

Happiness Learning Joyshop

Kabule has facilitated
Staff Retreats Team
Building to:

- ★ Room-to-Read
- ★ Women's
Co-operative Society
- ★ TAL/WWF
- ★ Hariyo Ban/WWF
- ★ PSI-Nepal
- ★ UNHCR protection
team
- ★ The Royal Norwegian
Embassy
- ★ PRAN/World Bank



Great Competition under way



Hahahaha.....cheering up in a Real-Treat

Retreat or Real Treat?

• R Manandhar

These days most offices have annual retreat programmes, where officials are meeting without official agenda at least one time a year. During retreats, fun and excitement are the only agenda. However, besides fun, a retreat can also be a good opportunity to develop leadership and team effectiveness. My experience has been that retreat setting is much more effective for insightful learning than any formal training. One may wonder whether it will reduce the fun factor. Actually fun is increased, provided that it is facilitated by a professional facilitator.

We presume that learning is

something serious and rigorous. But that holds true only for rote learning. Insightful learning happens most when we are relaxed and playful like a child. It is evident that children are more curious, creative and fast learners. In an official setting, staff retreat is the only place where you are, by design, expected to be childlike. The crazier you go, the more you are appreciated. You are awarded for it. Hence, that is the perfect setting to awaken the wildest wisdom in an individual and group.

Most retreats are confined to excitement and pleasure. For excitement, there are games,

rafting, elephant riding, et cetera. For pleasure, there is exotic food and a beautiful resort environment. These are short-lived. You get excited when you win a lottery or a promotion. But after few days, the stress restarts. Pleasure is also gone as soon as you are separated from the object of enjoyment. Happiness is different from just fun and pleasure. The source of happiness is within us. In addition to fun and pleasure, retreats can be designed to discover the happiness residing in us.



and less importance to feelings. Even more neglected is our spirit. Some call it soul, while others call it the essence. It is not only our body that needs a retreat. Our heart and spirit are even more severely in need of rejuvenation.

A retreat becomes a real treat when it holistically treats all four elements of our being.

When retreats are facilitated to enliven body, mind, heart and soul, I have found people reporting lasting changes in their life and work. HR Managers have reported after some weeks of such retreats that they start sensing changes in office – a kind of lightness and swiftness in individuals; and warmth and smoothness in the team. This is not because of any teaching but the result of the happiness and insights discovered by people within themselves while undergoing childlike playfulness.

(The author is a regular columnist in The Himalayan Times national daily. The article has been published in the paper on November 20, 2011.)

We love a retreat because that is a place where we give a rest to the thinking mind and engage our body to play games. Thus we have fun. But we are much more than just a body and mind. We have a feeling domain – the heart. As someone said, “The heart of the problem is the problem of the heart”. But heart is neglected in modern society. We give high priority to intelligence



Winning group holding the award in Hariyo Ban retreat

Reflections...

It has been a wise decision choosing Kabule for facilitating the annual staff retreat program. All staffs were happy and thanked me for bringing Kabule.

Shiva Acharya

*HR & Administration Manager, Room-to-Read
(Now in UNICEF)*

No matter how good your facilitators are and you guys are really good, no matter how good the venue is and the venue was really good. On these two days training is up to the point, everybody is fully engaged, everyone is fully involved, and that's made the workshop really a big success. Thank you to facilitators, participants and organizer.

Lex “CARE Nepal”

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Total team of PSI (Over 150 people) in morning exercise at Gokarna Forest Resort