

OUTBOUND TRAINING

In today's corporate world, the need of the hour is for smart thinking, swift action and effective people skills - qualities that are more effectively developed in an experiential setting than through classroom training. Outbound programmes have been found to be particularly effective in areas that involve interpersonal relationships, trust and bonding, communication of shared vision and goals, motivation, behaviour modification in response to change, and personal effectiveness.

These programmes are usually conducted in wilderness sites far removed from human civilization. In a tranquil and informal environment, up close with nature, people are found to become more introspective and uninhibited, paving the way for a complete and effective learning process. After spending a few days in an outdoor situation, team members tend to bond together in a way that is impossible in an urban office atmosphere with its attendant worries and stress.

Additionally, in unfamiliar environments and unpredictable situations, stretched beyond their normal comfort zones, people tend to lose their inhibitions, shed their masks and become more receptive to learning. In the environment thus created, it becomes possible for a experienced facilitator to identify strengths and trouble areas, and suggest new coping behaviour.

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.

WHAT IS OUTBOUND TRAINING?

The concept of using the outdoors as a tool in management training was first developed in the 1940's by Dr. Kurt Hahn, a philosopher outdoorsman who believed that the outdoors has many lessons for city people which will enhance their personal thresholds as well as group thresholds. It was Dr. Hahn's belief that advancing civilizations and technology were depriving many persons the opportunities to develop self-reliance, physical fitness and a compassion for others.

An established corporate training tool in Western countries, Out Bound Training is gaining increasing popularity in India today as more and more corporate houses discover its ability to solve a number of issues that cannot be completely addressed in classroom training situations. The most obvious - and immediate - benefits of OBT is a building up of interpersonal relationships, trust and bonding.

WHY OUTBOUND TRAINING?

PHILOSOPHY AND BELIEF:

- Organizations look to foster the hidden potential, personality traits and team spirit when they send out individuals from varied roles and departments to experiential learning.
- Organizations increasingly look to it as means to rejuvenate and train their employees on the finer nuances of organizational behavior.
- Members seek to learn and foster better relations with colleagues—within their own teams and cross functional teams.
- Various outdoor sports and games help to understand the corporate and organization's philosophy even better. They also help in self-evaluation.
- Out bound activities help develop, sharpen and fine-tune the behavioral skills and qualities of an individual and bring out latent facets of one's personality.

HOW WE DO IT:

Effective learning entails the possession of four different abilities: concrete experience, reflective observation, abstract conceptualization and active experimentation. People possess and develop different learning styles based on their combination of four abilities. We make sure that outbound learning cycle is complete by taking the participants through this experimental learning cycle.



OUTBOUND TRAINING CAN BRING A DIFFERENCE TO YOUR ORGANIZATION IF YOUR ORGANIZATION REQUIRES:

- Training programs to inculcate positive qualities on various factors such as team building, confidence building, risk taking, inter-personnel relationships, target achievement, etc which boosts overall performance at the work place.
- To Identify and leverage the hidden talent and potentials of the employee's by using more meaningful and innovative experiential learning methods.
- To Understand and explore the synergistic elements that contribute to effective team performance.
- Trainings which would rejuvenate the stamina, strength, courage, control, concentration and brainpower.
- To motivate and charge- up the employees to produce scaling results.
- Break open the fear factor and indicate the areas of improvement.

WHAT BENEFITS DOES OUTBOUND TRAINING BRING TO YOUR ORGANIZATION?

- Building in Self confidence and Team Bonding in individuals.
- Develop, sharpen and fine-tune the behavioural skills of an individual and also the mutual trust and understanding between members of a group.
- Generate fresh ideas and better attitudes which act as a trigger to reconsider existing work related attitudes.
- Employers and co-workers working for the betterment of the team.
- Employees who work together to the fulfilment of a larger objective to achieve the organisation's mission.
- Gain powerful and immediate insights into their work situation, bond & relate better with co-worker.
- Inculcate leadership & delegation qualities, enable them to take calculated risk, plan, execute and communicate better.