

MIDDLE EARTH HR OBT PROGRAMS



MEHR'S OBT FUNDAMENTALS

Why MEHR's OBT?

Outbound training..breaking away from the shackles of classroom interventions for an immersive, experiential learning, where key elements are blended with fun for a higher retention. Middle Earth HR conducts outbound training on leadership, behavioral skills, leveraging human behavior and emotions of team dynamics.

MEHR aims at individual and team behavioral change through our OBT Programs. That is why we consider OBT as not just an activity but an action planning instrument linked up to the coaching format that leads to introspection, self analysis and self control, which is the primary purpose of our debriefing and Growth lab.

MEHR offers unique outbound training programs at three levels: Senior Leadership, Mid Level Managers and Team Level. Our clients find our programs highly attractive for their very reasonable pricing, great value for money and assured return on investment.

Difference between normal OBT and MEHR trademark OBT

Normal OBT	MEHR Trademark OBT
Just Games	Actual individual and team Behavior change aimed in Games , use Debrief to identify critical indicators for success , Growth Lab for personalised profiling and then coaching to ensure change
Methodology – single or dual faceted just games with limited debriefs	Multi pronged methodology – 4 stage behavior change – Game , debrief , growth labs and growth coaching also supported by Johari based tools for enhancing team communication and trust
Have Fun	Have fun , introspection and self analyze in debriefs and growth labs , grow the set of key behaviors using coaching , also use revelation techniques to build team bonding, informal communication and trust building
No follow up after OBT	Detailed skill profiles and improvement plans, use learning dairies and coach reviews for each competency after OBT develop better behaviors
Return on Investment limited to just some stress release and limited team bonding	ROI includes behavioral change at the individual and team level leading to enhanced performance. The ROI is due to both specialized behavioral change as well as enhanced team cohesiveness

MEHR'S UNIQUE METHODOLOGY

Approach & Methodology

MEHR has a unique differentiating methodology has four major steps for each competency. The program consists of four such iterations, one for each competency.



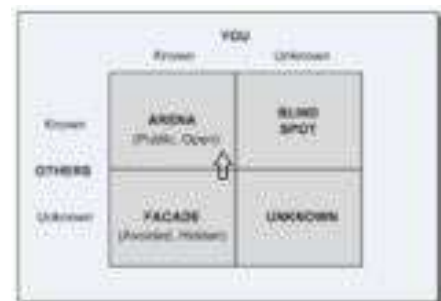
Game: The employees need to actively participate in a 45 min or 1-hour high energy games and activities designed to improve the competencies which enhance organizational performance through experiential learning. Participants are divided into teams and assigned tasks or activities for completion in a specified time for which the faculty is there to guide them. We also create team bonding through informal communication.

Debrief: Game is followed by a 1-hour detailed review of the game or simulation done which reviews key elements of the game and performance of the participants and brings out critical elements required for success given the competency.







Growth Lab: This is a unique feature of Middle Earth. Debrief is then followed by a 1-hour session on Growth Lab to help identify their skill profiles in that competency and look for improvements in that area and action planning for improvement in that area. Detailed skill profiles can be created during this phase.

Growth Coaching: This is a unique feature of Middle Earth. During the growth coaching, the action plans created will be worked on in the following 4 weeks through an action diary with weekly coach reviews. At the end of the process each participant successfully completing the action learning would be rewarded by the Transformation Leader / Transformational Manager / Transformation team member certification







Johari Window-Support: This is based on the Johari Window concept. Game, debrief , growth Labs and growth coaching also supported by Johari based tools for enhancing team communication and trust.









CHANAKYA'S CHANT FOR SENIOR MANAGERS

<p>Day 1 -> 9am -10am Icebreaker Exercise</p>	<p>Leader Collage</p>		<ul style="list-style-type: none"> Understand key attributes of a good leader
<p>y 1 ->10 am – 1 pm Big picture thinking</p>	<p>Activity : Star Bars Debrief Growth Lab: Pestle Analysis, ABCD Analysis and Delegation Analysis</p>		<ul style="list-style-type: none"> Understanding a strategic role Delegation VS Interference Paradigms Goal Focus Attributes of successful teams
<p>Day 1 -> 2pm – 5pm Effective Problem Solving</p>	<p>Activity : Marsh Mallow Challenge Debrief Growth Lab : Prototype Risk Analysis Opportunities for incremental and lateral innovation</p>		<ul style="list-style-type: none"> Estimate Risk Effective team behavior in problem solving Importance of prototyping Identify and prevent risks, Build strategy for risk management Lateral and incremental innovation
<p>Day 1 ->Evening 7pm – 9 pm Team bonding</p>	<p>Activity : Fire side corner</p>		<ul style="list-style-type: none"> Encourage two-way feedback Creates more openness reduces facades Build the team spirit Use time wisely
<p>Day 2->9am –12:30pm Inspirational Leadership</p>	<p>Activity : Humba Debrief Growth Lab: Transformational leader check list Getting my hands dirty checklist</p>		<ul style="list-style-type: none"> Respond quickly to situations Leading VS Managing Critical thinking skills Leading by doing
<p>Day2->1:30 – 4:30 Emotional Intelligence</p>	<p>Activity : How to Control Crowd Contagion Debrief Growth Lab: Emotional trigger check list</p>		<ul style="list-style-type: none"> Recognize and understand emotions in yourself and others Manage our emotions in the heat of the challenging problems
<p>Day 2 ->Evening 7pm – 9 pm Team bonding</p>	<p>Activity : Sugar grams</p>		<ul style="list-style-type: none"> Increases team positivity Appariate each other

