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About Presenters:

Robin Paul is the CEO of Breakthrough, India. He is a pioneer and visionary and has worked with world class, high performers in sports. He is the global leader and initiator in experiential learning and has conducted trainings in South Africa, USA, Hong Kong, Thailand, Greece and India. His achievements and qualifications include: Certified high and low ropes course facilitator, USA 2003, Certified specialist in Belbin Team Roles Profiling system, Certified trainer for the program Sharpening Your Interpersonal Skills (SYIS), USA, Certified Specialist in Flippen Profiling System (based on constraint theory), USA and the DiSC Profiling System, Level 4 facilitator at Breakthrough, Certified Performance & competence Developer. He was an international athlete for 100mts and relay. He has been the chaplain for the International Olympic Family, Sydney 2000 and the World Athletics Championship.

Timothy Connors combines creativity with passion to work with people. His creative skills and sense of humour are used at Breakthrough in designing and facilitating training programs. He has over 1000 programs (with 5000 + participants) to his credit. He is trained in designing, constructing and facilitating adventure ropes course in the USA. He has built High and Low Ropes Courses in Egypt and Hyderabad, and one at Breakthrough. He is certified in DISC Profiling System. He is trained facilitator in EQ. He is a Level 4 facilitator at Breakthrough. He is currently pursuing the ISTD program (Diploma from Indian Society for Training and Development).

Title of Paper: **Student Mindset to Work Place Behaviour through Action Learning**

Abstract:

Breakthrough, a leading training and development organization based in Bangalore, India, uses its strength of designing and training programs for major corporations to enable training through action learning using activities of various kinds. Breakthrough specialises in Leadership and

Organisational Effectiveness and has impacted teams for the past 8 years. Breakthrough is a unique training facility run by a committed team of individuals having great value systems, method of delivery, and an awesome facility located in Bangalore.

Based on the experience with corporations, Breakthrough is impacting young people from MBA and other streams of education. Programs like 'Paradigm Shift', preparing them for corporate, life are a huge success.

Breakthrough uses experiential action learning techniques in all its programs by using games and other activities to draw out learning and actions from the participants.

All programs are highly interactive with the fun element at its peak. One of the greatest skill sets of Breakthrough is to respond specifically to the need of the client by designing customized programs. This makes the programs by Breakthrough very relevant, thereby enabling the participant to go to the next level.

Krish Dhanam, Vice President Consulting, Ziglar Worldwide says,

"The team at Breakthrough, have a unique but effective way of translating concepts and philosophies offered ...into activities that cement the learning. Their approach is so pragmatic and practical ...This causes the participants to understand the rationale behind the theory and close the learning gap in a fun and informative way.

On a personal note, I was more than impressed with how they took principles on communication from one of my leadership sessions in India and comfortably morphed the experience into total engagement for the participants.

I would whole heartedly recommend their approach and look forward to the opportunity of working with them again in the near future."

In this workshop Breakthrough would demonstrate the basics of experiential action learning using games and other activities. It would be highly interactive and with loads of fun.

What is action learning? To illustrate that it would be appropriate to read an extract of an article by Oliver Serrat on Action learning:

"Rationale

Conventional approaches to learning hinge on the presentation of knowledge and skills. Then again, knowledge is revealed through methods of questioning amid risk, confusion, and opportunity. Reginald Revans, the originator of action learning, recommended that one should keep away from experts with prefabricated answers. Rather, people should become aware of their lack of knowledge and be prepared to explore their ignorance with suitable questions and help from others: finding the right questions rather than the right answers is important, and it is one's perception of a problem, one's evaluation of what is to be gained by solving it, and one's estimation of the resources available to solve it that supply the springs of human action.



Definition

Action learning is an educational process by which a person studies his or her own actions and experience to improve performance. Put simply, it is about solving problems and getting things done.

Benefits

- Increases awareness and enables individuals to identify personal development challenges.
- Develops self-confidence and readiness to take responsibility and initiative.
- Helps people relate to and communicate and network with others more effectively.
- Provides structured peer support.
- Enables more disciplined ways of working in powerful teams.
- Enables individuals and teams to learn while working.
- Builds leadership competencies.
- Develops systems thinking, creativity, flexibility, and problem-solving skills.
- Fosters the emergence of corporate cultures that can handle change and learn.
- Supports innovation.”

So if you want to make learning fun, where participants want to learn, then, this workshop on 'Learning through fun and action' is where you want to be.