

WHAT IS OUTBOUND TRAINING?

Coming together is a Beginning,
Keeping together is Progress,
Working together is Success.
--Sir Henry Ford

One can grow only when one challenges oneself consistently!!!

Our modules ensure Holistic challenges during course, therefore Holistic Growth is achieved at all levels.

Our Team Building and Powerful Experiential Learning Modules viz. **"SYNERGY", "WE-AIM", "WE -WIN", "PHOENIX"** are aimed at:-

- Creating solid bond within teams.
- To make all individual team members Independent Learners.
- To enable team members to Think Out of Box.
- To enable team members to Analyze Weaknesses and strengths of team members.
- To enable team members to be Independent decision makers.
- To enable team members to enjoy each other's success as their own.
- To make team members understand that there is nothing as such liability in team-every member is useful in some or the other way.
- To enable team members to have Creative Fun out of work environment and getting used to Winning Habits.
- To enable team members to acquire proficiency in Time Management.
- To enable team members to learn to manage their Emotions.
- To enable team members to learn the technique of Self Appraisal.
- To enable team members to learn how to handle Criticism and use it as a means for Self Development.
- To enable team members to Inculcate Optimism and maintain Positive Mental Attitude.
- To enable team members to give their 100% to tasks at hand.
- To enable team members to focus on Personal as well as Company's growth.
- To enable team members to face any challenging situation squarely.
- To enable team members to maintain transparent communication.
- To enable team members to be aware of Broader Vision of Company.
- To enable team members to learn to set the short term and long term Goals.
- To enable team members to be able to Take Risk, and take that crucial step forward.
- To enable team members to be able to step back and take 360 degrees perspective.
- To enable team members to take an Initiative and make difference when all the chips are down.
- To enable team members to Look for Solutions instead of looking out for who and How Problem is created.
- At last to make a Super Team out of an ordinary working group.

The after effects of OMD:-

- Completely "Charged Team", ready to take on any task regardless of its difficulty.
- Participants are able to "Relate" to each other at deep root level.
- Sense of being "United" is believed and felt predominantly.
- Participants feel sudden change in the way they look at day to day routine work.
- Participants feel completely recharged and full of energy after program. Synergizing....."Synergy" effect is optimized.
- "Undiscussables" are discussed with comfort level, which adds to "Pinpoint" problem solving.
- Participants feel too much happened in too shorter time hence need little more time to find words for their own feelings.(Reviewing experience all by themselves and expressing it during Debrief .)
- Participants feel sudden deluge of Learning's, which sometimes overwhelmingly intense.(Once they find a knack of giving words for their own feelings they are well on the course of "Self Motivated Learning.")
- Participants keep on getting those "Clicks", "Eureka's" and "Wows" long after program is over ,sometimes learning keep on Dawning on them even after couple of months. "Thinking and linking "will become natural process for them
- Participants certainly learn how to derive "pattern" out of day to day happenings and immediately learn to process the experience in terms of where it can be used positively in Future.
- Participants learn systematic Processing of experience, in order to extract pin pointed Learning out of it. And it becomes second nature to them.

- Reduced Internal conflicts within the team to greater extent, although not completely diffused but at least it is looked upon from all the angles and few Core Issues are “Addressed to”.
- Reaction to emotional issues or emotion arising issues is much under control.
- Motivational attitude is encouraged all throughout teams and eventually filters down to everyone connected to the team more as Healthy Infection.
- Out of box thinking is predominantly observed after OMD session.
- Problem solving attitude is nurtured because, somehow it apparently gives them more power to make decisions and implementation of plans. Hence problems are welcomed as against previously avoided.
- Vision is enhanced more prominently.
- Participants try and see “Bigger Picture” all the time which eventually brings them to work for “Common Goal”.
- Time Management is improved to greater extent, “Time Frame Awareness” eventually becomes a habit.
- Goal setting and prioritizing entire work load becomes second nature to them. “To achieve High you must Aim High”
- Flexibility, acceptance and adaptability is exhibited every now and then within work atmosphere as well as outside the work realm.
- Response to emergency and sudden change in situations is tackled very nicely, patiently and with cool head.
- “Ever Learning” attitude is encouraged throughout team
- “Brain storming” becomes regular habit for teams, before going into any new work or project.
- “Trust” “Support” “Cooperation” “Coordination” and “Mutual Respect” is at its peak within the team.
- Transformational Leadership, Motivational Leadership and Alternative Leadership become the regular part of team behavior.
- Ego issues are kept at the bay, around work situations.
- Participants will strive for the best they can achieve, by giving their 100 percent efforts.

