

Dates 23/06/27&23/06/17

Venue: IIM Kozhikode

The inaugural session was over by 10 am. We were given an introduction to the programme by the director, IIM K, Ms. Priya Nair and Mr. Ajith from head office Kudumbashree. Then it was followed by a lecture about the need of this training. Ms. Priya Nair delivered a lecture. She talked about the helicopter view of the organization. We need to develop insights through our observations and thinking. Achieving excellence is an ongoing process. We should go back with a blueprint for change management. After a 1 hour class we had taken a group photo. Then the 30 of us were grouped randomly into 3 s. In the next session we we're asked about our aims. Each of us wrote it down on a paper and passed it on to Priya ma'am. She then asked some of us to explain our aims. We were surprised to find that even though we all belong to Kudumbashree, each one's aim differed.

Each group was given a worksheet. We should discuss 20 questions related to strategy of kshree mission, structure, shared values, systems, skill and staff, and style. Our discussions lasted for about an hour. Then we presented the answers and discussed. Ms. Simy also joined us in the session. She wanted to know about our views of the mission.

After 5 pm we were given a tour in the museum. It was informative.

On second day we we're again given a lecture on Changing organization. The spokes on the changing wheel are common theme, symbols and signals, giving accountability, rewards and recognition, education and training, pioneers and champions, policies, communication and best process exchange, milestones etc.

Then we we're asked to list any 5 areas of structural weaknesses in our organization and find the causes, impacts

And solutions. HR management, decentralisation, Micro Enterprises and their problems etc.

My group discussed HR management. we came up with a lot of solutions. The group discussion followed gave us some insights too.

We planned to compile our suggestions and give it to our executive director for some real action towards excellence.

Validictory function was conducted. We we're given certificate s CD and group photo.

The campus was beautiful and serene. Our stay was very comfortable. The food and facilities were excellent. On second day early morning we had a Yoga training by Me. Unnikrishnan. It was really relaxing and enlightening. Over all the programme was good. The lectures were not interactive. And as a result sleep inducing. But the discussions and group work was stimulating. On the second day there was a fun activity .We had to build the tallest tower with coloured straws..It should talk about the programmes of Kudumbashree and the design should reflect core values of Kudumbashree. We we're 5 groups of 6 each. Then a discussion followed emphasizing the importance of team work.

We returned from Kozhikode with a new found energy and plans to change.

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