



St. Francis Institute of Management and Research

(SFIMAR)

Report of Outbound Training conducted for MMS and PGDM

Academic Year 2017-18

Introduction

Students of MMS - I (Divisions A & B) and PGDM - I participated in Outbound Training as part of the initiatives of the Institute's management on innovative methods of learning, as discussed in IDEA meetings. A total of 155 students attended the off-campus training sessions conducted on 1st November, 22nd November and 2nd December 2017 at Rambhau Margi Prabodhani, Uttan, Bhyander.

Conduct

Dr. Mohan Mathew and Col. Venkatraman were the trainers who organized and conducted this program. Other faculty members who attended and supported the programme were Dr. Natika Poddar, Dr. Vinita Bhatia, Ms. Papinder Kaur on 01/11/17, Prof Akhilesh Yadav, and Prof Kiran Rodrigues on 22/11/17. Brother Alphonse Nesamony and Brother Xavier Munda joined the program and encouraged the students on the first session. Director Dr. S S Mohanty and Dr. G Ramesh had joined and supported the team during the last session.

Four indoor games and four outdoor games were played each day. Learnings of each game were discussed, and usage of their principles in the corporate work life was made evident. Students actively engaged in the discussions and gave their inputs too. An essential part of this exercise was the involvement of students who had high potential (HIPO) as facilitators, and they did an excellent job. This task was undertaken to identify the potential leaders and groom them.

Outcomes

This training's major learning areas focused on planning and coordination, working in teams, leadership, performing under stress, thinking out of the box, collaboration, trust-building, etc. All these soft skills are essential to perform as effective Managers in the industry.

Feedback Analysis

Analysis of 123 students about the program was received and gave some interesting insights about the usefulness. 93% of respondents agreed that topics covered in the program were relevant to them. Moreover, the same percentage of students believed that the training objectives were clearly defined and met. All respondents said that participation and interaction were encouraged in training. Significantly, 96% considered that their training experience would be helpful to their work-life in the future.

Qualitative feedback from students

- *Work-life relevance*
Applicable and connected to the actual work-life scenario and valuable for the future. Games played depicted the real business world.
- *Learning*
Exciting and challenging activities were played, which helped us to broaden our thinking. Learning from every single activity was valuable. The importance of teamwork and leadership was understood. Helped in working as a team and also learned how to manage a team
- *Practical based team building and co-operation skills*
It helped us to think out of the box. It made us realize how capable we were as leaders, especially during a stressful situation. It helped us to learn and develop many leadership qualities which could help us in the future. We got to know our capabilities, strengths and weaknesses.

- *Differentiator from classroom learning*

It was different from the regular classroom lecture. A new experience outside the regular classroom. The outbound training was a much-needed break from the regular lectures. The skills of team building, team spirit, leadership which cannot be taught in a class, could be experienced outdoors. Everyone came out of their comfort zones.

- *Interpersonal relationship and communication*

We, as students, got to interact more with each other. There was a sense of healthy competitive spirit among us. Everyone opened up with each other. Helping each other and how to handle each other in difficult situations were learned from the training.

- *About training approach*

The outbound training was well organized. Training is a good idea, but the idea of outbound training was an amazing one. Everyone was given an equal opportunity to make a decision. The method of teaching us to read between the lines to find an advantage was proper. Innovative games were the best part of the training. It made me mentally and physically alert. Debriefing after each activity was constructive, insightful and genuine. The most important aspect which I liked about the outbound training was its coordination and management.

- **Training outcome**

The learnings included listening, communication, teamwork, coordination, Innovative thinking, planning, decision making, time management, becoming more extroverted, public speaking, reacting to situations, working under stress, brainstorming, developing hidden skills, interacting, taking charge, initiative.

Conclusion and Recommendations

This was the first-time outbound training undertaken as activity-based experiential learning. This successful attempt helped them prepare for future corporate life and challenges based on students' feedback.

Following recommendations are proposed -

- This program could be considered as a regular feature in the academic calendar
- A theme-based outbound training such as games focusing on a particular corporate attribute/soft skill (leadership, team building, innovation, etc.) could be considered.
- Faculty should be fully involved in this program as a trainer, facilitator so that they can experiment with an alternative of teaching/training
- New and innovative games focusing on live business situations and challenges
- Sustainability of this activity on a fee-based system
- Commercializing this competency by offering to third parties
- Conducting this programme in different external locations
- Extending the duration of this program with an overnight stay



Outbound Training for the First Year PGDM Students at RMP, Uttan



Outbound Training for the First Year MMS Students at RMP, Uttan



Academic Year 2018 - 19

Introduction

Outbound training was conducted for MMS I (A and B) and PGDM I on 03rd November, 15th November and 01st December 2018. The details are as under:

1. Venue – Rambhau Mhalgi Prabodhini (Uttan)
2. Strength attended:
 - a. MMS I (A) - 57
 - b. MMS I (B) – 53
 - c. PGDM I - 56
3. Faculty
 - a. 03rd November – Dr. Mohan Mathew, Col Venkatraman and Dr. Natika Poddar were the program's facilitators. Dr. Sulbha Raorane, Prof Simmi Prasad, Dr. Vaishali Kulkarni and Prof Vaibhav Kulkarni also joined the programme.
 - b. 15th November - Dr. Mohan Mathew, Col Venkat, Prof Kalia, Prof Pushkar, Prof Shilpa and Prof Kiran Rodrigues were the facilitators of the programme
 - c. 01st December - Dr. Mohan Mathew, Col Venkatraman, Dr. Natika Poddar, Prof Kalia were the facilitators of the programme

Objective

The program's primary objective was to give students a learning experience of various soft skills useful in their corporate work life.

