



Experiential Training on Emerging Leadership Program 2 Days



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Program Context

Our Emerging Leaders Training Program is designed for new managers, first-time leaders, and high-potential employees to develop the skills and mindset necessary to lead with confidence. The program uses experiential learning, leadership simulations, real-world business scenarios, and interactive coaching to ensure practical and sustainable leadership development.

Aim& Objective

The 2 day outbound emerging leadership training program explores the important elements of

- Collaborative Working and Managing Differences
- Strategic Vision
- Inspirational Leadership
- Customer centricity and Stakeholder Relationship
- Entrepreneurship

Learning Style:

Interactive Discussion, Group Exercises, Experiential Learning activities with management concepts and Outbound leadership development methodology followed by sharing, processing, debriefing and connecting the learning to the workplace.

Training Outcome:

After undergoing the training the participants will be able to:

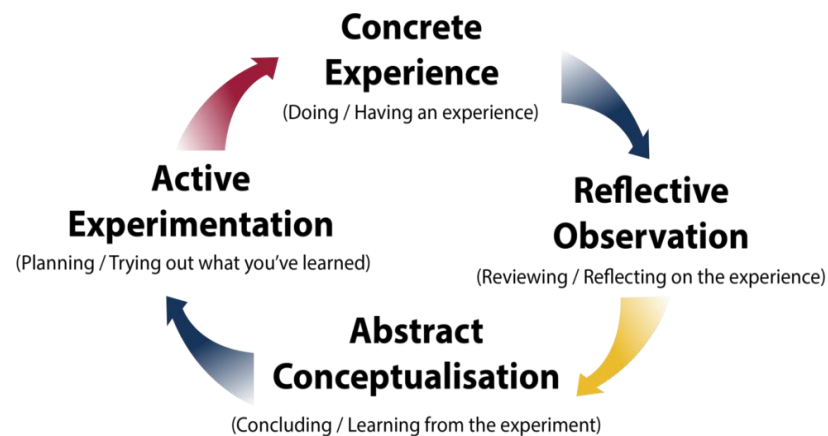
- Enhance Team Bonding and Trust in the Team
- Identify the importance of Communication and Listening in the Team
- Determine the importance of motivation and appreciation in the Team
- Create personal development contributing to modesty, effectiveness, innovation, adapting & managing change
- Develop creativity, enhancing problem solving skills, performing in complex situations
- Assess the importance of leading, working in teams, managing conflict and collaborating within and across teams
- Evaluate the need to align themselves to the Team's and Organization's shared vision, purpose and goals.

Program Approach & Methodology.

The intervention will follow the **Experiential Learning Approach** to guide the development and performance of leadership teams. The model will be integrated into experiential learning activities, enabling participants to move through stages of team development—from building trust to achieving high performance.

Experiential learning, group process facilitation, and reflective debriefing will be used to help leaders explore real-world leadership challenges and develop actionable strategies for improvement.

Participants learn best when put in unique and ambiguous situations. The **debriefing and processing** of experiences at end of every experiential learning activity focuses on structured reflection, generalizing, co-relating and applying the learning's to real life work areas back at the **workplace**.



The program will utilize experiential learning through interactive activities, simulations, and group discussions. Each session will be followed by reflective debriefing to extract key insights and promote learning. The program is designed to be highly participatory, using real-world business scenarios to drive practical, leadership-focused outcomes.

Emerging Leadership Training Agenda Day 1

DAY 1

Time	Topic	Learning Objective	Activity	Methodology	Focus and Debrief
8.00am-9.30am	ARRIVAL AND BREAKFAST				
9.30am-10.00am	Ice-Breakers	Introductions, Ice breakers, Energizers	Cooperative Games Sequence	Get to know more about each other beyond everyday knowing	Ice Breaker, Energizers, Team Bonding, Fun
10.00-11.00am	Leadership and Communication	To apply the importance of Communication and Listening in the Team	Mine Field	A team member is blindfolded and other team members helps him cross the field filled with mines	Communication, Coordination, Leadership, Team work
11.00am-11.30am	BREAK				
11.30-1.00pm	Strategic Vision	To evaluate the strategy to achieve a team goal	A frame	Teams are given resources to construct a Aframe to take their team to the other side	Strategy, Planning, Achieving Goals.
1.00pm-2.00pm	LUNCH				
2.00pm-3.00pm	Customer Centricity	To demonstrate how individuals take ownership of their actions	Key Punch	The group must touch all the numbered spots as fast as they can.	Accountability, Communication, Group think, Coordination
3.00pm-4.00pm	Leadership	To understand other person's feelings and emotions	Spider Web	Participants pass through a web of spider	Trust ,Collaborate, Empathy
4.00pm-4.30pm	Hi-Tea				
4.30pm-5.30pm	Entrepreneurship	To relate to the process of Innovation	Marshmallow Challenge	Participants work on a innovative design for a specific user profile	Innovation Framework, Innovative Design
5.30pm-6.00pm	Summary	To recall Learnings and ,Takeaways for the day	Interactive Discussion	Teams get into groups and share their learnings for the day	Summary, Learnings, Experiences
6.00pm-8.00pm	PERSONAL TIME				
8.00pm-10.00pm	CAMPFIRE, DINNER AND MUSIC				