CAPTAIN COURAGEOUS FOR MID LEVEL MANAGERS

<p>Day 1 -> 9am -10am Icebreaker Exercise</p>	<p>Best supervisor story</p>		<ul style="list-style-type: none"> • Understand key attributes of a good leader
<p>Day 1 -> 10am – 1pm Be creative and Take initiatives</p>	<p>Activity : Egg launch Debrief Growth Lab My Innovations</p>		<ul style="list-style-type: none"> • Role of High Initiative People • Collaborative vs. • Challenge to communicate , visualize an idea • A strong sense of purpose and equal participation • Thinking and brainstorming ideas to provide solutions
<p>Day 1 -> 2pm – 5 pm Handle relationships</p>	<p>Activity : Negotiate to win Debrief Growth Lab Identify Key concerns Building Value</p>		<ul style="list-style-type: none"> • Give some – get some in return • Value Of Forging Strong Relationships • Future opportunities for collaboration • Continued trust and respect
<p>Day 1 ->Evening 7pm – 9 pm Team bonding</p>	<p>Activity : Fire side corner</p>		<ul style="list-style-type: none"> • Encourage two-way feedback • Creates more openness • reduces facades • Build the team spirit • Use time wisely
<p>Day 2 -> 9am – 12 :30pm Effective delegating</p>	<p>Activity : Blind Squares Debrief Growth Lab Positive reinforcement Types of delegation and management grid</p>		<ul style="list-style-type: none"> • Importance of delegating • Importance of reinforcement • Steps towards effective delegation
<p>Day 2 -> 1:30 – 4:30 Manage performance and give feedback</p>	<p>Activity : The missing Report Debrief Growth Lab: Edge feedback</p>		<ul style="list-style-type: none"> • To demonstrate the importance of teamwork. • To show how, by working together, we have the potential to achieve more.
<p>Day 2 ->Evening 7pm – 9 pm Team bonding</p>	<p>Activity : Sugar grams</p>		<ul style="list-style-type: none"> • Increases team positivity • Apperiate each other

TEAM LAUNCH PAD FOR FRESH TEAMS

<p>Day 1 -> 9am -10am Icebreaker Exercise</p>	<p>Best supervisor story</p>		<ul style="list-style-type: none"> • Understand key attributes of a good leader
<p>Day 1 ->10 am – 1 pm Collaborative and Supportive of others. Team Oriented and Focused on team goals</p>	<p>Activity : Traffic Jam Debrief: Growth Lab: Me VS You</p>		<ul style="list-style-type: none"> • Challenge to communicate , visualize an idea • A strong sense of purpose and equal participation • Thinking and brainstorming ideas to provide solutions
<p>Day 1 ->Afternoon – 2 pm - 5 pm Be creative and Take initiatives</p>	<p>Activity : Blind Squares Debrief: Growth Lab: Action Planning</p>		<ul style="list-style-type: none"> • Never stand still and Do more than is required • Make use of every opportunity • Share new ideas when ever required
<p>Day 1 ->Evening 7pm – 9 pm Team bonding</p>	<p>Activity : Fire side corner</p>		<ul style="list-style-type: none"> • Encourage two-way feedback • Creates more openness • reduces facades • Build the team spirit • Use time wisely
<p>Day 2->9am –12:30pm Achievement orientation</p>	<p>Activity : Plank Race Debrief: Growth Lab: Control VS delegation</p>		<ul style="list-style-type: none"> • Open to new challenge • Have a greater ability to anticipate obstacles • Meet deadlines and maintain high standards • Responsible and take ownership • Possess a resilient attitude that will never give up or quit
<p>Day2->1:30 – 4:30 Flexible and Manage Stress and multiple priorities</p>	<p>Activity: Baloon Tower Debrief: Growth Lab: Problem Solving</p>		<ul style="list-style-type: none"> • Take account and work backwards • Stay organized • Understand what's important, what's not, and what to work on
<p>Day 2 ->Evening 7pm – 9 pm Team bonding</p>	<p>Activity : Sugar grams</p>		<ul style="list-style-type: none"> • Increases team positivity • Appreciate each other

TOP REFERRALS



The faculty did a great job, all the participants expressed that they had a wonderful learning experience and an engaging day.

Great team building workshop. Awesome experience.

Well received by the participants.



Loved the team building activity - I know my group better now! This was one of a kind - Amazing stuff.

This program was very interesting. The team building activities maintained interest throughout the session.

Definitely interactive that keeps the interest throughout. Managed to keep everyone involved.

Good program for team building & exploring practiced leadership skills.

Absolutely right amount, balance between principles & applications.



For more information please contact

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or

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