

KNOWLEDGE BEANS

a human resource newsletter



HIGHLIGHTS OF THIS ISSUE

- Rushikesh Rajendra underlines the importance of experiential learning from outbound programs
- Yateen Gharat proposes his side of approach on outbound learning
- Yogesh Suhas Kale shares his outbound experience
- Rajat Gupta gives insights on 'Outbound Learning', the workshop way

THE EDITOR'S COLUMN

Deeksha Jawa



Deeksha Jawa, Head – Project Management, Atyaasaa Consulting Private Limited, is a post graduate in Management HR and Green Belt in Six Sigma with a background in Psychology. She has a passion for behavioural sciences and combines her knowledge of psychometric testing with her management expertise to manage projects end to end and design & develop workshops in order to meet the changing needs of businesses.

The crux of Outbound Training lies in taking a group of people away from their normal environment into the outdoors, and placing a new, unfamiliar set of challenges before them, in the solving of which a whole lot of new equations are thrown up. The programme works on the principle that when a team is thrown together in wilderness or adventure settings, where they have to fend for themselves and meet challenges together, there is growth in many directions.

It has been repeatedly proven that the participants in a well-designed outbound programme always find the experience memorable, and the benefits significant and long-lasting. Therefore, in this edition we give you the outbound experience from three different perspectives – the participant's perspective, the trainer's perspective and the outbound expert's perspective.

EDITOR'S BEAN TIP

Give your teams the savor of experiential learning by

- Adding fun to work and therefore engaging the senses
- Providing emotional dimension to learning experiences
- Keeping the facilitation light and subtle
- Creating experiential learning opportunities
- Addressing attitudes and behaviors
- Accentuating the reviews and keeping them adequate and meaningful by asking questions

Write to us

For information : info@atyaasaa.com

For contributing articles : atyaasaaeditor@atyaasaa.com

For suggestions : feedback@atyaasaa.com

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst & a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



OD CONNOISSEUR'S ORATE

Rushikesh Rajendra

EXPERIENTIAL LEARNING - AN OUTCOME OF OUTBOUND PROGRAMS

Rushikesh Rajendra is an acclaimed management trainer with over 24 years of experience in HR, Operations, International Business and Training. He has worked at various leadership positions for several IT organizations both in the government and private sector.



During the early part of his career in training, Rushikesh had to interact with tens of thousands of people. This provided him a unique opportunity to study and understand human behavior. His deep interest, early initiation and understanding of the oriental knowledge related to human mind and behavior has helped him offer solutions to several individuals facilitating transformation in them and help them deal with issues both at home and at workplace. Rushikesh has delivered training – both indoor and outbound to participants from the corporate world.



Methodologies and pedagogy to facilitate learning exist and are under continuous evolution from time immemorial.

Experiential learning through outbound programs is one such methodology extensively deployed in the corporate world. 'Outbound' in the present context means away from familiar 'indoors' (comfort zones) to an unfamiliar, informal and boundless zone which primarily is nature.

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Most of us as a result of our experiences coupled with an interesting interplay of our mind develop prejudices, mindsets and comfort zones around us and take solace in being with them, if possible, eternally. These play a critical role in teamwork where individual excellence is secondary.

Since, it is the experience which creates the prejudices, mind sets and comfort zones triggering complexities in human behaviour detrimental to teamwork, it is only a new experience (learning) which can change them.

This is precisely what an outbound program ensures where again people subconsciously exhibit their uninhibited behaviour which is consistent with the one demonstrated at their workplaces. The facilitator takes note of this and without naming individuals points these out during the debrief session. This makes the participants aware of the gross and subtle experiences gained during the outbound.

While performing the activities in an outbound program the participants as a result of these prejudices and mindsets quickly tend to categorize tasks as trivial, difficult or impossible. However, when the actual experience in the activity is contrary to this, the learning happens. Very few participants openly express the change in their behavioural pattern as a result of the outbound. However, in most cases, a definite change is seen.

Thus, the whole purpose of this entire effort through an 'outbound' is facilitating an 'inbound' change within self. This change is enduring since it is experiential. ■



OD ENTHUSIAST'S ORATE

Yateen Gharat

THE OUTBOUND EXPERT'S PERSPECTIVE



Yateen Gharat is the CEO of Outdoor Adventure Management, which is dedicated to develop versatile and cohesive work teams to effectively compete in today's business arena. He has experience of over 12 years in the corporate world and over 3 years in corporate consulting for productivity enhancement, internal training and process improvement. Our writer is also a proficient lecturer of experiential learning, leadership development, outbound training, and entrepreneur nurturing skills in various well known B- schools of Mumbai and Pune.



