

Happiness Learning Joyshop

Staff Retreat Facilitation

Transforming a retreat to real treat

Introduction:

We turn a “retreat” into “real treat”. Staff retreat can be a great opportunity to transform individuals and team effectiveness to higher level of professional excellence. Our facilitation not only increases fun but also provides insightful learning. The changes can be felt in work, team building and personal life which is enduring. So, this small investment will add great quality to staff retreat and beyond.

Here are two testimonials from VSO and Room-to-Read:

“Now we are seeing the changes in our office – the result of the retreat you facilitated.”

Mr. Khadaga Pandey, Impact and Operation Manager, VSO Nepal (after a month of 3-day retreat program facilitated by Kabule)

“It has been a wise decision choosing Kabule as Facilitator of the annual staff retreat program. All staffs were happy and thanked me for bringing Kabule as the Facilitator.

Everyone was amazed how so many activities (indoor, outdoor games, exercises, reflections, meditation and relaxation) were possible in a short time. It has been both entertaining and useful for enhancing leadership quality and team work. It was full of fun and high level of learning.”

Mr. Shiva Acharya, HR & Administration Manager, Room-to-Read (Some days after the retreat)

Objectives:

- To fill staff retreat with fun and learning.
- To discover happiness, which is our intrinsic nature.
- To make the team feel energized, refreshed and relaxed; and fill with renewed enthusiasm and motivation.
- To strengthen team spirit for better coordination and co-operation among staff team.
- To derive insightful learning from fun and play.

The Process and contents:

Learning happens more in fun than in a serious setting. That is why children learn more and faster than adults. Insights come when we are relaxed. Our experience has been that learning is intense during fun filled retreats than formal training programs.

Our programs run simultaneously at four levels:

- Body – Body is the foundation. We engage the body through games, activities and exercises in the funniest manner so that we can be a child again. Only then we are connected with our intrinsic nature

which is full of playfulness, happiness and openness. These are essential pre-requisites for insightful learning and higher intelligence.

- **Mind** – Mind is always engaged in thinking. But mostly our thinking is guided by certain patterns and structures. That is why it becomes stressed. Here in the retreat we experiment with out-of-box thinking. This is to promote relaxation, from where positive mindset and creative thinking is developed.
- **Heart** – “The heart of the problem is the problem of the heart.” In official setting we rarely talk from and listen to the heart. Many problems that cannot be solved by hard thinking mind can be solved in no time by the engagement of the heart. In retreats, we awaken the feeling domain and promote heart-to-heart communication with oneself and others.
- **Spirit** – We are ‘human beings’. But in modern society, we have forgotten that we are human beings and have become ‘human doing’. Being is our essence. This is the ‘life’ of our life. Without it everything is nothing. That is why people feel lifeless even when they have everything.

The possible choices of contents of staff retreats are:

- Leadership and team building
- Communication and relation building
- Yoga, pranayam and physical exercises
- Meditation and spiritual intelligence
- Motivation and meaning
- Stress management
- Group therapies and healing
- Just fun without agenda

The choices are open to you. You can choose two or three topics from the above list. We will design the program accordingly.

The program will be a combination of indoor and outdoor activities. You can decide the proportion of indoor and outdoor activities as they prefer.

You may also like to allocate some hours for your team’s own engagements. Kabule will plan activities considering all these factors.