

## EXPERIENTIAL ENABLEMENT WORKSHOPS

Dear Sir/ Madam,

**Axel India** is located in Bangalore and we conduct soft skills training through *experiential enablement methods* like exercises, simulated projects, role plays, instruments, interactive discussions, mental gymnastics, indoor & outdoor teambuilding /creativity games.

**Our Core Competencies** are in the areas of resort based Outward Bound Training(OBT), Neuro Linguistics Programming (NLP), Selling through NLP, Etiquette, Stress management and Creativity. My CV & details of Creativity, NLP, Stress management & OBT programs are attached.

**OBT** Axel India has tie up with resorts in Bangalore, Chennai, Hyderabad, Coimbatore & Pune for conducting OBT. We conduct one day non-residential and 2/3 day residential programs at these places. We can also conduct OBT programs at resorts organised by you as we have a traveling OBT kit. The requirements are an outdoor area the size of a basketball court which has shade of trees for activities & a hall with without fixed seats for discussions. It can also be conducted in a hall which is the size of a basketball court.

While residential programs are ideal, for those who have limited time, we recommend one day non residential program of OBT, It covers Leadership, Teamwork & Communication with emphasis on customer satisfaction and other aspects given above. It is a power packed economical program.

**Out of over 350 OBT workshops conducted for many clients, Axel India has conducted 85 such programs for TCS in Chennai, Pune & Bangalore, where the satisfaction level bordered on 100%.**

Axel India has also conducted two day residential OBT program for very senior consultants of TCS with the centre head also attending.

The feed back from the centre head, Mr. Satish Varma - *"The program has helped me learn a lot about myself and my style of leadership. It must be conducted for all leaders of TCS"*.

**INDOOR WORKSHOPS** Typically, our indoor programs consist of lectures (30%), instruments(20%) and experiential methods (50%). This ensures total involvement of the delegates during workshops. A spacious hall without fixed seats, LCD projection System, PA system & Photostat facilities are required for these programs.

**These programs are more than value for money and worth experiencing.**

Kindly contact me for further details.

With warm regards,  
Air Commodore (Retd) T.T.Job  
Director, AXEL INDIA  
[www.axelindia.org](http://www.axelindia.org)

## PROFILE

### Air Commodore T. T. Job (Retd) AVSM, VSM

**Air Commodore T. T. Job** is a highly decorated officer who has had an illustrious career in *Engineering, Management & Training* in Indian Air Force & Defence Research & Development Organisation (DRDO). Currently *Director* of Institute for Human & Managerial Excellence Pvt. Ltd., which conducts soft-skill training for managers with core competency in *Outward Bound Experiential Learning*. Formerly, *Chief Engineer*, Botswana Air Force (Africa) & *CEO* of an Aircraft Overhaul Factory in IAF, *Asst. Director Personnel* at Air Headquarters, IAF.

**Seminars/ Workshops/ Studies** He has conducted several programmes on Outward Bound Experiential Learning for corporate managers, social groups, and academic institutions. He has organised seminars and workshops on NLP, Soft Skills, and Quality Circles in addition to technical programs in the IAF and DRDO.

**Awards and Distinctions** He has received two awards from President of India: for efficient Project Management in setting up new fighter aircraft overhaul line, and for indigenisation of aircraft spares and vendor development.

**Qualifications** BE (Mechanical), AMAeSI, PG in Aeronautical Engineering from Air Force Technical College, PG in Management from College of Defence Management, Secunderabad, Junior Commander's Course, TA, Certified NLP Practitioner & ISO 9002 Internal Auditors Course.

**Personnel of the following organisations have benefited from training by him.**

#### **Corporate Clients**

TCS, Robert Bosch, Ingersoll Rand, L&T Komatsu, L&T Infotech, L&T Valdvel, LM Glass Fibres, ELGI, Arvind Brands, Appshop, UCAL India Limited, BEL, HAL, NAL, ITI, Tata Coffee, Saab Miller, Bhoruka Power Ltd. NTTI, Intermedia Softech, Gas Turbine Research Establishment, Electronics & Radar Development Establishment, Defence Airborne Research Establishment, CEMILAC, ISRO, Xerox, Airtel, Digital Mesh, KGTESCO, Rotary Club (Bangalore & Peenya Branches)

