

The Story - How do we get our valuable employees to have pure fun while learning something relevant in a non-preachy manner

The Client – A premier Consulting MNC with a tremendously powerful workforce of highly educated, aware experts

Target Audience – Mid level Managers & Senior Leadership Team from – Data Analytics, HealthCare, and Technology.

Brief

With the end objective of employee learning and engagement in mind, the organisation was keen on trying new, exciting formats which create a pull and genuine interest in self-development, instead of regular push process of nominating people for training sessions.

The Need

Engage participants in a high involvement, unique, fun event for a few hours. Drive home some key messages on teamwork, collaboration and re-inforcing the values as part of the company's global theme of the year - without resorting to teaching or the 'regular' training activities.

The Measure - Employee response & word of mouth post program on

What We Did:

Always – Client First

- Designed programs for large groups – 50-120 participants
- Created TWO completely unique, new activity based events for the client
- Designed to challenge and engage the highly intelligent participants
- Focus on fun while harnessing creativity, team work, physical ability

The Intervention

- Short and sweet - 3 hour activity packed sessions for groups of 50-120 participants
- Dramatic scene settings, backdrops, collateral, visuals, music, materials to set the mood
- High energy facilitation
- Great platform created for ppl to enjoy, celebrate success as a team, meet the clients specific requirements
- Opportunities to reflect and share ideas to manage work better.
- Powerful debrief

The Results

- Participants recommended the activities in video-taped interviews. Received incremental nominations for managers of employees who'd attended the program.
- Even though attendance was discretionary, based on success of first program, 2nd one had 100% attendance – HR success factor
- Immense word of mouth publicity for the training department.