

Atyaasaa

KNOWLEDGE BEANS

a human resource newsletter

issue no 42 | jan 2012



HIGHLIGHTS OF THIS ISSUE



OUTBOUND TRAININGS - A THRILLING VOYAGE
Disha Halani opines about this voyage



OUTBOUND TRAININGS - AN ENJOYABLE ROAD TOWARDS WORK AND LEARNING!
Aratrika Samanta refines



OUTBOUND TRAININGS - AN EMOTIONAL EXPERIENCE
Niket Karajagi gives insights



OUTBOUND PROGRAMMES - PLAYSCHOOL FOR THE CORPORATE
Neha Kamat elaborates on the programmes



"There is only one thing constant in life. And that is Change." With the daily routine of going to office and working on the assignments, it brings a mundane atmosphere in the life of an individual. To help the individual work more efficiently and effectively, enhancement of knowledge, training, interaction with others is really important. An outbound training works as a key to this situation.

Effective experiential training not only helps individuals develop their skills and knowledge but also acts as a tool for building self confidence, motivation, team spirit, togetherness, better understanding, conducive workplace which in turn leads to the organizations success.

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. Members learn to involve in personal relations with their team mates and across functional groups.

Many managers might be good at getting their work done effectively and on time. But it might be at the cost of pressurizing their team members. In such situations, managers can be provided outbound trainings and role changes. This would sharpen and fine tune their behavioural skills and qualities.

OD CONNOISSEUR'S ORATE

Disha Halani

OUTBOUND TRAININGS - A THRILLING VOYAGE

Disha Halani, MBA (Finance) and Certified Company Secretary from Institute of Company Secretaries of India is working as a Company Secretary (Compliance Officer) and finance co-coordinator at PMC-Sierra India Pvt. Ltd. She is actively involved in conducting ICSI study circle meetings for sharing knowledge on different topics based on corporate compliance and conducting seminars within the CS circle.



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 is also a DISC certified behaviour analyst with a passion for behavioural sciences and combines her knowledge of psychometric testing with her management expertise to manage projects end to end. She is currently pursuing post graduate diploma course in Instructional Designing to be able to design & develop workshops in order to meet the changing needs of businesses.

In today's corporate world, the need of the hour is for clever thinking, instant action and effective people skills - qualities that are more effectively developed outside the four walls of classroom training. Outdoor training is not just having fun. The whole experience influences one's behaviour and attitude towards the organization. A few learn how to cope up with others, while others learn to believe in their colleagues. In our current issue we emphasize on how in an informal environment, amidst the nature, people become more insightful and sincere, paving the way for a complete and effective learning process.



NOTES FROM SUB-EDITOR

Ankita Velankar

Ankita Velankar – Trainee Consultant - Atyaasaa Consulting Private Limited, has completed her Masters in Business Administration and has majored in Human Resource Management. Her wonderful interpersonal skills help her in creating quality relations and enhance her learnings in the field of training and development. She is highly passionate about learning languages, teaching and dancing.

Share with us your views and opinions on the theme – "Proficient process and people management for successful projects!" Do send us a 300 word article sharing your views and opinions on the theme, along with your photograph in jpeg format and brief profile.

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.

Write to us

For information : info@atyaasaa.com

For contributing articles : atyaasaaeditor@atyaasaa.com

For suggestions : feedback@atyaasaa.com



ATYAASAA
AWAKENING HUMAN EXCELLENCE

continued from previous page | **OUTBOUND TRAININGS - A THRILLING VOYAGE** : Disha Halani

Being in a corporate world and working for long hours always gives a feeling that the organization is trying to make the maximum out of what they pay to their employees. Such outbound trainings make the employees feel that they are being given something in addition to their pay packages and perquisites. That feeling of getting a change from the routine and having a casual relationship with the co-workers provides a rejuvenating experience for individuals, which keep them going for a longer period of time in the same organization.

Outbound trainings are said to have changed the perspective of many individuals giving them a positive mindset towards their work and organization.



OD ENTHUSIAST'S ORATE

Aratrika Samanta

OUTBOUND TRAININGS - AN ENJOYABLE ROAD TOWARDS WORK AND LEARNING!

Aratrika Samanta, is a successful Assistant Manager at Carlson Hotels, Asia Pacific for 2½ yrs. She is a meticulous personality and has been rewarded as the outstanding student during her graduation. She is highly passionate about her work and is always striving for the betterment of her subordinates and colleagues.



Outbound trainings are a new approach towards work and learning amongst most leading corporates. It is a new emerging concept which is usually a combination of wide variety of on field activities that are both physically and mentally challenging. It helps to gain immediate and powerful insight into one's own and their team's work styles and behaviour. Many consider outbound trainings as one of the best platforms for personality development, confidence building and team building.

Outbound trainings are usually held in camps in resorts, secluded jungle or hill regions based on the kind of experiential learning the team likes to undergo. It could be adventure sports, eco-travel, camp fires, trekking, rappelling, treasure hunts, interactive sessions, creative activities, nature trails, leadership, team building exercises, team dynamics like communication, problem solving, decision making and so on. This will help them see the importance of communication, leadership, teamwork, planning and delegation.