#### **Management Colleges**

**Bangalore** Alliance Business Academy, Mt. Carmel Institute of Mgt, Christ College, IBMT, ITM, Rai Business School, Administrative Management College, Garden City College (Dept of Mgt), ITM, Warrangal, Kristu Jayanti College (Dept of Mgt)

**Goa** Goa Institute of Management, Goa University (Dept of Mgt)

**Chennai** St. Joseph's college (Dept of Mgt)

**Cochin** Rajgiri College (Dept of Mgt) **Coimbatore** Agricultural University

**Changanassery** S B College (Dept of Mgt) **Trivandrum** Institute of Cooperative Management

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## OUTWARD BOUND TRAINING

**WHY OUTWARD BOUND TRAINING?** Learning becomes complete when concepts taught in the classrooms are put to test in challenging situations in a natural setting. Content of lectures are forgotten soon, but experiential learning always remains in the subconscious mind. Hence the programme is totally experiential learning without any classroom lectures. Behavioral patterns of individuals emerge in such simulated situations. Such behavior can be analysed in a friendly environment which can help the participants to take corrective actions. Such experiences are then translated into work situations.

**OBJECTIVE** To develop leadership skills, communication skills & team spirit, to increase self awareness & discover latent potential, to sharpen creativity, to assist in planning & executing time bound tasks, to deal with stress through relaxation techniques & to install the learning into the subconscious mind of the delegate using experiential methods. Thus, the learning is never forgotten & will come to the aid of the delegate at the required time.

**LOCATION** We have tie up with resorts in Bangalore ,Chennai (VGP), Hyderabad, Pune, Mysore and Coimbatore. OBT can also be conducted in resorts selected by clients or in a large hall.

**PARTICIPANTS WILL BE ABLE** To understand & learn from their behavior patterns, become better team players, get rid of their fears & phobias, view creativity in new light & become more sensitive to organisational/ team requirements. Thus, productivity will be increased.

**METHODOLOGY** Physical activities, management games, simulations, experiential exercises for confidence and trust building, critique & introspection sessions, participative & interactive sessions & use of NLP (Neuro Linguistic programming).

**DRESS** On account of outdoor activities, sports shoes / shoes are recommended. Trousers/jeans are better than shorts. T-shirts/ Track suits are welcome. For ladies, Sari may be inconvenient. Salwar kameez/ pant & top/ track suit are ideal. Cap is useful.

This compact and activity-enriched program will focus on the basics of effective team working with the objective to enhance individual initiative taking within the team working relationships to deliver work targets. This would result in enhancement in the participant's "results" orientation and the team's spirit to excel.

### Objectives

- Promote team work – “we are all on the same side”
- Individual and collective ownership to make things happen
- Empowering and engaging the team
- Appreciating each other's strengths and supporting each other.
- Stress management.
- Effective communication,
- Promote leadership qualities.
- Time management.
- Self awareness
- Positive approach.

## Day 1 Pre lunch session

### Session 1 - Objectives

- Background and need for this workshop
- The challenges of the role of participants as leaders
- Understanding perceptual blocks to inter functional team working

### Relationship building towards Excellence

We will begin with the Relationship building activity that will enable the participants to get out of their Zone of Comfort & understand the benefits of forming new relationships. The main learning here will be to understand perceptual blocks to inter functional team working.

We would then set the objectives and manage expectations of the participants. After tea break, we will go through a project management exercise called Creative catapult. Groups of five are formed in which the participants are required to design, build and demonstrate the operation of a device made from bamboo sticks and a kit of assorted items, which can catapult a ball to the maximum distance.

#### LESSONS

- Leadership
- Team building
- Outsourcing
- Project management,
- Resource management
- Time management
- Creativity
- Goal setting

## Day 1 Post lunch session

### Session 2 - Objectives

- Understand the impact of one's action on other functions.
- Develop ownership for one's actions
- Understand the benefits of working as a team
- Support weaker members of the team
- Learn from mistakes & take corrective steps using feed back.
- Experience varieties of organizational behavior.
- Realize the impact of overlooking quality aspects in work.

These objectives are achieved through *three* activities given below.

