

In 1930s, a German educational psychologist, Kurt Hahn was commissioned by a shipping company called Blue Line Shipping Company for a given task. The task was to study and create a module to help the merchant sailors learn how to survive when encountered by natural or man-made crisis, e.g. getting caught in between battleships, typhoons etc. Kurt Hahn after studying the problem, created a training program which ran for a month. This training program was done for the sailors of Blue Line Shipping Company and was found successful in meeting the objective. Kurt Hahn then called this process "Outward Bound" symbolizing the fact that the sailors lifted anchors from the safety of the harbour and sailed into uncharted territories of the high seas with renewed confidence to handle situations.

The crux of OBT lies in taking a group of people away from their workin 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.

1. Experiential Learning: Experiential learning is based on the belief that the process of personal growth occurs through change as a result of direct experiences. It is an active process involving the learner being placed in unfamiliar environments, outside their positions of comfort and into states of dissonance. This lack of harmony requires problem solving, inquiry and reflection.

AREAS WHERE Experiential Learning IS MOST EFFECTIVE

PROJECT TEAMBUILDING/TEAMWORK

Building successful teams while focusing on problem-solving, communication, trust-building, change and conflict resolution.

LEADERSHIP DEVELOPMENT

Identifying and developing traits successfully employed in situations involving strategy, goal setting, planning, resource allocation, empowerment, and decision-making.

CHANGE MANAGEMENT

Enabling an organisation to build a shared culture, integrating new organizational structures, managing transitions, and expanding perceived limits of performance.

CONFLICT RESOLUTION

Improving interpersonal skills, removing communication blocks, building abilities to express and resolve differences in an unstressed manner.

PERSONAL AND PROFESSIONAL EFFECTIVENESS

Improving self image through emphasis on personal and group achievements, encouragement to stretch beyond perceived limits, and gaining a renewed sense of purpose and commitment.

INTERPERSONAL SKILLS

Develops abilities to relate meaningfully and with confidence in group and individual situations, working towards enhancing group dynamics.

COMMUNICATION SKILLS

Builds effective communication skills that enables enhanced performance and productivity.

INDUCTION/ORIENTATION FOR TRAINEES

Reduces lead time in creating productive, effective employees and enables faster integration of corporate culture, values, and expectations.

PARTNERSHIPS/ALLIANCES

Creating more effective client, vendor, supplier, alliance, and partner relationships through shared experiences and goals and trust-building.

At the operational level, outbound learning works on the following assumptions :

- People are more resourceful and are more capable than they think they are.
- A heterogeneous group is capable of successfully coping with significant physical and mental challenges collectively.
- Learning is more successful while solving the problems than spoon feeding of solutions
- Stress and shared adventure unleashes one's discovery process and building his self image.
- Significant, long-lasting learning can be achieved through an intensive experience.

Our offerings in Experiential Learning

Product	Learning Objectives	Benefits
Building Project Teams	<ul style="list-style-type: none">◆ 4 stages of Team Building happens in an accelerated form◆ Issue based Team building helps surface and resolve issues	<ul style="list-style-type: none">◆ Faster connectivity◆ Higher productivity◆ Team Bonding◆ Conflicts and issues resolved for better relatedness and better performance
Project Leadership Junior, Middle and Senior Levels	<ul style="list-style-type: none">◆ Knowledge, skills and insights into one's own leadership styles, behaviors and effectiveness	<ul style="list-style-type: none">◆ Clarity on strengths and areas for development in role◆ Understand gaps and work towards bridging them for leadership effectiveness
Mentoring	<ul style="list-style-type: none">◆ Knowledge, skills and insights into the role of a mentor and process of mentoring	<ul style="list-style-type: none">◆ Clarity on concepts and expectations in the role of mentor◆ Ability to understand and apply process◆ Useful in succession planning
Assessment & Development Center (Purely for development purposes only)	<ul style="list-style-type: none">◆ Focused assessment based on defined competency◆ Individual development dossier can be made◆ Accurate because of three pronged approach	<ul style="list-style-type: none">◆ For Individuals: Effective use of time, resource and money as focused development, charted and worked upon◆ For Organizations: Clearly surfaces existing bandwidth of resources
Project Management Professional (PMP)	<ul style="list-style-type: none">◆ Concepts, skills and processes learnt in an experiential format about Project Management	<ul style="list-style-type: none">◆ Prepares participants for PMP certification examination by giving them deeper insights into implementation aspects

		<ul style="list-style-type: none"> ◆ Recall ability better for examination
Unifying Culture	<ul style="list-style-type: none"> ◆ Surfaces different cultures and values shared by members ◆ Checks out for course of conflicts, leveling by helping digest the culture and values of new organization 	<ul style="list-style-type: none"> ◆ Breaking baggage carried and installing new culture and values (specially useful for start-up companies)
Developing Vision and Values	<ul style="list-style-type: none"> ◆ Creates platform for stake holders to come together and create a shared vision and value ◆ Helps in articulation 	<ul style="list-style-type: none"> ◆ Organization gets clear direction of where and how

NB: This is a broad overview of our offerings. Our programs are customized to suit client requirements