies on resilience have established that it is the level of our resilience - the ability to persevere and adapt when things go awry - that determines our success at work, the happiness and longevity of our relationships, and the quality of our health. Indeed, more than any other factors, resilience is what determines how high we rise above what threatens to wear us down, from battling an illness, to bolstering a marriage, to carrying on after a national crisis.

Contrary to popular belief, the secret to resilience lies in accurate thinking, not positive thinking. The tools and techniques in **Resilience Mapping™** teach you to evaluate the impact of your thinking on your emotions and behaviour. It is not what happens to you, but how you respond to what happens to you, that has the greatest effect on your life.

The years of accumulated research on resilience indicates that the number-one roadblock to resilience is not genetics, not childhood experiences, not a lack of opportunity or wealth. The single most significant obstacle to tapping our inner strength lies with our cognitive style – your ways of looking at the world and interpreting events that every one of us develops from childhood. Our cognitive styles may bias and colour our perspectives, leading us to develop patterns of behaviours that are often self-defeating.

- Putting it all together:

Accelerate your learning about resilience and internalise it through a fun, innovative and engaging outdoor experiential activity.

### Special Highlight of Resilience Mapping™: Gunong Lambak Trek

Gunong Lambak is the most climbed 'neighbourhood' mountain in Malaysia. The mountain forms an imposing landscape overlooking the town of Kluang. The locals actually form a climbing cum conservation club to manage and maintain the mountain trails.

The twin peaked mountain has summits at 510 m above sea level. The route to the summit is 1.3 km long, which only takes seasoned local folk an hour to ascend. The initial ascent is gradual through tropical rainforest and it gets tougher after the midway resting point. However, there are fixed ropes to assist the trekkers.

The summit will reward you with a panoramic view of the Kluang district. For some people, the descent may be more challenging than the ascent.

### Why Mountain Scaling is Included in Resilience Mapping™

Mountain scaling is used in **Resilience Mapping™** as a metaphor to illustrate how we can overcome obstacles in our lives journey. This engaging experiential activity enable participants to activate their complete sensory functions to draw personal lessons concerning resilience for themselves. The mountain scaling is an extremely powerful exercise that help participants internalise the lessons on resilience.

### The good news - resilience can be learned and can be increased!

You can increase your resilience by understanding your cognitive styles and developing skills to circumvent them so that you can see the true causes of adversity and its effects on your life.

This workshop on **Resilience Mapping™** will help you increase your resilience with proven techniques that are based on scientifically validated research conducted by some of the world's renowned psychologists and social scientists.

Practicing the tools and techniques in **Resilience Mapping™** will result in remarkable and immediate improvement in how you communicate, make decisions, and navigate the "rough waters" of life.

### Agenda

- Defining resilience
- Why resilience matters so much?
- What scientists and experts tell us about resilience?
- Self Discovery 1
  - Psychological Type and Resilience: Understanding how you naturally or instinctively respond to adversity?
- Self Discovery 2
  - How Resilient are You? – Mapping your resilience quotient
- Tools and techniques for increasing resilience
  - **Resilience Thinking Skills:**  
Learn how to quickly change your counter-productive thoughts into more resilient ones with immediate results.
  - **Open a Resilience Account:**  
Learn how to leverage on your past victories and accomplishments to boost your resilience.
  - **ABC Technique of Cognitive Restructuring:**  
Learn how to listen to your thoughts, identify what you say to yourself when faced with an adversity and understand how your thoughts affect your feelings and behaviours.
  - **Overcoming Limiting Beliefs:**  
Learn how to test the accuracy of your beliefs about adversity and how to find solutions to them.
  - **Calming and Focusing:**  
Learn how to stay calm and focused when you are overwhelmed by emotions or stress so you can concentrate on the task ahead.

### Farmland Camp

Farmland Camp is located 13 km from the town of Kluang and 8 km from Ayer Hitam, Johor. It is easily accessible via the North-South highway. It would only take about 1 to 2 hours by bus from Singapore.

The camp lies within the largest farmland in Johor, that of the Institute of Haiwan. It overlooks the largest lake in Johor, Tasek Sembrong. All around the camp are the gentle rolling hills and green meadows where cattle, horses, ponies and deers graze placidly. A sight not unlike a typical New Zealand sheep farming landscape. The area of the farm and the lake is about a third the size of Singapore.

Here you will find rabbits in their hutches, cows in their milking parlor and the famous 'Selembu' a cross breed between a male Seladang and cattle, the only such animals in the world. Sheep, goats and Rusa (sambar deers) are also raised. All the animals are confined within fenced ranches and visitors can safely watch these gentle animals going about their way. Interspersed between ranches are pockets of rainforest, intentionally left intact.

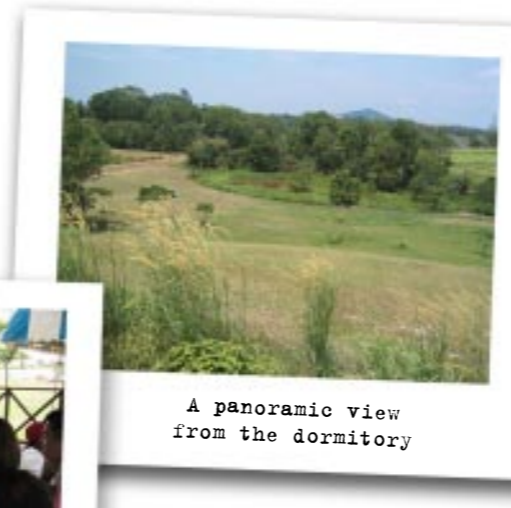
The farmland, the forest patches and the profusion of aquatic plants in the lake, harbour a vast variety of birds. Birds of the open grasslands, forest and freshwater habitats are easily watched by taking a stroll around the camp. It is a birdwatcher delight.