**Channels & marbles.** In this activity, 4 teams are formed and each team member is given a channel of two feet length (Casing for electrical wires). The teams are required to deliver three marbles, one at a time, from point A to point B at a distance of 100 feet using only the channels. A variety of restrictive rules are woven in. Breaking of each rule entails penalty of starting from the beginning.

#### LESSONS

- Leadership
- Strategy
- Communication
- Quality
- Ethics
- Perseverance
- Team work

**Handicap walk.** The participants are formed into three groups and taken for a small trek. Many participants are given handicaps in the form of blindness or dumbness or deafness. In order to succeed, the members have to support each other.

#### LESSONS

- Trust in team members
- Working under pressure
- Listening ability
- Team spirit
- Valuing ability of others

**Spider web.** Ropes are tied between trees in the form of a large spider web with many holes which are barely sufficient for a human being to pass through. There are holes at lower and upper levels. Delegates are formed into two groups. The teams form up on one side of the web & the objective is to get all the members to the other side in the least time. There are a number of rules with penalties for breaking them.

#### LESSONS

- Confidence building
- Trust in team members,
- Strategy,
- Attitude,
- End in mind.
- Decision making

## Day 2 Pre lunch session

**The Awakening** Understanding the self and moving towards a new paradigm Working together involves managing inter-personal relationships and work problem solving.

### Session 3 - Objectives

- Experience the operational block to cross functional support and it's effect on overall organizational goal achievement
- Understand the impact of one's action on the other functions
- Assess strengths and areas of improvement for cross-functional effectiveness
- Developing basic systems and processes for inter-functional problem solving in new and routine situations

The awakening is brought about through a very involved activity called **Multi Ring**. In this activity, there are three areas, A, B & C, marked off by red tapes. Station A is Bangalore & station B is Chennai. Station C is Ratanagiri. No one can enter areas marked off by the tape. In station A there are 4 sets of five rings each of different diameters placed on portable pins. The rings are placed one over the other with the largest at the bottom and the smallest at the top. Each ring represents a part of a huge computer. Each set is of different colour for each team. The objective is to move all rings from Bangalore to Chennai, one by one and place them in the same order using only the given materials. This is the most involved activity in the program.

#### LESSONS

- Group and sub - group problem solving
- Giving and receiving feedback in conflict situations

- Tactics and strategies in handling tough situations.
- Reviewing their current systems in work management and working towards their modifications to improve employee (internal customer) satisfaction.
- Setting team priorities and goals.
- Allocating roles and responsibilities to individuals to achieve overall Goal.
- Developing team support strategies.
- Action planning to transfer to work place.

## Day 2 Post lunch session

### Paradigm Shift Session.

#### Session 4 - Objectives

- Develop mutual trust.
- Understand individual/functional goals and impact on organizational vision.
- Overcoming stereotypes and perceptual barriers vis-à-vis other functions
- Understanding the role of the leader in managing perceptions
- Developing the orientation to support others – the “I Serve” attitude
- Become aware of strengths and weaknesses in leadership and team roles.
- Change from “I win- you lose” to “I win- you win”
- Stress management
- Mind over body principle
- Self awareness & self confidence

This is achieved through *four* activities

**Tower building.** The participants are divided into 4 groups and they have to build a tower using straws and pins. Then they have to build a water tower using same materials. Each leader is assigned a specific leadership role which is not told to team members.

#### LESSONS

- Creativity
- Time management
- Quality
- Gaps in communication
- End in mind
- Types of leadership

**Maximise profits.** Participants are divided into 4 teams. Each team has an inner ring & an outer ring on the ground. There is a ring in the centre with a number of items of different value. Participants have to collect items from central ring one by one to their inner ring. There are a number of restrictive rules. The objective is to get all items into the groups ring. The objective cannot be met by competition. **Win Win** attitude is required.

#### LESSONS

- Strategy
- Creativity
- Lateral thinking
- Win -Win Attitude

**Mental Gymnastics** This consists of a number of exercises for stress management & using both sides of the brain.

**Helium Rod** This demonstrates power of Mind over Body & improves self confidence

## CREATIVE DECISION MAKING WORKSHOP

**Creativity** is NOT a special talent that produces miraculous solutions and ideas out of thin air and is entirely reserved for so called creative people or the odd genius here and there.

