

REPORT ON 94TH MANCATCHING

The 94th Man catching training programme was held on October 12-15 and a team consisting of Dr. T.I Mathewkutty, Shri Sreekumar Poduval, Shri. Sajan Varghese, Shri. George Peter, Shri. Sasindran and myself represented Coconut Development Board. I herewith submit the detailed report on the experiences gained from the training programme.

The training sessions started exactly on the scheduled time and proved the organizer's professionalism in arranging and coordinating programmes. The success of any programme is entirely based on a strong planning by an innovative leader and this lesson was experienced by all the participants on first day itself. Thus the starting day itself was a great lesson on time management. The introductory sessions were on the origin and mission of the society 'MINDS.' The trainers explained about the benefits that each participant is going to gain from the training were personal effectiveness, relationship effectiveness and professional effectiveness. There was an entirely different sort ice braking session which made all the participants to know well each other. A number of participants were send by the organization but few came with own interest to improve their thoughts. Starting from the introduction itself all the trainees were taught the art of influencing people.

The second day's session on yoga tips gave us an idea on the need for regular exercise. This session helped me to take a decision to spend an half an hour daily for physical exercises and meditation. The major session on the different belief systems was an eye opener. It unveiled the knowledge on belief systems like limiting beliefs, building beliefs, self doubts and comfort zone. I consider these things are to be well understood by each and everyone in an organization. Many organizations like our Board have talented human resources, but in due course their intelligence and abilities are getting drained. Majority of the employees develop certain limiting beliefs and it prevent their personal growth and leads to a life with lowered self recognition. This in turn affect the organization's over all performance. Learned helplessness and cannot do attitude were other belief systems which is the major cause for the laziness among employees. To make such employees active and energetic we have to identify and reduce their limiting beliefs while improving their building beliefs.

The 7 Laws of attraction was also familiarized in the programme. The crux of the law is that, one person can achieve and grow beyond transcendence if he has intense desire for the same. The law that can be practiced in our organization is the law of magnetism. Theoretically the law says that human beings attract each other as the magnets do. The person with higher energy will attract people towards him and will make others motivated to have similar energy level. If a person works hard and gains recognition in an office, his colleagues will get automatically motivated to do in a similar way. The employees in comfort zones will attract more and more to the same and will cause reduced level of output. The task of each 'man catcher' in our organization is to attract others and to make them motivated so that the number of those falling in comfort zone can be eliminated.

The session on transactional analysis was extremely useful and brought light to concepts like strokes and need for the same. The positive strokes are believed to give increased energy level to both the giver and receiver. This concept is almost similar to the "Reward Motivation". The positive strokes can be given to the employees as reward or an appreciation. The positive strokes are always expected by every employee and have to be taken care of by the superiors. The use of abusing words and harassments in public may negatively affect the employee's behaviour and will hamper his/her professional growth. We can follow this simple principle in our routine life without much investment.

The session on Neuro linguistic Programming helped to know more about the conscious programming of the brain. Our brain receives every junk message and slowly gets programmed accordingly. This is more important in the case when an employee is already programmed with a lot of limiting beliefs. The conscious programming can direct a person towards the aims and objectives. The employee may not have confidence to do or to try a task, here a conscious programming can be adopted to increase his confidence level.

The visit to Psycho Social Rehabilitation Centre '*Maria Sadanam*' was a life time experience for the participants. There we had an interaction with the inmates of 'Maria sadanam' and it made us more confident on human potentials. There we experienced the real proof for the famous saying "*If there is a will, there is a way*", Mr. Santhosh had a will to run such an organization and had found the way to run it.

The last day of training was mainly concentrated on the topics like showing gratitude and leadership qualities. All the trainees were taught to develop an attitude of showing gratitude. The gratitude showing tools like gratitude journal, gratitude rock and gratitude beads were familiarized. The class on leadership and its qualities made us to identify and improve our own abilities.

As a part of the training programme different types of practical session were there on topics like identifying own potentials and reasons for failure, the manager/ leader analysis, measuring of emotional intelligence and so on. These practices were more useful than the theory sessions. These tests built confidence, reduced the limiting beliefs of trainees and taught us how to motivate and influence others.

My view on the paradigmatic shift happened to me and our team after getting the training are the following

- The cumulated negative thoughts from the daily office works were completely erased and were taught to change all the negatives into positives
- We are now highly confident to motivate others and make them aware of the impacts of being in comfort zones. We are aware of our own limiting beliefs and know how to reduce it and improve the building beliefs
- The art of influencing people has now there in each and every pulse and will use the same for the betterment of our organization and society
- We were able to identify the reasons for failure and tips to avoid the same.
- The minute things like positive strokes were ignored by us but now we are aware of it's importance and need.
- The training made us to think forward in such a way that our actions result in personal effectiveness, professional and social effectiveness.

Conclusion

The training was an excellent experience for me which taught me to wake up the abilities of the “mind”. It spread light to many new and innovative concepts. The seeds of lessons like attitude of showing gratitude, usage of positive strokes and discovering one’s own potentialities were sown in every participant’s thoughts. I consider the art of influencing people effectively was the most important lesson learned and I am confident to use the same in our organization for its betterment. As a trained ‘man catcher’ I strongly recommend the use of motivation in the form of rewards and punishments to make others motivated. The seven laws of attraction will be used in practical to motivate my colleagues and will try to teach them the importance of strokes. As a concluding remark I would like to recommend the “Man Catching” to all in our organization since it can improve the human resources beyond transcendence.

Kochi

24.10.2011

Deepthi R

(Technical Officer)