Emerging Leadership Training Agenda Day 2

DAY 2

Time	Topic	Learning Objective	Activity	Methodology	Focus and Debrief
6.30am-8.00am	YOGA AND MEDITATION-MINDFULNESS				
8.00am	BREAKFAST				
9.00am-10.00am	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 weaknesses of the team
10.00am-12.00pm	Collaborative Working	To relate to the importance of collaboration in achieving results	Mission impossible	The participants have to work together on this adventure challenge to achieve goals.	Collaboration, Motivation, Team results
12.00 pm-1.00pm	Stake Holder Management	To manage expectations and relationships of stake holders.	Yarn Net	Teams form a web of out yarn and must carry 3 different size balls from one location to another without letting go of the yarn net	Influencing Stake Holders , managing communication, managing relationships, managing expectations.
1.00pm-2.00pm	LUNCH				
2.00pm-3.00pm	Inspirational Leadership	To relate to the impact of inspirational leadership on the team and results.	Capture the Flag	The goal is to locate and recover the opposing team’s flag before they do the same. A “jail” houses those who have been caught (tagged by the opposing team).	Leadership, Inspiration, Decision Making, Motivation, Accountability, Ownership
3.00pm-4.00pm	Entrepreneurship	To assess alternative ways of trust, initiative, dealing with challenges	Four way tug of war	Each of the four groups will not only rally their group agility and strength to beat the competing teams, but their cooperative plan and strategies are important to win.	Out of the box thinking, Team work, Trust, Leadership, Prioritizing tactics, effective communication
4.00pm-5.00pm	Strategic Thinking	To identify key areas of development and action items	Air Crash Rescue	Role Play where the team will be taken to air crash site and are asked to choose things they need and build a team to perform rescue operations in a given time.	Problem Solving, Ethics, Decision Making , Accountability
5.00pm-5.30pm	Key areas for development	To identify key areas of development and action items	Group Discussion/	Participants work on the traffic light metaphor and works on Action items	Identifying action items using traffic light metaphor
5.30pm	HI TEA and CLOSING				

Activity Snaps

Mine Field



Key Punch



Mission Impossible



Spider Web



Marshmallow Challenge



Capture the flag



Aframe



4 way tug of war



About Us

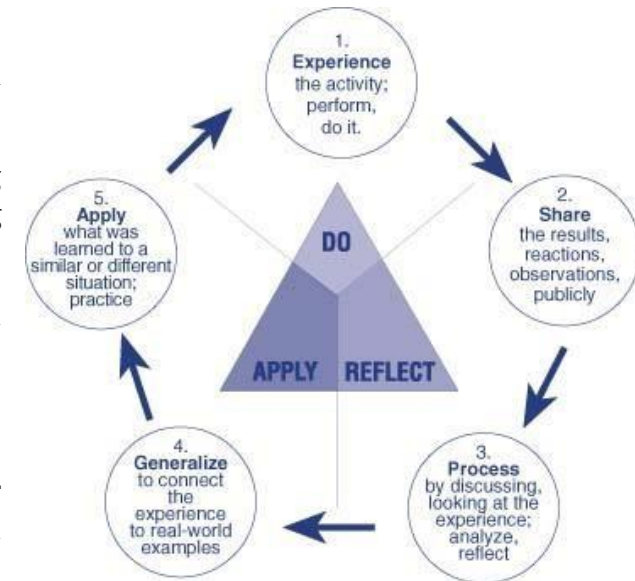
Outlife is a leading provider of Team Building, Employee Engagement, Corporate Outbound Training, Behavioural Skills Training and Leadership Development programs.

We assist organizations of all sizes to gain a competitive edge by significantly strengthening their people. Our core focus is to deliver on learning programs that achieves specific training objectives, outcomes and behavioural change that can be applied back at the workplace.

We have a proven track record and reputation for helping corporate and professional companies like IT/ITES, Pharma, law, financial management, banking, accounting, health care, technology, and manufacturing design and delivery of team building and leadership programs experiential learning.

Over the last decade Outlife has been offering learning and development solutions for Personal effectiveness, Team effectiveness, and leadership Effectiveness through experiential learning methodologies.

We design Unique Outbound Learning programmes to help institutions and organisations synergise people towards common goals, nurture leadership, build team capabilities and discover talent, and potential at the individual, team or organisational level..



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Outlife

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We conduct training events out of Hyderabad, Chennai, Bangalore, Delhi, Pune and Mumbai

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