Creativity is the act of retrieving already existing information from the "the creative" - or, in other words, to learn to read the patterns of a universe in which everything has already been created and is sitting there, ready and waiting, for those who seek to discover.

The task in "becoming more creative" or to be "innovative" is not to conjure up ideas from nowhere, but to develop an in born ability that every human\* possesses, namely to interface with the creative in which everything that has ever been, and everything that is still to come, already exists, and to bring back the requisite information to solve your problems, create your work of art, to write your stories or your poems, or to have that breakthrough in a science problem that has been holding you and the rest of the professional world in a closed loop for many years.

Creativity is not a skill that needs to be "brought in from the outside" but something that is already there and which needs to be contacted, brought to conscious awareness, and **re-learned** to some degree.

**METHODOLOGY** Creative Games, Instruments, Experiential Learning Techniques, Interactive Discussions, Role plays, Creative Puzzles and Talent-Development Exercises & Real life Stories and Examples.

### **PURPOSE/ GOALS**

1. Create 'vision' of self-creativity and creative decision making at the workplace.
2. To emphasis that everyone possesses creativity and that each individual can channel that creativity in their own unique manner towards creative decision making.
3. Make individuals realize that creativity is subjective and everyone can be creative in their own way. Thus they can also contribute towards team effort.
4. Bring out hidden potential of creativity.
5. Explore practical aspects of creativity
6. Realize your own levels and versions of creativity.
7. Change perceptions.
8. Bring out importance of self nurturing & curiosity.
9. How to generate radical ideas.
10. Explore barriers to creativity and methods to eliminate them.
11. Use your 'own unique version' of creativity on a daily basis.

### **OVERVIEW OF TRAINING**

**Part I** Exploration phase. Many Creative Thinking Activities and Exercises to Churn Your Brain to identify with the deeper concepts of Creativity and Out-of-Box Thinking.

**Part II** Understanding Phase. Understanding Barriers to Creativity and getting over fear of creative decision making.

**Part III** Consolidation phase. Interactive session on applications in real life situations.

**BENEFITS** The benefits of this program stretch from it being a fun filled practical learning experience in itself that will take you through a journey of creative-thinking process to ensure individual development at studies, every day creative decisions in work and beyond.

## STRESS MANAGEMENT

### WHY MANAGE STRESS?

Stress is like electricity. In right quantities, it lights up our lives. In excess quantities, it creates burn out cases. Therefore, stress has to be handled with kid gloves.

### EUSTRESS & DISTRESS

All of us require some element of stress to keep us on our toes and thus become competitive. This is called Eustress. However, pressures of business world make people go beyond Eustress and then they enter the arena of Distress. Distress is harmful and people react to distress in different ways. Midlife crisis and burn out cases in corporate world can be attributed to this.

### STRESSORS

There are a number of factors which cause stress. Different people have different tolerance level to various stressors. What may be stressful to one person may not be stressful to another. Also people react in different ways when stressed.

Human beings have the natural ability to destress after distress provided the environment is conducive. Each time an elastic is pulled to its elastic limit, kept in that state for some time and then released, it goes back almost to its original length. But some unnoticeable element of creep does set in. It will take a long time & large number of stretching and releasing before difference in state of elastic is visible. So is the case with human beings. The earlier one learns to cope with stress, lesser would be the damage.

### THEME

1. Discover stressors
2. Find root causes of stress
3. Understand how root cause works
4. Delve into methods to avoid stress
5. If stress is unavoidable, then use relaxation techniques

### METHODOLOGY

1. Presentations
2. Discussions
3. Role plays
4. Instruments
5. Experiential learning by activities and management games
6. Neuro Linguistics Programming & Transactional Analysis
7. Self hypnosis, phobia cures, changing past memories
8. Mental gymnastics, Mind over body exercise
9. Meditation, breathing exercises, relaxation techniques.  
(50% experiential learning, 30% presentations, 20% instruments)

## NLP WORKSHOP

### ENHANCE EXECUTIVE EXCELLENCE THROUGH EXPERIENTIAL ENABLEMENT

**WHY THIS PROGRAMME?** We sometimes wonder why people behave the way they do. We also sometimes wonder at our own actions and reactions. All these are related to the way our brain works. NLP is the user manual for the brain. It helps to understand how our brain and the brain of others work. Our brain is very similar to a computer. Just as it is possible to reprogram a computer, it is also possible to reprogram our mind. NLP is useful in reprogramming the brain. NLP has many tools which are extensively used by corporate managers the world over. India has also begun to follow suit.

