

Review and reflection

The review sessions also have a progression. The initial reviews are intended to encourage all the participants to actively share their feelings. They progressively become more intense and 'probing' and the participants are encouraged to 'work with themselves'. The main aims of these review sessions are

- To interpret the relevance of events and experiences and facilitating transfer of learning to life spaces.
- Gaining insight into personal behavior and team dynamics.
- Controlling the design so as to steer the course of events in a way that would maintain an apt balance between physical and mental aspects of the programme.

Follow-up

An outdoor programme sparks off a lot of changes in an individual, and process usually continues for a long time after the event. Most often the learnings are perceptual, and the participant(s) may continue to experience the process of exploration long after the programme. Follow-up programmes prove to be very valuable.

Programme themes

We have been involved with the H.R.D. professionals from several organizations in designing programme designs, which were aimed at achieving their stated objectives most effectively. In the process, we have helped evolve special programme-designs for themes like successful negotiation, risk management, performance management & counselling, Communication Skills, Discipline, Personality Development and reaction to change along with the traditional ones like team building and leadership.



Abhijit Akolkar is working in this field since last 15 years. He has arranged various Adventure and Leadership programs for Volvo Eicher Commercial Vehicle, Sandvik Asia, Persistent Systems Limited, Maxion Wheels, Coca Cola, KBL, Infosys, Microsoft, Four Seasons Hotel Group, etc.

A Science Graduate, he has completed Basic and Advance Mountaineering course, Basic Skiing Course from DMAS Manali as well as various OMDP refresher courses.

Abhijit has done a lots of treks in Sahyadri and Himalaya. He has also done some mountaineering and white water rafting expeditions in Himalaya.

Abhijit is conducting various adventure and mountaineering activities for the corporate sector and working as faculty and outdoor expert in associated with Beyond Horizons, Atitya and many more companies for Outdoor Leadership Programme.



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Outdoor Management Development Programme (OMDP)

The Concept

A designed experience in the outdoors that becomes an intense and unique experience for people to function in a novel, real and challenging environment. When the results of outdoor activities are shared and reflected upon in a detailed review, these experiences become a 'window to new learnings'.

Experiential Learning is a powerful tool to complement conventional skill- or knowledge-based training programmes. Such a programme is meant to complement functional training in order to make the individual more competent for personal and organisational effectiveness.

It's effectiveness is in:

Personal development (understanding personal styles, attitudinal change, leadership, communication skills, dealing with change & uncertainty, etc.),

Understanding team dynamics / team building, Facilitating implementation of management principles and processes.



Salient features of outdoor programmes

- Sheer reality of the experience: sharp and 'inescapably real'.
- Intensity of the experience: events in the outdoors have a huge potential for strong memories.
- Reviews done by the participants of their experiences under the guidance of expert facilitators. These review sessions help to extract, pinpoint and fix important learning.

