






Concept Workshop

By V.K. Madhav Mohan

Organizations find themselves in a dynamic environment that contains within it opportunities and threats in equal measure. Survival and success are contingent on adaptation, innovation and change becoming embedded in strategy, leadership and operations. To foster and nourish such a culture, an enabling mechanism is necessary. The Concept Workshop is such a mechanism. It is part of the proprietary mentoring methodology developed by V.K. Madhav Mohan over a number of years.

Objectives of the Concept Workshop

-  Create an interest and commitment to learning across the organization
-  Make the process of learning interactive and participative
-  Share perspectives and thereby create a more complete learning of concepts
-  Foster an environment which encourages free thinking and articulation
-  Relieve strains in communication resulting from hierarchy

What is the Concept Workshop?

A Concept Workshop is a learning method in which a group of people assemble to discuss and learn a concept, idea or body of knowledge that has been carefully selected and circulated in advance by the Mentor. This is an article or extract from a book or other source of knowledge. All partners-in-learning (i.e. participants) have engaged in prior study of the material. The Mentor (V.K. Madhav Mohan) is the Concept Workshop Leader ; he introduces the subject, invites participation and directs and redirects questions and where necessary, explains additional concepts and raises probing questions.



Therefore, the Concept Workshop is a forum for detailed discussion, clarifying doubts and sharing understanding. The duration is typically 2 hours ; Friday afternoons are the preferred time. Upto 30 partners-in- learning can attend.

Concept Workshop Rules

Participants in the Concept Workshop are all *Partners in-Learning* who subscribe to the following rules:

1. Participation is voluntary and by personal choice
2. Accepting and implementing concepts from the workshop is entirely voluntary
3. Prior study of the material is mandatory
4. Every partner is open to new ideas and learning
5. Total respect for other points of view and other people is the foundation of the Concept Workshop ; listening and reflection are the watchwords
6. Hierarchy of position, income, age, experience and education/qualifications are irrelevant during the concept workshop
7. Contribution of ideas, interpretations and analysis from every partner is mandatory

Benefits Accruing From Concept Workshop Series

1. Obtaining inputs to improve operational effectiveness of the individual and organization
2. Enhanced teamwork as a result of learning together
3. Improved listening across the organization
4. Upgrading reading and comprehension
5. Increased ability to understand another point of view or perspective
6. Installing discussion as the basis of interaction (instead of arguments)
7. Strengthening personal and working relationships

Concept Workshop Series

The program offered comprises a series of 7 Concept Workshops held at intervals of every 2 weeks; the Mentor will select and finalize the curriculum after interaction with the organization.