**PROGRAMME PROFILE** The program consists of theory (30%), instruments (20%) & the balance of 50% constitutes exercises & management games, both indoor as well as outdoors.

**METHODOLOGY** The methodology is a combination of NeuroLinguistic programming(NLP), Transactional Analysis (TA) & Experiential Learning methods like exercises, role plays, instruments, interactive discussions, mental gymnastics, indoor & outdoor teambuilding / creativity games.

**OBJECTIVE** The objective is to install the learning into the subconscious mind of the delegate using experiential methods. Thus, the learning is never forgotten & will come to the aid of the delegate at the required time.

**TARGET GROUP** This workshop is useful for managers, executives, engineers, scientists, professionals, social organisations, students & teaching staff.

**DURATION** Two days

**TAKE AWAY** Participants will be able to understand and learn from their behavioral patterns, become better team players, get rid of their fears and phobias, become more sensitive to team requirements and will be able to increase their self confidence and creativity.

## CONTENT

**COMMUNICATION MODEL** This model enables us to realize how we understand things, i.e. form an opinion or impression of the external world from other people's communication. It also enables us to realize what we understand is not the real world but is modified by our beliefs, past experiences etc. Since our behavior is based on what we perceive and not reality, we can learn to respect the behavior of the others as they were also behaving based on what they perceived and not reality.

**NLP** helps to identify the sense used by the receiver so that we can switch to that and make ourselves better understood. (Exercises include preferred model instrument, zone of comfort exercise, listening exercise, simulated telephone exercise, perception exercise, assimilation exercise, believe not what you see, conscious decision making exercise)

**EYE ACCESSING CUES** This enables us to notice responses in the listener to make it easier for us to understand how the listener is processing information and to change our communication to make them understand better. (Drop the card exercise)

**RAPPORT SKILLS** We can achieve perfect rapport with the listener by using NLP tools for building Rapport. This is very useful during meetings. (Role plays on rapport)

**MOTIVATION** Meta-programs deal with the way one is motivated. By understanding what motivates an employee, he can be placed in the right department. (Self awareness instrument, motivation instrument, anchoring, circle of excellence )

**FACING CRITICISM** Effect of criticism is a major millstone on one's neck, which retards action. Effective methods to face criticism are covered. (Facing criticism exercise)

**TEAM BUILDING & LEADERSHIP** There are many team building games covering team roles and leadership. (Transportation game, Factory gate, Win-Win game)

**CREATIVITY** Theory & practical aspects of Lateral thinking are covered. (Creativity exercises, creative decision making exercises)

**PROJECT MANAGEMENT** Often we venture into things without having any idea of the final result of our venture. The well-formed outcome is a series of steps that gives us an idea of our outcome and can be used effectively in Project Management. The Cartesian logic and logical levels give it a quantum leap in flexibility. (End in mind PM exercise)

**CONFIDENCE** It is achieved through emphasis of power of mind over body (Helium rod exercise)

**PERSUASION** The art or psychology of persuasion gives one the edge that makes the difference. (Persuasion role play)

**IMPROVED MIND POWER** This is demonstrated through Mind Maps and the effect of music (baroque) in work and study.

**STRESS MANAGEMENT** This includes a number of practical exercises for stress management. Self Hypnosis helps to super charge the brain so that it can be at peak efficiency all the time. (Self hypnosis exercise, Brain gymnastics)

**PHOBIA CURES** Simple methods to get rid of phobias are demonstrated. (Snake in the room exercise, balloon method, shattering glass method, minimization method)

**TIME MANAGEMENT** A new look at time management is taken by exploring time line. (Plotting individual time line exercise, tower building exercise)

**ATTITUDE** Skill & knowledge take a long time to acquire, but attitude can be changed in a relatively short time. A number of tools are provided to change attitude. (Attitude test)

**EFFORT REQUIRED** The effort required is minimal. There is no need to cater for additional time in the schedule of the day. Most applications take only a minute or two and can be applied / practiced while at work, while at home, while traveling or while waiting.