



Outbound Training – Leadership Development Program



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Proposal

Leadership Training and Team Building is the core responsibility of any organisation. Organisations across the globe have people with diverse skill sets and personalities. This contributes to improper implementation, conflict and competition leading to team initiatives failing often. In order to ensure synergy, organizations need to constantly sharpen the Leadership and Team Building Skills of its workforce.

Aim & Objective: The Outbound Training program is aimed at helping participants explore the important elements of

- Building common vision, values and team spirit.
- Accelerate open & transparent communication, developing team strategies for getting results, building trust.
- Increasing collaboration & commitment.
- Personal development contributing to modesty, effectiveness, innovation, adapting & managing change,
- Enhancing creativity, enhancing problem solving skills, performing in complex situations, & last but not the least
- Maintaining work-life balance.

OUR APPROACH:

Experiential learning offers many ways where business lessons in real life can be simulated through action learning, and well researched games, and activities, and offers a chance to practice Learning by Doing. Adult Learning Principles are incorporated to give a more of “hands-on” approach to learning which not only provide for more variety, but also leads to a more profound participation and comprehension.

Participants develop teamwork skills by testing their knowledge, skills, and abilities through newer experiences and challenges. They learn best when put in unique and ambiguous situations. The debriefing of each activity focuses on structured reflection, generalizing, co-relating and applying the learning's to real life work areas.

Training Outcomes:

After undergoing the training, the participants will be able to:

- Enhance Team Bonding and Trust in the Team
 - Identify the importance of Communication and Listening in the Team
 - Identify the importance of motivation and appreciation in the Team
 - Identify the importance of working in teams, managing conflict and collaborating within and across teams
 - Identify the need to align themselves to the Team's and Organisation's shared vision, purpose and goals.
- **Learning Style:** Interactive Discussion, Group Exercises, Experiential Learning activities with Outbound Management Development Methodology.

Training Agenda - Day 1

Time	Topic	Learning Objective	Activity	Methodology	Focus & Debrief
11:00 am	Welcome, Hi Tea and Briefing				
11:30 am – 12:00 pm	Ice Breaker	To play fun games to develop and enhance rapport	Ice breakers and energisers	Participants will share and learn about each other in a fun activity.	Discovering each other. Rapport Building Fun
12:00 pm – 01:00 pm	Team Building	To demonstrate to how teams synergize.	Duct Tape Trolley	Participants form groups and stand on a sticky and strong duct tape and move from point A to point B in sync with each other.	Team Building Team Synergy Team Cohesion
01:00 -2:00 pm	Lunch				
2:00 pm – 04:00 pm	Communication	To demonstrate effective communication and listening in the team	Blind Folded Tent Pitching	Participants are blindfolded and are guided by a leader to pitch a tent in the shortest time possible	Communication Listening Delegation
04:00 pm – 05:00 pm	Adaptability	To demonstrate how teams, adapt to work together	Paper Toss	Teams work together to complete an increasing sequence of challenge	Team work Supporting each other Focus on Team Goal
05:00 pm	Hi Tea				
5:30 pm	Summary	To recall Learnings and Takeaways for the day	Interactive Discussion	Teams get into groups and share their learnings for the day	<i>Summary Learnings Experiences</i>
06:00 pm	Free Time				
08:00 pm – 10:00 pm			Dinner / Campfire Music		Dinner Campfire

Training Agenda - Day 2

Time	Topic	Learning Objective	Activity	Methodology	Focus & Debrief
06:00 am	Yoga & Meditation - Mindfulness				
08:00 am	Breakfast				
09:00 am – 10:00 am	Team Strengths	To identify the behavioral traits of the team	Psychometric Test – Belbin team roles	Participants take the test and calculate their scores to understand their behavioral traits on teamwork	Understanding Strengths and weakness of the Team
10:00 am – 11:00 am	Team Work	To evaluate teamwork with a challenging task	Team Draw	Participants will draw an image with pencils and strings	Teamwork Cooperation Understanding strengths
11:00 am	Hi Tea				
11:30 am – 01:00 pm	Strategic Thinking	To evaluate the strategy to achieve a team goal.	Raft Building	Teams are given resources to construct a raft and take their team to the other side	Strategy Planning Achieving Goals.
01:00 pm	Lunch				
02:00 pm – 03:30 pm	Problem Solving	To evaluate how teams, resolve conflict in an Organizational context	Toxic Waste Disposal	Teams are divided into CEO, Middle Managers and agents. Company's Project is to move the Toxic Waste safely	Conflict resolution Ownership Accountability Problem Solving
03:30 pm – 04:00 pm	Conflict Management	To evaluate conflict and relate to the different views and perceptions	Shop Keepers Dilemma	Participants have to take a stand based on their perception	Conflict Perceptions Resolving Conflict
04:00 pm – 05:00 pm	Conflict Management Styles	Conflict Management Styles	Psychometric Test – Kray Bill Conflict Inventory	Participants take the test and calculate their scores to understand their conflict management style	Conflict Management Perceptions Inclusion
05:00 pm	Hi Tea				
5:30 pm	Summary	To recall Learnings and Takeaways for the day	Interactive Discussion	Teams get into groups and share their learnings for the day	<i>Summary Learnings Experiences</i>
08:00 pm	Dinner				