In my last 9 years experience of being an outbound trainer I have come across many corporate professionals who have found paradigm shift in their employees who underwent outbound training. The main reason according to me is that outbound helps participants develop their management skills as against just training them in new skills.

Outbound training is more action oriented than classroom oriented theory sessions. Hardcore problem solving is observed during the outbound sessions; participants understand the core meaning of leadership, decision making, time management and continuous process improvement and its implications.



HR professionals usually get best of the manpower on board. But to make them work together as a team, systematic team building initiatives are necessary. This is something that can be achieved best through outbound trainings. Today, the organisations in India are slowly realizing this and relevant efforts are made by HR departments to promote experiential trainings.

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The aim of outbound training is to get the entire group working as a team, learning to think out of box, making mid course adjustments, setting and achieving goals, managing time, recognizing opportunities and sizing them up before its late, learning new skills proactively and understanding its implications on back home situations or work environment. Thus, the outbound trainings simulate the actual work set up and facilitate uptake of pertinent skills and competencies

These initiatives also help participants to enhance trust, communicate effectively and comprehend the difference between managing and leading people. On personal level, outbound training helps participants understand their own strengths and weaknesses. The increased awareness level of the participants, helps them employ their strengths effectively and take corrective measures for the weaknesses to achieve personal and professional success.

Tremendous amount of gelling is observed post the outbound session; participants experience solid bondage and mutual respect towards fellow team members. This ultimately results in healthy relationships at workplace and effective handling of crisis situations. ■



OD FOLLOWER'S ORATE

Yogesh Suhas Kale

THE OUTBOUND EXPERIENCE

An "outbound" training program is essentially for stimulating the "In bound" thought process.

Very recently our organization had arranged an outbound for our three offices. The location selected was Rumtek, near Gangtok in Sikkim. The focus of this outbound was to give the new recruits a chance to gel with their respective teams and to allow the three disparate office teams to know each other better, understand team dynamics, learn appropriate communication skills, team based problem solving and most importantly come up with new project ideas.

Two experts facilitated the entire team to interact and 'break the ice' with the help of team based games and trekking. The games consisted of a wide variety of activities, both physically and mentally challenging. A simple looking game of lifting a team member and putting her/him on the other side of a rope, tied high above, can be a big learning experience. It helped participants to open up and dissolve boundaries of formality; they were agreeing and disagreeing sportively and new people were seen taking initiative.



Yogesh Suhas Kale is an engineer in Electronics and Telecommunication, with a Masters in Geoinformatics. He has an experience of four years and is presently working as a GIS Specialist at CHF International.



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Lunch and dinner times during the outbound presented special opportunities to interact with higher officials of the organization, a chance one never likes to miss. Meetings and informal communication between team members helped to know each other better as well as helped to update on several important and encouraging practices being carried out in different offices.

The outbound helped our team to revisit certain processes for improved productivity, helped some to come out of their shells and share ideas more openly and gave people a chance to boost confidence levels. Most importantly, outbound created a healthy environment for feedback and encouraged inbound thinking for individual and team improvement. ■



THE WORKSHOP WAY

Rajat Gupta

UNIQUE OUTBOUND PROCESSES

Rajat Gupta Senior Executive - Training, Atyaasaa Consulting Private Limited, is post graduate in Management HR and Masters in Labour Laws & Labour Welfare with a background in Business Administration. He loves to follow his passion for bringing a creative edge to the designing of training programmes. He also believes in the mantra of exploring through continuous learning.



Atyaasaa's outbound processes are unique in nature as they are designed & developed based on a theme, which is in line with organizations short term & long term goals. These customized designs allow organizations an opportunity to drive home ideas and change which otherwise are found difficult to achieve.

Trained professionals who adhere to stringent safety norms & quality equipment manage our outbound processes. We have an access to the best campsites, which makes the process not only transforming but a memorable one too.

These customized processes can be designed to meet corporate objectives such as team building, self-awareness work, achieving organization specific objectives as per needs, which may require complete customization. The process is purely experiential and based on adult learning techniques. ■



BEANSTATEMENT

**"Limiting experiences create limiting beliefs.
Challenging experiences create enabled beliefs.
The choice of experience does always lie with us."**