



# HRFCA

Highland Reserve Forces' and Cadets' Association



## Opportunities for Employers

---



# Contents

- 3** Introduction
- 4, 5** Exercise Executive Stretch
- 6, 7** Exercise Medical Stretch
- 8** Exercise Mini Stretch
- 9** On-site courses
- 10** External courses
- 11** Visits to Exercises
- 12** Testimonials



# Introduction

## Who are we?

**Scotland has two Reserve Forces' and Cadets' Associations, (RFCAs). Highland RFCA is based in Dundee, and Lowland RFCA is based in Glasgow.**

We work in partnership with the Royal Navy, Army and Royal Air Force Reserve Forces, and with our Army, Air and Sea Cadets from Shetland to the

Borders. We also work with the 365,000 private sector businesses in Scotland, along with all public sector organisations and local authorities. Why? Because our Reservists, Veterans, military families and Cadets are YOUR employees and we want to acknowledge and develop the vital relationship between the military and business communities.

## What do we do?

**We are the interface between the military world and the commercial world. Put simply, we speak *FOR* both, *TO* both.**

Our main Employer Engagement role is to encourage employers to find out more about employing Reservists and how to access the

transferable talents that these highly skilled men and women bring to the civilian workplace. In return, we provide employers with access to FREE leadership and teamwork development opportunities, and offer invitations to key military events for valuable networking opportunities.

## What's in it for you?

**There are a multitude of benefits for employers who engage with our Reservists and Cadets; assistance with recruitment and retention of staff, access to personal and skills development, networking events across the UK and overseas, and a range of leadership and team building courses.**

Signing the Armed Forces Covenant to demonstrate your support to the Armed Forces community provides access to the Employer Recognition Scheme and you can be put forward for Bronze, Silver and Gold awards and the positive PR coverage which comes with these prestigious awards.



## Who do I contact?

**There are four Regional Employer Engagement Directors (REEDs) working in Highland and Lowland RFCAs.**

Please contact the REED for your area for further information – and if you aren't sure of the area, then just contact any one of us!



### Highland RFCA

Michelle McKearnon  
Tel: 01382 631026  
Email: [hi-reed@rfca.mod.uk](mailto:hi-reed@rfca.mod.uk)

Roy McLellan  
Tel: 01382 631022  
Email: [hi-reed2@rfca.mod.uk](mailto:hi-reed2@rfca.mod.uk)



### Lowland RFCA

Charlie Cook  
Tel: 0141 945 6751  
Email: [lo-reed@rfca.mod.uk](mailto:lo-reed@rfca.mod.uk)

Hugh Devlin  
Tel: 0141 945 6752  
Email: [lo-reed2@rfca.mod.uk](mailto:lo-reed2@rfca.mod.uk)



# Exercise Executive Stretch

A fantastic opportunity for companies to give junior and middle managers a unique team experience designed to build teamwork and develop leadership skills.



Physical challenges

Problem-solving

Communication

Observation tasks

Overnight camp

Companies can put forward individuals or teams of up to eight people.

Based over two days in late spring/early summer at Redford Barracks in Edinburgh, this event attracts participants from all over Scotland and is hugely popular with employers and their staff.





# Exercise Executive Stretch



Each team is allocated a military mentor who works alongside them, encouraging and motivating everyone to push through their comfort zone and be the best they can be.

Cost: Free

Due to high demand for places, a refundable deposit may be required on booking. This will be returned on attendance or donated to a suitable charity.



Hosted by the Army, challenging activities are provided by a range of Reserve Units from all three services.

# Exercise Medical Stretch

Led by Reserve Units of the Royal Army Medical Corps, tasks incorporate many aspects of medical care and trauma management, designed to test individuals and provide an insight into the work of the Army Medical Services.



**Medical Stretch is a one-day event aimed primarily at personnel working in the NHS and medical fields.**

**Cost: Free**

**Teamwork**

**Leadership**

**Trauma management**

**Communication**

**Medical skills**



**Exercise Medical Stretch involves practical activities with mentors guiding and providing impartial feedback.**



# Exercise Medical Stretch





# Exercise Mini Stretch

Run by the Royal Navy, Mini Stretch is a one-day event focusing on team building, leadership and communication all with a maritime flavour.



Cost: Free

Sea survival  
Damage control  
First aid  
Firefighting  
Problem solving

Limited to 30 spaces

Buffet lunch & dinner



Designed to challenge individuals in a new environment, there is also the chance to learn more about the Maritime Reserves and the work they do.



# On-site courses



These one-day or multi-day events can be delivered at your own business location, or shared with a neighbouring business.

Structured to meet your needs, utilising the space available.

The topics can be tailored completely to meet the business needs and desired outcomes of your organisation and staff.

Cost: Free

Team-building

Leadership

Communication

Command tasks

Values and standards



These flexible sessions can be broken down into themes or topics and delivered at various times of the year.



# External courses

Visit a Reserve unit and receive coaching and mentoring within a military environment, away from the distractions of the workplace.



Cost: Free

Team building  
Leadership  
Communication  
Command tasks



Suited to groups of up to 45



Experienced Military mentors  
on hand for impartial advice  
and feedback.



# Visits to Exercises



Approximately twice a year we invite selected employers to travel with us to see Reservists on Exercise in the UK and abroad. Recent Exercises include:

Royal Marines  
Exercise Hairspring:  
Norway (Winter)

71 Engineer Regiment  
Exercise Pinestick:  
Cyprus (Autumn)



Cost: Free

- Reservist skills
- Strategic planning
- Senior management briefs
- Leadership training

Always very enjoyable and informative, there are limited places on these visits for employers who have demonstrated their support for the Armed Forces community.



# Testimonials

“

I enjoyed the experience and the opportunity to try new activities that are ordinarily not available. The staff and organisers were extremely helpful and it was very interesting to get an insight into military life.”



“

I have learned that I can face and overcome my fears. I also learned the importance of simple, clear communication and assessing a problem before trying to solve it.”

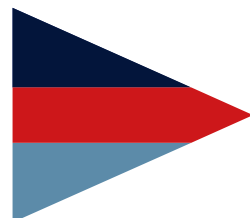
“

The practical leadership exercises were enjoyable and insightful, allowing me to make some conclusions on how I approach problem solving.”



# Chamber**FORCE**

***Business skills in Reserve***



We work in partnership with business support networks including ChamberFORCE, as well as a range of Armed Forces Covenant signatories. To find out more, get in touch using the contact details on Page 3.



**Aberdeen &  
Grampian  
Chamber of  
Commerce**



**dunbartonshire  
CHAMBER OF COMMERCE**



**DUNDEE & ANGUS  
CHAMBER OF COMMERCE**



**Fife  
Chamber of Commerce**



**MORAY  
CHAMBER OF  
COMMERCE**