

CASE STUDY

THE HEX GROUP RESIDENTIAL AT MOUNT COOK ADVENTURE CENTRE

The HEX Group 1st year apprentices were welcomed to Mount Cook in October 2025 to experience a developmental outdoor event focussing on the Hex Values and key behaviours as set out in their Apprenticeship Standards.

PROGRAMME OBJECTIVES

Programme objectives were established through site visits, online meetings between the Hex Group and Mount Cook's point of contact: Training & Development Manager Lesley Turner. The Hex Group was given the opportunity to give feedback and input into the programme.

The 4-day residential programme was designed to embed The Hex Group Values, and explore and practice applying the core behaviours set out in the apprenticeship standards:

- Personal Responsibility and Resilience
- Work Effectively in Teams
- Effective Communication and Interpersonal Skills
- Focus on Quality and Problem Solving
- Continuous Personal Development

PROGRAMME STRUCTURE

Day 1

Working in three teams they cemented their identities during the first afternoon completing a series of challenges. Success depended on **attention to detail, task focus, clear communication** and a **strong team approach**.

The evening activity required inter-team negotiation. Serving as a reminder of the Hex Values, the task also encouraged **inter-team collaboration** and an appreciation of the **diverse knowledge** and skills brought by the members of the team.

ABOUT THE HEX GROUP

The HEX group is a family-owned engineering and manufacturing company that have been operating for almost 40 years. They offer five robust and dynamic apprenticeship schemes. The attendees on the Mount Cook programme were a mixture of engineering and graphic design apprentices.

This was also an opportunity to build relationships and network with peers, and meet several of the leadership team, including the Hex Group CEO.



Day 2

Following a tutor led input on High Performing Teams the apprentices built and customised their own LandKarts ready for time trials. A review focussed on **effective communication** and the **typical barriers** that can prevent a message from being heard and understood.

Apprentices planned for their afternoon challenge, "Race Across the Globe" requiring them to travel virtually from Mount Cook New Zealand to Mount Cook UK. Teams chose their own routes with each country providing a lucrative challenge including **high ropes, zip wire** and **via ferrata**. Resilience and team motivation were the key to success in this challenge.

Day 3

A tutorial input on Comfort/Growth Zones and Challenge vs Support started the day before the apprentices headed offsite for an adventurous challenge involving **climbing, abseiling and orienteering**. Apprentices experienced some thrills and were able to see the power of **pushing their comfort zone**.

Offsite **rafting** presented the apprentices with another scenario-based task requiring them to earn materials, design, build and sail a raft and complete a number of challenges along the way. Team skills, motivation, **problem solving** and **personal accountability** were all tested.

IMPACT

"I witnessed real breakthroughs - those who stepped beyond their comfort zones tapped into hidden potential and shared their feelings of exhilaration and empowerment. Through such a memorable experience, they built strong peer connections sparking friendships that could last for years." - Lesley Turner



Day 4

A **high energy challenge** took place on the final day as a fun option for the apprentices. The challenge required apprentices to defend their "VIP" against attack from another team. The attacking team were armed with **Archery Tag** bows and arrows. The apprentices engaged enthusiastically with this event and all finished in high spirits ready to deliver their presentations.

Teams delivered presentations with photos and videos of their experiences. They were able to **articulate the key learning points** from the event and it served as a cathartic ending to the programme. Apprentices made their final pledges and shared certificates with one another before departing.