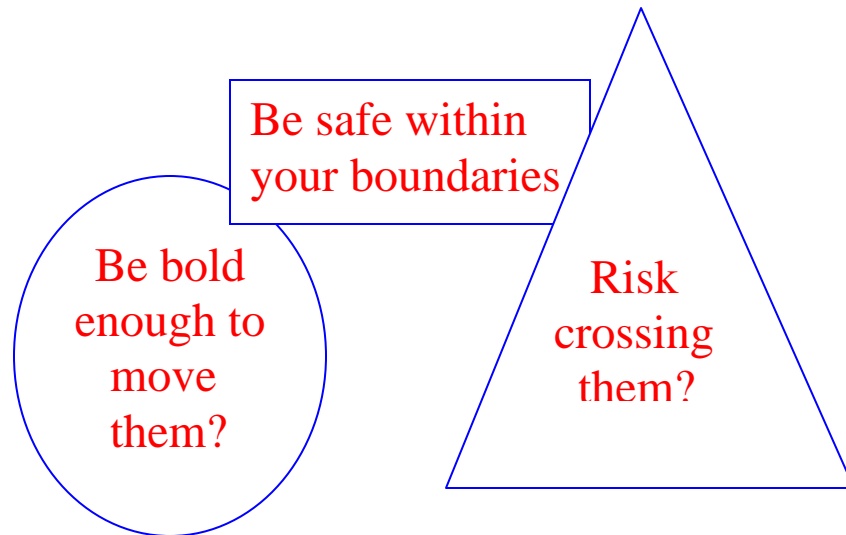


# ONEIRIC

Do you prefer to...



*Dare to dream!*

***Beyond boundaries...***

*For significance!*

*Impacting workshops by qualified psychologists.  
98402 92523 // 98402 30151 // glsworkshops@yahoo.co.in  
www.glsampoorna.com*

# ONEIRIC WORKSHOPS

*Oneiric workshops are designed to be conducted as separate modules or as ongoing programs spaced out over a period of a year, covering several diverse areas.*

## *Personal growth:*

Enhancing self-concept  
Self-motivation  
Creative thinking  
Stress, anger management  
Attitudinal restructuring to enhance physical and economic well-being

## *Interpersonal growth:*

Communication  
People skills  
Assertiveness  
Rapport building (spouses)  
Skill with children (parents)  
Rapport with students (teachers)

## *Business growth:*

Decision making  
Paradigm shift  
Managing time  
Attitude enhancement  
Effective leadership  
Success and significance

# SELF-MOTIVATION

A force that energizes and directs behavior towards a specific goal.

## THE NEED FOR SELF-MOTIVATION

To develop interest, combat negative attitudes and improve performance.

To overcome behavior that hinders the growth of the company such as *inertia, non co-operation, reluctance to volunteer, absenteeism, excuses, missing deadlines, not following instructions, not communicating, complaining, performing poorly.*

## ONEIRIC PROGRAM TO MAXIMISE SELF-MOTIVATION

|                                 |  |
|---------------------------------|--|
| Understanding individual drive. | <i>Level of aspiration, drive, accountability.</i> |
| Finding the reason.             | <i>Dream building, visualization, decision.</i>    |
| Setting the goal.               | <i>Destination, direction, focus, expectancy.</i>  |
| Developing skills.              | <i>Attitude, unconscious mind, training.</i>       |
| Managing time.                  | <i>Prioritizing, quadrants, procrastination.</i>   |
| Generating enthusiasm.          | <i>Group support, books, reinforcements.</i>       |
| Initiating action.              | <i>Starting, momentum, completion of task.</i>     |
| Reviewing performance.          | <i>Assessment, flexibility, feedback.</i>          |
| Accepting recognition.          | <i>Accepting approval, recognizing efforts.</i>    |
| Making a future action plan.    | <i>Strategy, decision making, responsibility.</i>  |

## METHODOLOGY OF THE ONEIRIC PROGRAM

Discussion, psychodrama, role-play, relaxation, visualization, cognition, games, NLP, other researched psychological techniques.

## BENEFITS TO THE COMPANY

|                                  |  |
|----------------------------------|--|
| Motivated people exert effort    | – increases productivity of the company. |
| Motivated people will stretch    | – reach their goals and company's goals. |
| Motivated people enjoy work      | – stops bickering and absenteeism.       |
| Motivated people like challenges | – leads to innovation, high quality.     |
| Motivated people feel satisfied  | – boosts morale and performance.         |

*Our program maximizes employee motivation and work efficiency, leading to growth and progress of the company.*

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# COMMUNICATION

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Effective communication occurs when sender and receiver perceive the message in the same manner.

