

2023



Mount Carmel College, Autonomous Bengaluru

Department of Psychology

Organizes

GUEST LECTURE

ON



# DECONSTRUCTING TRAINING TENETS

RESOURCE PERSON: DR. MADHURIMA DAS

DATE: 21 AUG 2023

TIME: 12.30PM - 1.30PM

VENUE: DJB BASEMENT AUDI



# A Training on 'Training'

## Report: Guest Lecture on

### 'Deconstructing Training Tenets'

What is the technical role of a trainer? 'Training' stands as one of those concepts that we are distantly aware of, yet cannot theoretically articulate. Dr. Madhurima Das, an expert in consulting, corporate training as well as teaching, pieced the solution to this dilemma with the help of her 'Training *TENETS*'.

Held on the 21st of August, 2023, the Department of Psychology facilitated a guest lecture on- 'Deconstructing Training Tenets', relevant to the 3rd Year BA Psychology Students' Core Paper for *Industrial Psychology*.

The session, having commenced from 12:30 PM in the DJB Auditorium Basement, began with an icebreaker activity- '*Slice of Life*'. Dr. Madhurima Das posed a question to the students: "If you had to divide a circular cake, who would you give each slice to?" Once the students completed their cake diagrams, she asked whether anyone had saved a slice for themselves. When only a handful of students had done so, she beamed as she said, "Put yourself first, then everyone can enjoy the cake too." This, she reiterated, was the basics of succeeding in any field; and seemed to be an activity she used often in her training sessions.

The lecture elaborated on 5 major focus points of 'Training': The Task at Hand, Engagement with the Audience, Role of Intrigue and Instinct, Empathy, Training Methods and Sustained Learning.

"I don't accept one-day *Women's Day* training events anymore.", she justified the thought process behind it; one that resonated throughout her lecture and formed the crux of what 'Training' truly stands for: that training is a process and a journey- one that is to be frequent, consistent and conscious.

The lecture closed off with another activity wherein the students were divided into groups, and encouraged to form various structures (A ferris wheel, for instance, was assigned to one group) with the help of their bodies, and teamwork!

The talk truly encapsulated the structure of a training session, by offering these 'TENETS' in the format of a training session- "An Instructor-led training!", as Dr. Madhurima Das exclaimed.











