



TenStep Supplemental Paper

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Nature's Gift

Today, companies encourage the concept of learning outside the office. Outdoor training is not just climbing rocks. The whole experience influences one's behavior and attitude towards the organization. Some learn how to get along with others, while others learn trust.

Making a difficult decision at work often requires the employee to view the problem in a different light. Outbound activities create awareness and a shift from the common pattern of thought that aids lateral problem solving.

Consider this example of an outdoor game. A team of six is made to stand in a circle holding hands. They need to turn around such that they face outwards. The condition however is that they cannot release their hands. Most often groups tend to turn around together resulting in twisted arms and necks!

An easy way would be to first allow one person to move towards the members standing on the opposite side. This would automatically make him face outwards. Each member should then move away from his position such that the group is gradually able to form an outer circle.

Time and space for open and informal communication is a luxury one can afford in an outdoor training program. Debriefing after a game provides employees an opportunity to express their concerns and clear up.

Open and frank communications reduce conflict and improve interpersonal relationships. Teams spend less time arguing and direct their efforts to more critical issues, like increasing productivity. Outbound learning thus creates an environment of mutual trust that can be transferred to work situations. Precautions against potential dangers and briefing sessions make employees realize that the company is concerned about their safety. This increases one's faith in the organization.

Outbound Exercises create an awareness of the strengths and weaknesses of team members. For example, a person who brings in the least contracts at work earns the respect of his team and superiors when he saves a colleague from falling. A team's performance depends on individual talents and behavior. Desirable traits displayed during outbound training can be assimilated and utilized for effective teamwork.

The calm and serenity offered by nature allows one to return to the work place refreshed and energized. Employees appreciate the efforts of the management in providing them with a memorable and rewarding experience.