

Madras Management Association – Konrad Adenauer Stiftung

present one day workshop on

Facilitation Skill for Performance and Employees Engagement

Date

Wednesday, 24 January 2018

Timing

10.00 am to 5.00 pm

Facilitator

Ms Vasanthi Ranganathan
Corporate Trainer

Venue

Madras Management Association
21/11, 3rd Cross Street, Seethammal Extn, Teynampet, Chennai – 18

Overview:

Facilitating discussions helps arrive at a consensus. Employee engagement, delegation and each taking responsibility for his function are all contemplated today. Dividing into cost centers and profit centers, foot falls, growth of the retail sector when every employee is directly in contact with the end customer demands that every employee represents the organization and becomes aware of customer satisfaction.

Authoritarian instructions do not work anymore even if one had the legitimate position of a supervisor or a leader. The day has come when one is encouraged to ensure everyone shares their opinion in a constructive and meaningful manner. Some questions that you will explore are,

- So how does one facilitate thought processes at different levels and help them share their views in a meaningful manner?
- Is this involvement possible ?
- What one can do as a team leader who likes to have employee engagement?

- Can someone picture the end result? They often say that this can be the best motivation, to see the end outcome in your mind.
- Are you able to visualize process through guided thinking in a methodical manner

This ability to help facilitate visually can make discussions more intensive and progressive as well as engage the employees to take ownership of actions. It will be a very important skill that can take the organization forward.

Workshop Content

1. Facilitation skills
 - a. Guided thinking
 - b. Picturing outcomes
 - c. Detailing outcomes
 - d. Building confluence of ideas
2. Visual representation of ideas
 - a. Icons
 - b. Use of common imagery
 - c. Amul advertisements –analysis for latest themes
3. Practice Visual facilitation to get team mates to share – ways to involve others

For Whom:

First line supervisors, Department heads drawn from all functional areas, who attend meetings to help them implement work. Administrative heads reaching out to locations stretching across the globe working on line to build commitment and consensus, CSR Officers of organizations initiating changes in the neighbourhood to get cooperation from the members in the community.

Key Takeaways

- ❖ At the end of the workshop, you will be able to:
 - ♣ Visually see details of ideas which you plan to communicate
 - ♣ Use descriptive details for better understanding
 - ♣ You will gauge the understanding levels of the people who you work with
 - ♣ Connect people and ideas in a flow process
 - ♣ Find a place and function for all those who need to get involved in the implementation process
 - ♣ Get the team connected in one continuous role
 - ♣ Get everyone to participate through interestingly simple interventions
 - ♣ You will be able to get them to feel that they are being recognized for their ideas and their work

Facilitator Profile:

Vasanthi Ranganathan, Resource Head, Lake View Chembarambakkam has degrees from India in English, and in Management and Counseling and Guidance from the US. Widely travelled in India and abroad for work, she introduced the 1st abacus program in India in 1998. She is keen on transferring her skills and creating entrepreneurs in very neighbourhood.

Her designs are fundamental, outcome based and highly participative. Research oriented she reads and writes continuously to enhance knowledge of the functions keeping abreast of things as they happen and still ensure that the fundamentals are taken care of without losing track of traditional knowledge.

In the field since 1985, she has worked in the manufacturing sector in organizations including Ford, UCAL Fuel, Tenneco, Brakes India, TVS Lucas, Service sector like CII, MMA, Madras Chamber, Baroda Management association, Tanstia, , Process industries like Coats Viyella, Andhra Pradesh Paper Mills, IPCL Vadodara, Retail sectors like GRT, Pothys, RMKV, Health care sector like Apollo Hospitals, Arvind Eye and Meenakshi Mission Hospitals, Sankara Nethralaya, educational institutions like Ramachandra Medical College, Alpha group of institutions, Asan College, Pallikaranai, Sishya Hosur, Padma Seshadri among others. She serves as examiner for University of Cambridge exams since 1991.

Fee Details:

Special discounted fee for MMA members – **Rs.1,800/- per participant (Inclusive of 18% GST) for MMA members.**

Participation fee – Rs.2,500/- + GST 18% per participant

The fee includes Workshop Kit and Lunch.

The cheque/DD to be drawn in favour of **“Madras Management Association” payable** at Chennai.

Prior registration is necessary. The fee once paid will not be refunded; change in nomination from same organization will be permitted.

For Registration kindly send us participants **Name, Designation, Organisation, Contact No and Email id.**

Look forward to the pleasure of receiving your nominations at the earliest.

Thanks & Regards

Gp Capt R Vijayakumar, VSM

Executive Director

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