Methodology used:-

- Experiential Learning
- Outdoor Management Development
- Outdoor Adventure simulation
- Challenge by choice
- Active reviewing
- Reliving experiences
- Experience-Express-Examine-Explore
- Do-Review-Apply
- What happened-So what-What next
- Concrete experience-Reflective observation-Abstract conceptualization-Active experimentation
- Pushing oneself out of comfort zone
- Low rope- High rope activities
- Management skills through games
- Soft skills development

Activities:-

- Ice breaker games
- Energizer games
- Time line oriented games
- Task oriented games
- Skill builder games
- Communication oriented games
- Problem solving games
- Team work oriented games
- Cooperation/coordination games
- Visualization oriented games
- Risk taking games
- Trust building games
- Creativity oriented games
- Pushing beyond comfort zone games
- Competitiveness oriented games
- Decision making games
- 360 degree perspective making games
- Adventure activities 20%(1-2 activities)

"SYNERGY"

Team building Initiatives (Coming Together)

Duration:- 2 days -20 hours of training (14 hours activity- 6 hours Debriefing/Processing)

What it does:- This Team Building session consist basic team building activities to get participants working together with higher Motivation towards Goal setting, problem solving, Time management, Communication skills and confidence building. Overall aim of this program is to break the ice, open communication channels and get Energy flowing.

Topics covered:-

- ✓ Optimism
- ✓ PMA(Positive mental attitude)
- ✓ Team bounding
- ✓ Trust building
- ✓ Goal setting
- ✓ Problem solving
- ✓ Role Identification
- ✓ Winning habit inculcation
- ✓ Synergy builder
- ✓ Learning to step back
- ✓ Communication skills
- ✓ Recharging/de-stress
- ✓ Strengths and weakness analysis
- ✓ Skill builder
- ✓ Motivation
- ✓ Independent learning
- ✓ Listening skills
- ✓ Confidence building
- ✓ Time management
- ✓ Challenge accepting attitude
- ✓ Overcoming inertia by pushing comfort zones
- ✓ Procrastination diffused

Recommended for:-

Fresh teams, new recruits, when internal conflict is not getting resolved, when group lacks the go power, when leadership is not very strong, when key personnel's of company have left the organization, when starting new venture, when shifting the teams from one project to another, when finished not quite successful calendar year, when Merger or Acquisition suppose to happen in near future, when communication interdepartmental or interpersonal is not up to the mark, when hectic Project/ month or quarter is over, when company is going through lean or tough time, when suddenly work environment is in conjunction with companies quarterly/half yearly/annual meet or conference, when company have organized for some training, whenever more employees are together for some purpose.

Strongly recommended for:-

Every quarterly for each and every employee to keep in touch with their "Learning self" and "creativity", to recharge and rebuild the energy levels, to maintain the clear vision of

"Common Goal" of company, to develop the sense of "One Family" and to remain Motivated even when "All the chips are down".

“WE -AIM”

Object Oriented OMD

Duration-3 days- 30 hours of training (21 hours activity- 9 hours processing)

General Themes -: Communication-Leadership-Negotiation-Decision making- Creative approach- Lateral thinking-Interpersonal Team dynamics-Motivation Change of Management-Coordination-Collaboration-Merger-Take over etc.

What it does:- This Outdoor Management Development Training session consist Theme based focused approach towards team dynamics, by and large based on selected theme the message from company is Transferred to teams in most sustainable and convincing way. This training session resurrects motivation and leadership qualities in teams. This training enhances problem solving, Time management, 360 degree perspective development, Motivational Leadership, Risk Management, Planning and implementation and Decision making. Overall aim of this program is to enable team to see the “Objectives” of the of the company and how company wants to go about achieving its Aims, also the specific issues related to internal affairs and how company want its teams to handle it and resolve it to achieve desired results.

Topics covered:-

- ✓ Team bounding
- ✓ Transformational leadership
- ✓ Getting Unstuck
- ✓ Object oriented Planning and Implementation
- ✓ System cooperative attitude
- ✓ Lateral thinking
- ✓ Motivational Leadership
- ✓ Interpersonal communication
- ✓ 360 degree perspective development
- ✓ Trust building
- ✓ Adaptability
- ✓ Enhanced awareness
- ✓ Synergy building
- ✓ Recharging/ De-stress
- ✓ Learning from Hard Knocks as well as Success
- ✓ Strengths and weakness analysis
- ✓ Understanding Silent Expectations of Team Members
- ✓ Transparent communication
- ✓ Shifting Gears when all the “Chips are Down”
- ✓ Conflict resolution
- ✓ Competitiveness
- ✓ Effective Time Management
- ✓ Challenge accepting attitude
- ✓ Pushing beyond Comfort Zone
- ✓ Procrastination diffused
- ✓ Recognizing and seizing Opportunities
- ✓ Being aware of Changes in Market

Recommended for:-

Established work force, new project coming up, when internal conflict is getting in the way of performance, when group lacks that added Zing to get going, when leadership qualities are to be inculcated in work force, when shifting the teams from one project to another, when finished not quite successful calendar year, when long term Goals are to be set, when Merger or Acquisition suppose to happen in near future, when communication interdepartmental or interpersonal is not up to the mark, when you want more creative approach to the task at hand, when company is going through lean or tough time, when suddenly work environment is in conjunction with companies quarterly/half yearly/annual meet or conference, when company have organized for some training, whenever more employees are together for some purpose.