Through outbound trainings, organizations look to foster the hidden potential, personality traits and team spirit when they send out individuals from varied roles and departments for pragmatic learning. They increasingly look at it as a means to rejuvenate and train their employees on the finer nuances of organizational behaviour. Members seek to learn and promote better relations with colleagues - within their own teams and cross functional teams. Outbound activities help develop, sharpen and fine-tune the behavioural skills and qualities of an individual and bring out latent facets of one's personality.

Outbound trainings help to inculcate leadership and delegation qualities while enabling them to take calculated risk, plan, execute and communicate better. It also helps to gain powerful and immediate insights into their work situation, bond & relate better with co-worker. Employers and co-workers work for the betterment of the team. They generate fresh ideas and better attitudes which act as a trigger to reconsider existing work related attitudes.



FOUNDER'S COLUMN

Niket Karajagi

OUTBOUND TRAININGS - AN EMOTIONAL EXPERIENCE

Niket Karajagi is the Founder Director of Atyaasaa Consulting Private Limited, Pune which contributes to top corporate brands globally. He is an established international management consultant and an innovative human resource trainer with niche areas of expertise & contributions. Niket is an authority on creativity & innovation, emotional intelligence and statistical methodologies apart from his operations background in understanding of management processes.



An experience is the best teacher. Once an experience happens a new map gets created in the mind which alters our behaviour. It is thus so true that a successful person always creates a new experience every time by doing different things.

Outdoor learning is a wonderful simulated environment that enables participants to experience the outcome of their individual and collective behaviours. Also the outdoor exercises create a natural perceived challenge that helps a person evaluate personal responses to the situation. I have personally been a witness to amazing transformations in participants.



continued from previous page | **OUTBOUND TRAININGS – AN EMOTIONAL EXPERIENCE** : Niket Karajagi

Outdoor creates the right environment for people to validate their responses and then take a decision on what to change. Adults in my opinion do not wish to go through jargon based theory sessions.

Organizations looking at interventions for culture and attitude change can surely look at this option. Outdoor work is great for creating high performance teams, assessments, quick and easy transfer of learning based on specific needs and also effective for cultural transformation.

Care must be exercised that the choice of activities are in line with the needs. Needless to say the debrief must connect with the corporate scenario once the activities are done.

In my mind OBT is a great tool which is still to be explored by organizations fully. It has amazing potential to transform individuals and organizations.



THE WORKSHOP WAY

Neha Kamat

OUTBOUND PROGRAMMES - PLAYSCHOOL FOR THE CORPORATE

Neha Kamat – Senior Consultant, Atyaasaa Consulting Pvt. Ltd., has a post graduate diploma and is a Gold medalist in the field of Human Resources. She is also a DISC certified behavioral analyst and is currently pursuing her post graduate diploma in Instructional Designing. She uses her analytical skills to apply management knowledge in dynamic business context and facilitate people to bring out the best in themselves. She aspires to gain expertise and contribute in all facets of HR.



It is a proven fact that individuals have higher learning indices while at play, than at formal learning setups. This is because the level of involvement, enthusiasm and attention while playing is much higher than in a classroom. Thus, outbound trainings promise fun, stress relief while ensuring meaningful and pertinent learning experiences. Outbound trainings help to unravel the innate programmed behaviours of individuals and demonstrate the resultant outcomes within a short span of time. This enhances the self awareness as well as creates an inner drive for change, ensuring learning, retention as well as application at workplace.

Outbound programmes are commonly and effectively employed by organizations to achieve team building, bonding, result orientation, risk taking and leadership. Outbound also prove valuable to imbibe the behaviours of decision making, innovation management, problem solving, effectual communication, personal growth, confidence building, goal setting and numerous other competencies.

Atyaasaa has the expertise of designing, managing, implementing and facilitating customized outbound programmes for over a decade. Each programme is diligently designed, incorporating special activities based on the key objectives and outcomes. Our outbound partners have well trained and experienced team of mountaineering and adventure experts to conduct the activities while ensuring complete safety of the participants. The activities conducted in outbound include a variety of ground based activities, rope activities as well as adventure activities like rafting, rappelling, trekking, rock climbing etc.

The outbound trainings give participants an opportunity to explore themselves and discover their untapped potential. Through an experience of wilderness such programmes help participants inculcate and hone the success behaviours.



PSYCHOMETRIC PROFILING

A psychometric profiling tool on seven highly researched professional competencies. It aids in exploring your latent strengths and weaknesses and maps your competencies around your personality type. This is a standardized tool validated across multiple geographies and cultures.

Find the link to this tool here:
[http://psychometricprofiling.atyaasaa.com/.](http://psychometricprofiling.atyaasaa.com/)

This is not a paid service. Your feedback on the tool will be greatly appreciated and used to further improve this service.

BEANSTATEMENT

“Elicit better performance teams under the composure and quietude of nature to revive your employees.”