Training Agenda - Day 3

Time	Topic	Learning Objective	Activity	Methodology	Focus & Debrief
06:00 am	Yoga & Meditation – Stress Management				
08:00 am	Breakfast				
09:00 am – 10:30 am	Teamwork and Coordination	To synthesize how teams, work together to achieve a common goal	Ball circuit	Participants have pass the ball both within their own teams and the other teams in a complex fashion.	Communication Coordination Goals Values
10:30 am - 01:00 pm	Motivation and performance	To undertake calculated risks and overcome barriers to achievements of goals	Burma Bridge, Zip Line, Commando crossing,	Participants will take part in any adventure based learning activities supported by adventure experts.	Comfort Zones Achieving personal Goals Risk Taking Motivation
01:00 pm	Lunch				
02:00 pm - 03:00 pm	Achieving Team Goals	To evaluate what motivates teams into achieving results.	Chocolate Tower	Teams will take part in construction of bridge made with chocolates	Teamwork Cooperation Coordination
3:00 pm - 4:30 pm	Organisational Goals	To evaluate collaboration to achieve a common goal	Drums and Planks	The participants will have to work together on this challenge to achieve combined success	Vision Trust Leadership Collaboration Organizational Goals
04:30 pm – 05:30 pm	Key Areas for Development	To identify Key Areas of Development and Action Items	Group Discussion / Flip Chart Activity	Participants work on the traffic light metaphor and formulate on Action Items	Identifying action items using the traffic light metaphor.
05:30 pm	Hi Tea and Closing.				
Post 30-45 Days	Post Training Review Session – Coaching at Later date.				

Costing

3 Day / 2 Night Outbound Team Development Program for 20 Participants
Training Fee: Rs 25000/- per head
GST 5% Extra

Includes:

- 1 Senior OBT Trainer & Facilitator
- 2 Outdoor Experts
- Team Building Activities,
- Team Building Equipment
- Psychometric Instruments
- Tabin Accommodation. (Room tents with cots) – Twin Sharing
- 2 Breakfast, 3 Lunch, 2 Dinner, 6 Hi Tea.
- 3 Hours Post Training Follow-up Coaching at a later date

Does not include

- Transport
- Anything not Mentioned in Includes

Terms

- A letter of request for the activity or Purchase Order to be raised with confirmed number of participants.
- A disclaimer needs to be signed by all participants.
- 50% Advance and 50% within 15 days of the completion of the activity.
- 75 % Cancellation/Postponement Charges Apply.

Food Menu

Breakfast

Indian BF - Idli, Upma or Poha or Wada or Pongal , Boiled Egg, Bread, Jam and Butter with tea and coffee

Lunch - Buffet

1 Non Veg Starter, 1 Veg starter, 1 Veg Pulao, 1 Veg curry, & 1 Nov-Veg curry, Dal, Roti, Dessert, pickle, Papad, Salad, curd & Raita.

Hi Tea

Tea / Coffee

Sandwich or Pakora or Samosa with Cookies

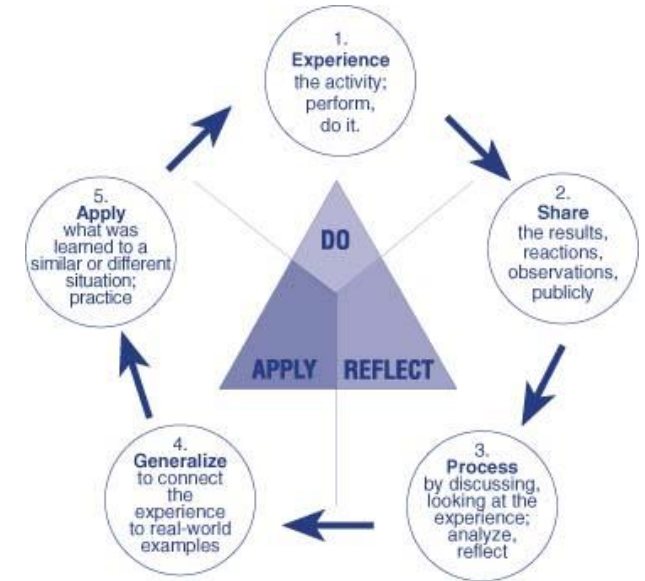
About Us

Outlife was founded to address the learning and development needs of the corporate clients and is run by a team of passionate and certified professionals from the Learning & Development and Adventure Fraternity carrying over 5 years of experience in conducting trainings.

The Learning process includes facilitation based on the Adult Learning Styles and uses variety of methodologies and techniques which include David Kolb's Experiential Learning Model (ELM), Johari Window, and Lateral Thinking etc.

The methodology of training follows a cycle of learning which includes the following steps:

Training Need Identification & Analysis → Program Development → Program Delivery → Program Debrief → Feedback → Action → Impact Assessment → Schedule Further Training.



Contact

Outlife Outbound Training

(A Unit of Outlife Adventures Pvt Ltd)

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We have presence in Hyderabad, Chennai, Bangalore, Pune and Mumbai