Strongly recommended for:-

Every quarterly for each and every employee to keep in touch with their “Learning self” and “creativity”, to recharge and rebuild the energy levels, to maintain the clear vision of “Common Goal” of company, to develop the sense of “One Family” and to remain Motivated even when “All the chips are down”.

“WE- WIN”

Outbound Training

Duration:- 2 days -20 hours of training (14 hours activity- 6 hours Debriefing/Processing)

What it does:- This Outbound Training session consist intricate team building dynamics to get participants cooperating and collaborating the resources to achieve Common Goal. This training enhances problem solving, Time management, Communication skills, Motivational Leadership, Risk Management, Planning and implementation and Decision making. Overall aim of this program is to break the Barrier of Orthodox thinking and Theoretical methods to solve problems; complete creative approach is encouraged to inculcate Out of Box thinking.

Topics covered:-

- ✓ Team bounding
- ✓ Motivational Leadership development
- ✓ Getting Unstuck
- ✓ Planning/Strategy building
- ✓ How to manage Fear
- ✓ Out of box thinking
- ✓ Risk management
- ✓ Vision building
- ✓ Adaptability
- ✓ Decision making
- ✓ Resource management
- ✓ Testing ideas
- ✓ Pushing beyond comfort zone
- ✓ Time management
- ✓ Shifting Gears when Chips are Down
- ✓ Trust building
- ✓ Winning habit inculcation
- ✓ Synergy building/De-stress
- ✓ Challenge accepting attitude

Recommended for:-

Established work force, new project coming up, when internal conflict is getting in the way of performance, when group lacks that added Zing to get going, when leadership qualities are to be inculcated in work force, when shifting the teams from one project to another, when finished not quite successful calendar year, when long term Goals are to be set, when Merger or Acquisition suppose to happen in near future, when communication interdepartmental or interpersonal is not up to the mark, when you want more creative approach to the task at hand, when company is going through lean or tough time, when suddenly work environment is in conjunction with companies quarterly/half yearly/annual meet or conference, when company have organized for some training, whenever more employees are together for some purpose.

Strongly recommended for:-

Every quarterly for each and every employee to keep in touch with their “Learning self” and “creativity”, to recharge and rebuild the energy levels, to maintain the clear vision of “Common Goal” of company, to develop the sense of “One Family” and to remain Motivated even when “All the chips are down”.

"PHOENIX"

Corporate survival Training

Duration:- 3 days 30 hours of training (21 hours activity- 9 hours processing)

What it does:- This Outbound Training session consist Corporate Survival Techniques, essential tools are given to Managers to enhance their tool kit to better the chances of surviving through "Rough Phase". This training session enable teams to recognize and predict the "Rough Patches" in work environment and how to respond them with relevant priorities keeping in mind "Time frame" and "Objectives" of company. This session help team managers and leaders to develop "Emergency Response" system and how to execute it with perfection, how to handle "Stress" and how to develop "360 degrees perspective" . Overall aim of this session is to empower your Decision Makers/Managers and Team Leaders with "The Survival technique" and how to apply it in corporate world.

Topics covered:-

- ✓ Corporate survival training
- ✓ Problem solving with Lateral thinking
- ✓ Strategy Formation
- ✓ "Being in touch with Common Goals of company"
- ✓ Planning and implementation
- ✓ Testing Ideas
- ✓ Learning from Hard Knocks as well as Success
- ✓ Developing 360 degree Perspective(keeping in touch with "Now")
- ✓ Taking Tough decisions
- ✓ Strength and weakness analysis
- ✓ Brainstorming Ideas
- ✓ Understanding "Silent Expectations" of Team Members
- ✓ Conflict Resolution
- ✓ Competitiveness
- ✓ Shifting Gears when all the "Chips are Down"
- ✓ Time management
- ✓ Risk Management
- ✓ Pushing beyond Comfort Zone
- ✓ Recognizing and seizing Opportunities
- ✓ Survival scenario response
- ✓ Backup plan/Alternatives
- ✓ Effective resource management
- ✓ Strengthening interpersonal Relationships
- ✓ Coordinate to win
- ✓ Adaptability

Recommended for:-

Team Leaders, Project Managers, Operations Managers etc., when new project coming up, when internal conflict is getting in the way of peak performance, when teams feel "Stuck Up", when leadership qualities are to be inculcated in work force, when shifting the teams from one project to another, when Merger or Acquisition is on the cards in near future, when communication interdepartmental or interpersonal is not up to the mark, when you want more creative approach to the task at hand, when company is going through lean or tough time, when suddenly work environment changes due to change in Market situations, with companies quarterly/half yearly/annual meet or conference, when company have organized for some training, whenever more employees are together for some purpose.

Strongly recommended for:-

Every quarterly for each and every employee to keep in touch with their "Learning self" and "creativity", to recharge and rebuild the energy levels, to maintain the clear vision of "Common Goal" of company, to develop the sense of "One Family" and to remain Motivated even when "All the chips are down".