Conduct

Activities conducted both outdoor and indoor. Feedback sessions and lessons learned were discussed at length for each activity. Students were allowed to lead Teams.

Conclusion

The Outbound training allowed students to bond together, communicate, work in, and lead in activities based on learning with fun. The enthusiasm was markedly high and students felt the learning was immense.



Outbound Training for the First Year PGDM Students at RMP, Uttan



Outbound Training for the First Year PGDM Students at RMP, Uttan





Outbound Training for the First Year MMS Students at RMP, Uttan



Academic Year 2019-20

Introduction

The Outbound Training facilitates Experiential Learning wherein groups of students are taken away from the campus into the outdoors and assigned challenging tasks that need to be completed within a given time frame. It makes students gel among themselves and to understand the diversified cultures and values of the Institute. The environment provides scope for interaction through various activities that hone their managerial qualities like time management, group dynamics and soft skills like presentation, interpersonal skills etc.

Objective

The primary objective of the program was to give students a learning experience of various soft skills which will be helpful in their corporate work life

Conduct

Outbound training was conducted for PGDM I on 20th November 2019 and MMS I on 1 and 8 February 2020. The details are as under:

1. Venue – Rambhau Mhalgi Prabodhini (Uttan)
2. Strength attended:

PGDM - I – 52

MMS – I - 115
3. Faculty / Staff
Dr. Mohan Mathew, Col Venkatraman, Dr. Vaishali Kulkarni, Prof Akhilesh Yadav, Mr. Nilesh Mahadeshwar, Aarti Maurya attended on 20.11.2020
Dr. Mohan Mathew, Col Venkatraman and Dr. G Ramesh attended on 01st February 2020
Dr. Mohan Mathew, Col Venkatraman, Prof Jestin Johny and Prof Paul Alukal attended on 08th February 2020.

Activities conducted were both outdoor and indoor. Some of the activities conducted were:

- a. Jump In – Jump Out
- b. Balloon Games
- c. Moon Walk
- d. Castle
- e. Cross over
- f. Trust walk
- g. Kite making

Feedback sessions and lessons learned were discussed at length for each activity. Students could lead Teams.

Outcome

The Outbound training allowed students to bond together, communicate and work in teams, and lead in activities based on learning with fun. The enthusiasm was markedly high, and students felt the learning was immense.



Outbound Training for PGDM I at RMP Uttan



Outbound Training for PGDM I at RMP Uttan



Outbound Training for MMS I at RMP, Uttan



Outbound Training for MMS I at RMP, Uttan



Outbound Training for MMS I at RMP, Uttan

Student Testimonial on Kite Making Activity

The Kite Making activity was one of the most exciting and enjoyable activities as it used a mixture of marketing and financial skills to test how good a person is at integrating the two.

Here every team was given materials like chart papers, scissors, sticks and tape/glue with which each group had to make a kite for different regions, namely one for rural, one for urban and one for International. With this, all the groups had time restrictions to finish and present. Presentations included presenting marketing strategies, costing and analysis behind such projections. The best team was decided based on creativity, teamwork and presence of mind.

Marketing strategy is how a group can make a profit out of the limited resources available. There was no innovation required for rural areas as the kite had to be as decent and straightforward as possible. For Urban areas - the kites had to be attractive and the lifestyle of Urban kept fluctuating and hence kites had to showcase the urban trends. Lastly, for the International areas - the kites had to be made in such a way that focuses on brand personality; here, the resources to be used are more, and hence profit margin kept is the maximum out of the three.

The critical, analytical and most challenging part of this activity was deciding the price per kite according to the region in which the kite had to be sold.

Factors considered before pricing each kite were the price of raw materials used in making the kites, the region of sales- urban, rural and international, the usage of raw materials in making each kite, designing and costing also considered the variations in fixed cost and variable cost taking place with fluctuations in quality produced and how it affected the profitability.

This activity taught us and covered all the aspects of product life, from the raw material to the final product and selling the product.

Contributed by Anusha Nair and Christeena Aloor

MMS Batch 2019-21

St. Francis Institute of Management and Research

Outbound Training for MFM / MMM Programme

held on 26th January, 2020 at RMP - Uttan.



Republic Day 2020 at RMP - Uttan



St. Francis Institute of Management and Research
Out bound Training and Learning Outcomes
held on 3rd February, 2019 - at RMP - Uttan.