### Fees include the following

- Insurance for all participants
- Air-conditioned coach from Singapore-Farmland-Singapore
- All meals (Breakfast, Lunch, Dinner, Supper)
- Trekking guides at Gunung Lambak
- Farm entrance fee
- Standby/Safety vehicle at Lambak and Farmland
- Accommodation at bungalow-styled dormitory on a hill



Bungalow-styled dormitory on top of a hill



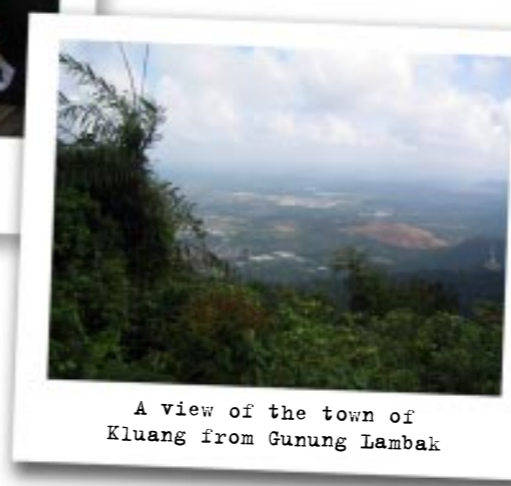
A panoramic view from the dormitory



Individuals sharing their learnings and observations after an experiential activity



Resilience in action



A view of the town of Kluang from Gunung Lambak

# EcoMapping™

## Enhancing Intrapersonal, Interpersonal, and Organisational Performance

11 – 12 September 2003, Eco-Camp at Mawai, Johor, Malaysia

“Humanity is part of nature. The more closely we identify ourselves with it, the more quickly we will be able to discover the sources of human sensibility and acquire the knowledge on which an enduring ethic and sense of preferred direction can be built.”

– Dr. Edward Wilson, Professor of Science at the Harvard University

### What is EcoMapping™?

- **EcoMapping™** is a unique learning technology that draws insights from growth patterns in nature through the integration of three powerful techniques (1) the technique of free association, (2) experiential learning, and (3) the technique of unstructured principles derivation (UPD) (details are in the methodology section). **EcoMapping™** was developed on the belief that the natural world and the man-made world operate according to similar principles and that many solutions to organisational problems can be found in the natural world.
- By learning from nature's simple and efficient solutions for maximising growth, **EcoMapping™** inspires breakthrough thinking and innovative ways of looking at challenges we face in organisations.
- In many applications, from the design of products to building relationships, and from creating organisational structure to visioning for future growth and company direction, using nature as a model of success, **EcoMapping™** helps participants discover innovative principles and solutions that build sustainable performance and growth for themselves and their organisations.

### Course Objectives

- The major thrust of the workshop is to stimulate and provoke participants to develop their own set of managerial and organisational principles derived from their observation of the growth patterns in nature (as opposed to teaching them a set of given principles). These principles will centre on the theme of enhancing performance at 3 levels: personal, interpersonal and organisational performance.
- At the end of the workshop, participants will submit a document detailing the principles they have developed and would like to experiment at their workplace.

### Methodology

**EcoMapping™** is unique, provocative, and counter-intuitive. It is differentiated from all other traditional teaching and training in that it moves from the unstructured to the structured; from what initially appears to be non-sense to making lots of sense at the end. **EcoMapping™** integrates three powerful proven learning techniques:

(1) the technique of free association – Participants are exposed to the natural world, they made their observations, find correlation between the natural world and their organisations, and derive principles that apply to themselves, others and the organisation.

(2) outdoor experiential learning – Participants are taken into virgin rainforest and rivers in which all five senses of the participants are stimulated to maximise and accelerate their learning.

(3) the technique of unstructured principles derivation – No models, principles, frameworks are introduced to the participants. They have to do their own search in the world of nature and derive the principles for themselves. When learning comes from themselves, there is greater internalisation and ownership.

### Agenda

- What is **EcoMapping™**?
- Framing the assignment for participants
- Why study nature to derive principles for enhancing personal and organisation performance?
- What constitute the natural system?
- The Behavioural Styles Profiler™ - understanding human behaviour based on the observation of wild animals from the natural world
- Learning from the Rainforest Expedition – Nature trekking in the rainforest
- Learning from the River Exploration along River Sedili - nature cruise on the river (night activity)
- Learning from jungle survival skills of the Orang Asli
- Self and group reflection
- Sharing and presentation of learning
- Debrief – making sense of it all

### Fees include the following

- Qualified Nature Guides (many of them are authors) from the Nature Society of Singapore
- Orang Asli Guides for Jungle Traps Demo
- Two-way air-conditioned coach from Singapore-Mawai-Singapore
- All meals including seafood lunch at Kota Tinggi on second day
- Insurance coverage for all participants
- 24 hours stand-by vehicle for safely purposes
- Jungle 4x4 land rovers with drivers
- Accommodation – long house built by Orang Asli