Communication is an exchange or sharing of thoughts, words, ideas and feelings between two or more people.

**Communication** style, form and role vary. It could be one-way or two-way; verbal or non-verbal; the role taken would be based on personality and need.

Good communication involves the use of sight, sound, touch, feeling and is a skill that could be acquired through training.

## AREAS COVERED IN THE WORKSHOP

Listening  
Observation  
Empathy

Body language  
Tone/voice modulation  
Filters/ processing

Probing/mediation  
Assertiveness  
Credibility

## BENEFITS

### Enhances

Good interpersonal relations  
Relevance and clarity of thought and expression  
Structured, interesting, professional exchange  
Creates trust and openness to accepting new ideas  
Helps in decision making and initiating change  
Harmonious, long lasting relationships

### Reduces

Misunderstanding  
Conflict  
Disharmony

This experiential program by Oneiric uses discussion, role play, breathing, relaxation, imagery, cognition, psychodrama, games and activities to help internalize learning.

# CONFLICT RESOLUTION



Conflict is a process that begins when one party perceives that another party is negatively affecting something the first party cares about.

## PROBLEMS CAUSED BY CONFLICT in an organization:

- Hurts performance of organization.
- Lack of co-ordination.
- Loss of good employees.
- Increases absenteeism.
- Lowers productivity.

## IDENTIFYING CONFLICT

Source, intensity.  
Functional or  
dysfunctional.  
Conflict process.  
Inter-group relations.  
Handling intention.

## CONFLICT RESOLUTION TECHNIQUES

Problem solving : *Understanding the unconscious mind, ego states, defense mechanisms, empathy, handling stress.*  
Decision-making : *Clarity of thought, managing anger, emotions.*  
Super-ordinate goals : *Trust, communication, collaboration, win-win.*  
Avoidance : *Self-awareness, self-concept, attitude.*  
Smoothing : *Assertiveness, objective mediation, perception.*  
Compromise : *Negotiating, rationing.*  
Authority : *Changing status, clarity in judgement.*  
Team structuring : *Group imagery, listening, interpersonal skills.*

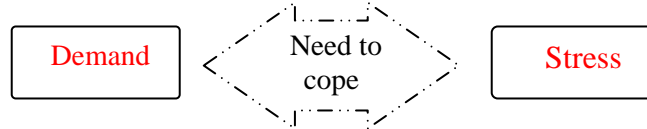
## BENEFITS

Improves relationships, creates group cohesion.  
*Reduces absenteeism, decreases turn-over.*  
Increases satisfaction and efficiency, saves time.  
*Decreases labor grievances and strikes.*  
Facilitates co-ordination between work units.  
*Minimizes aggression and internal conflicts.*  
Encourages team-work, increases output.

The Oneiric program is experiential, using discussion, role play, breathing, relaxation, imagery, cognition, psychodrama, games and activities to help internalize learning.

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# Stress management



In right doses : Beneficial, exhilarating, lessens boredom, helps develop new talents.  
 Excessive stress : Anxiety-provoking, causing negative effects on the mind and body.

### Effects of excessive stress:

**MIND :**  
 Negative thoughts, irritability, depression, anxiety, lethargy, anger, lack of motivation, preoccupation with food, avoidance, procrastination.

**BODY :**  
 Palpitation, headache, hypertension, obesity, sluggish digestion, ulcers, muscle tension, excessive sleep, sleeplessness, fatigue.

### Common stressors:

|                        |  |                             |
|------------------------|--|-----------------------------|
| Workload               | Competition  | Need to update knowledge    |
| Burn-out               | Boredom  | Irregular refresher courses |
| Insufficient time      | Commuting  | Financial pressures         |
| Health                 | Mid life crisis                                      | Environmental pollution     |
| Interpersonal conflict | Improper coping, with domestic and professional life |                             |

Overcoming stress: Intervention prevents illness and creates a sense of well-being.

## ONEIRIC

The Oneiric program uses relaxation, meditation, counseling, breathing, cognitive processes, group activity, psychodrama and several other techniques to help identify, understand and overcome excessive stress.

Oneiric programs are exciting, refreshing and completely experiential. A custom made program for the personnel of your organization to help channel their energies to lead healthy, balanced lives.

Duration of program: 1-2-3 day/s  
 Residential / Non residential  
 Strength: Max 20 participants  
**98402-92523/98402-30151**  
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