

## Fellow of IOL - Benchmarks

The Fellow Benchmarks show the LEVEL of mindset and contribution required.

- A strategic, future focused, positive, inspirational mindset
- Long-lasting results due to their personal leadership/influence/work.

<b>Reflective practice and values</b>	<b>Leadership experience and contribution</b>
<ul style="list-style-type: none"> <li>• Questions their core beliefs, values and motivations</li> <li>• Initiates, leads and facilitates debate around the sector about professional practice and/or ethics</li> <li>• Inspires and motivates others through the way they communicate their vision and values</li> <li>• Demonstrates sustained and consistent high standards of professional practice</li> <li>• Gives selfless service which brings distinction and quality to outdoor learning.</li> <li>• Is seen as a source of reflective wisdom by other practitioners</li> </ul>	<p>Demonstrates all the LPIOL leadership experience and characteristics, and in addition has made a significant, strategic and extensive contribution to the field - defined as:</p> <p>Significant – important impact on, for example:</p> <ul style="list-style-type: none"> <li>- development</li> <li>- values</li> <li>- vision</li> <li>- thought patterns and/or operation of a sector of the outdoor learning world</li> </ul> <p>Strategic focus, for example:</p> <ul style="list-style-type: none"> <li>- leadership in problematic situations that have many interacting factors</li> <li>- planned and developed courses of action that initiated substantial change or development</li> <li>- built alliances, influenced people at all levels, including outside the sector</li> </ul> <p>Extensive influence, for example:</p> <ul style="list-style-type: none"> <li>- impact at national level</li> <li>- strategic results attributable to own personal influence</li> <li>- known as a catalyst, enabler, inviter, someone who gives to the wider field, as well as takes</li> </ul>

Fellows will have made contributions across the 4 key areas described at LPIOL, ie Innovation, Reflection, Developing and Shaping/Creating, but they need to show achievement at national rather than regional level in at least 2 Criteria.