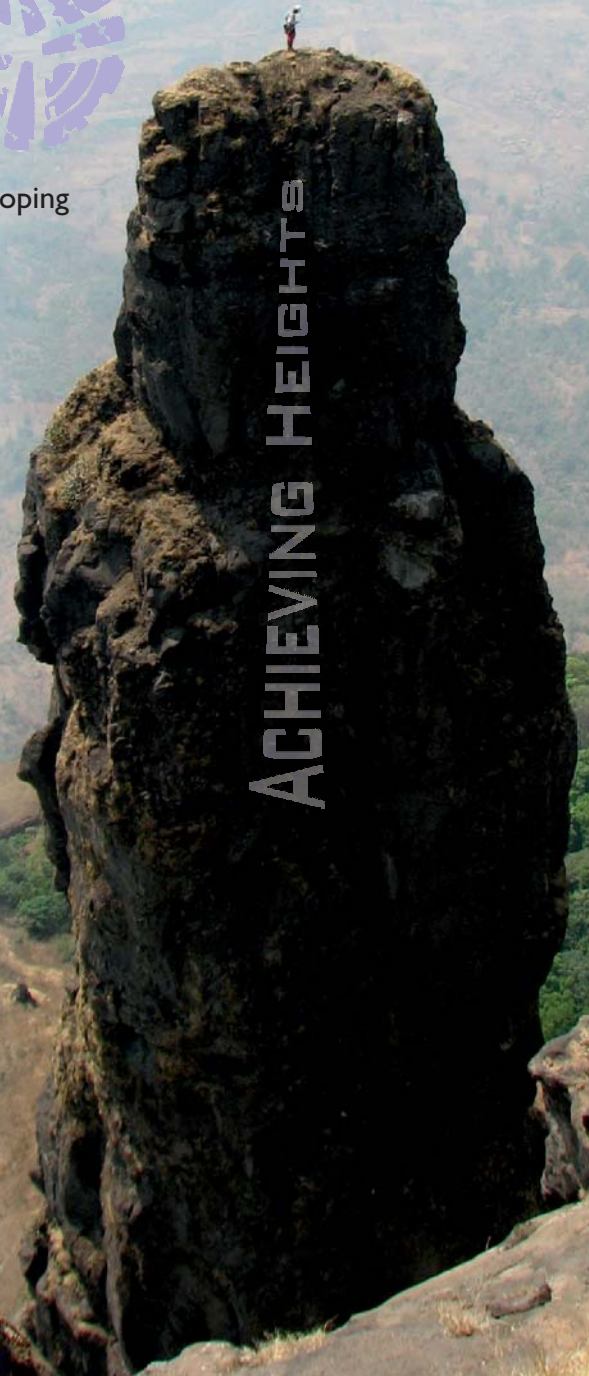
In an OMDP the action of an individual, its outcome and subsequent review confronts the individual directly with the consequences and interpretations of his/her behavior. The review provides a window for each participant to

Powerful learning tools such as Experiential learning, Emotional Intelligence, group discussions, simulations with a focus on developing clear action plans that help in achieving your individual and organisational goals.

The entire gamut of outdoor experiences and subsequent reviews leads to surfacing of basic behavioral attributes, untapped qualities and potential of an individual.

Broadly speaking, an OMDP facilitates :

- Self realization, self appraisal, personal development
- An interaction with others on a mature, meaningful level leading to mutual understanding
- Developing managerial skills



Experiential Learning

Experiential learning / training method seeks to move away from the chalk and talk, learn by rote methods of traditional education.

Experiential learning is based on three assumptions:

- a) That people learn best when personally involved in the learning experience.
- b) That knowledge to be truly meaningful has to be discovered by the individual.
- c) That people are more committed to learning when they are an integral part of the learning process rather than mere passive participants.

Experiential learning therefore places an emphasis on:

- a) Direct personal experience.
- b) Building individual's commitment to development.
- c) Learning at the Sub conscious level for deeper understanding and implementation.

Briefing of participants

Clarifying objectives of the programme.
Dealing with apprehensions and skepticism about the programme.



The Activity Design

An outdoor programme incorporates a wide range of activities from simple 'low-risk' games, to very intense experiences with a high degree of 'perceived risk'. The focus shifts along the range according to the stated objective(s) of the respective programme.

The programme starts with simple exercises that help to 'break the ice' and which help to get the participants get used to the environment in which the programme is going to be conducted.

There is a progression of tasks/ exercises, each more complex and demanding than the previous one. These Activities draw on existing management ideas and skills, and past experiences. The learning from these exercises in turn gets reinforced through a continuous review of the experiences vis-à-vis relevant individual and organizational frameworks. The programme allows opportunities for participants to experiment with new different stances and new roles in fresh situations.

Flexibility of design is a major advantage of Outdoor programmes. The event design is flexible to accommodate

- Capacity of individuals. This directly relates to the grade of difficulty that an activity/exercise should incorporate in order to strike a rewarding balance between risk, challenge and sense of achievement.
- Emergence of roles. Such a programme facilitates inter-changeability and emergence of roles depending on prevailing situations. These programmes offer an ideal platform to look various models of leadership.