



How Outbound Training (OBT) is helpful for MBA students?

Indian management education system has gone through significant changes due to the unforeseen challenges the management students have to face in their corporate life. Various traditional and conventional methods of training are used to develop managerial skills of MBA students. Apart from these other approaches also are emerged to train the MBAs that may give substantive outputs.

Leadership skill is one of the major key performance indicators of managers. Out Bound Training is one of such activities that may result in the development of leadership skills as well as other managerial skills of MBA students. Most of the b-schools have identified and included experiential learning and other training approaches to widen learning horizons to maximum possible ways.

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What is OBT?

Outbound training is a method of experiential learning training that involves engaging individuals in outdoor team activities such as trekking, fire walk, ropeway exercises, adventure games and team building exercises. The main objective of OBT is to develop teamwork, leadership, communication and problem solving skills. Participants will go through various obstacles and learn to work together to overcome the challenges which will help in enhancing performance of individual and group through experiential learning.



Corporate OBT program

Corporate Outbound Training is an evidence-based effective training method for enhancing employee and team behaviour and organizational performance through participation in outdoor activities and experiential learning methodology. Since it is outbound, employees are taken away from their workplace and involving them in fun filled activities. This is a golden opportunity to acquire knowledge and skills outside four walls of the organisation.



DEVELOPING AN EFFECTIVE OBT PROGRAM

The essence of OBT is experiential learning. Experiential Learning Cycle consists of various phases of learning from experience, reflection and transference of the learning to the workplace, by a trained and certified trainer who uses a method called questioning, debriefing or giving feedback or processing that is based on the experience and behaviours observed in the activity.

Hence the success of OBT to a greater extent is depended on the trainer. In certain situations NLP practitioners also have got major role in transforming the individuals.



Next step is to select right training program which is crucial to ensure the learning outcome.. While conducting the program the institutions/organisations have to ensure the safety of participants, knowledge and expertise of trainers and feedback given to the participants during and after the program to improve themselves. It's the duty of trainer to analyse reflective discussions and connect it to the real life situations in the corporate environment.



This will give more insights to the problems and challenges and will help the participants transform the learnings to workable practices.

Conclusion

It can be concluded OBT is a potential tool for personality development and improving managerial skills especially leadership skills. These benefits and experiences are significant, memorable and long-lasting. Hence this is highly advisable in educational institutions and corporate houses. SVGI, one of the best B-schools in Tamil Nadu headed by Commander is conducting OBT for students every year. The facilities are open to other educational institutions too,

