

**13TH & 14TH OF JULY, 2023**

**BRIGHT SPARKS  
INTERNSHIP  
PROGRAM REPORT  
CII YI - YEA SUMMIT, 2023**

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# BRIGHT SPARKS INTERNSHIP PROGRAM REPORT CII YI-YEA SUMMIT, 2023

## **Introduction:**

As part of the CII YI- YEA Summit 2023, held in New Delhi, The Confederation of Indian Industry (CII) and Young Indians (YI) - Young Entrepreneurs Alliance (YEA), invited Syngrity Transformation Solutions to be the Learning Partner for the Bright Sparks Internship Program. This program was designed to cater to 34 children and young adults (between the ages of 13-18) who were part of Summit, and provide them with exposure to the five tracks or pillars of the Summit – The Digital Economy, Agri Tech, Tech in Manufacturing, Lifestyle for Sustainability & Inclusion and Equal Opportunity. As Learning Partners for the program, Syngrity conducted two innovative workshops – ‘Theatre of the Self’ and the ‘Building Blocks Challenge’ which sought to empower the young participants with essential life skills while aligning with the five pillars of the Summit discussions.

## **Overview of the Workshops:**

The two workshops were designed to cater to the unique needs of the participants helping them build confidence, foster creativity, and develop a strong foundation for future success. The first workshop, ‘Theatre of the Self’, focused on collaboration, trust, acceptance, self-expression, communication, and emotional intelligence. The second workshop, ‘Building Blocks Challenge’, focused on team work, leadership skills, problem-solving, and time management. Syngrity also conducted a final debrief or reflection session around the importance of these five pillars as well as alignment with the soft skills required for their growth and success within these five tracks.



## **THEATRE OF THE SELF**

### **Introduction**

On the 13th of July, 2023, Syngrity conducted the Theatre of the Self workshop for 34 participants. The workshop, facilitated by Vikram Badhwar, and co-facilitated by Mariana Menezes, centered around improv theatre exercises, aimed at nurturing creativity, self-expression, and emotional intelligence. During the session, participants engaged in a series of improv-theatre exercises, such as 'Yes, And..', 'Walk of Life'; 'Zip, Zap, Zoom'; 'Go'; 'Out of the Box'; and 'Sculptures' all of which were followed by reflection sessions to enhance their learning experience.





## Workshop Activities:

1. **'Yes, And...':** The workshop kicked off with this classic improv activity. Participants were encouraged to embrace the spirit of cooperation by accepting and building on each other's ideas. They learned that responding with 'Yes, And...' opens up possibilities, sparks creativity, and fosters a supportive and collaborative atmosphere.
2. **Walk of Life:** In this exercise, the participants took turns performing short improvised scenes, embodying different characters and emotions. Through this activity, they explored diverse perspectives and emotions, helping them develop empathy and a deeper understanding of human experiences.
3. **Zip, Zap, Zoom:** This fast-paced game focused on improving focus, responsiveness, and decision-making skills. Participants had to react quickly to verbal cues, passing energy and ideas among each other, fostering a sense of spontaneity and adaptability.



4. **Go:** This exercise encouraged the kids to take initiative and think on their feet. They were challenged to create brief improvised scenes spontaneously, enhancing their problem-solving abilities and boosting their self-confidence.
5. **Out of the Box:** This activity pushed the boundaries of imagination as the participants were tasked with thinking creatively to solve unique challenges. They learned to step out of their comfort zones, embracing novelty and creativity in their responses.
6. **Sculptures:** This exercise involved non-verbal communication. Participants worked in groups to create living sculptures, expressing emotions or abstract concepts through body language and gestures. This activity honed their emotional intelligence and awareness of non-verbal cues.

## Reflection:

After each activity, the facilitators engaged the participants in reflections around the exercises where they shared their experiences, discussed challenges they faced, and celebrated their



achievements. These reflective sessions encouraged self-awareness and helped the participants identify areas of personal growth and improvement.



## Key Learnings:

1. **Improved Communication:** Through ‘Yes, And...’ exercise, participants discovered the power of active listening and effective communication, building upon their peers’ ideas with enthusiasm and creativity.
2. **Confidence Building:** The Go activity allowed the participants to explore their spontaneous creativity, boosting their confidence in making quick decisions and trusting their instincts.
3. **Empathy and Understanding:** Walk of Life enabled the participants to step into the shoes of various characters, fostering empathy and understanding of different perspectives and emotions.

4. **Creative Problem-Solving:** Out of the Box challenged the participants to think outside conventional solutions, encouraging them to approach problems with innovative thinking.

## Conclusion:

The Theatre of the Self workshop proved to be a transformative experience for 34 participants. Through improv theatre exercises the participants gained valuable life skills, including enhanced communication, confidence, empathy, and creative problem-solving. The reflective sessions complemented the activities by encouraging self-awareness and personal growth. The workshop left a lasting impact on the participants, igniting their passion for theatre and fostering essential life skills that will undoubtedly benefit them in all facets of life.



## BUILDING BLOCKS CHALLENGE

### Introduction :

On 14th of July, 2023, the second day of the YI-YEA Summit, Syngrity conducted the Building Blocks Challenge workshop, which aimed to foster teamwork, leadership, and creative problem-solving among the participants. The workshop involved recreating a house made of building blocks (Lego) within a time constraint of 50 minutes in groups. The session was facilitated by Vikram Badhwar and co-facilitated by Mariana Menezes.

### Workshop Activities:

1. **Building Blocks Challenge:** The main activity of the workshop involved recreating a completed Lego-made house in teams within a given time frame. Participants were divided into five groups of seven each. One member of each group was designated as the Team Leader. Team Leaders were given access to see the completed Lego house. Further the Team Leader was responsible for coordinating their respective team's efforts to recreate the model within 50 minutes, while another member acted as the spy, observing the other groups to gather insights and strategies. Further, during the session, Team



Leaders were also switched across groups in order to introduce the element of ambiguity and in turn foster the need for adaptability and flexibility in the participants.



### **Reflection:**

At the end of the session participants were asked to reflect on the process they followed during the workshop and how they dealt with aspects such as time management, leading teams, delegating, strategizing and collaborating on tasks.

## Key Learnings:

1. **Teamwork and Leadership:** Through the Building Blocks Challenge, the participants had to work collaboratively, communicate effectively, and delegate tasks to complete the project successfully. The Team Leader played a crucial role in guiding the team and ensuring everyone's contributions were valued and utilized. However, since the Team Leaders changed their groups during the course of the session, it sparked the need to adapt to change and coming up with new solutions. The intention was to focus on the project rather than individuals.
2. **Problem-Solving and Time Management:** With the time constraint, the teams faced challenges in organizing their efforts and managing time effectively. The activity encouraged them to think critically, prioritize tasks, and adapt their strategies on-the-fly.

## Conclusion:

The Building Blocks Challenge workshop proved to be a valuable experience for the young participants. Through this workshop, they honed essential skills such as teamwork, leadership, problem-solving, and time management as well the need for dealing with ambiguity and change.



## **FINAL DEBRIEF AROUND THE WORKSHOPS & 5 PILLARS OF THE SUMMIT**

Following the hands-on Building Blocks Challenge workshop, the participants engaged in a fruitful final discussion that highlighted the five pillars of the Summit. Moderated by the workshop facilitators, the discussion focused on the participant's experiences, learnings, and the strategies they employed during the sessions, to the five pillars of the Summit.



## Highlighting the Five Pillars:

1. **Agri-tech:** The discussion began with a focus on Agri-Tech; Participants reflected on how advancements in agricultural technology could impact food production and distribution, ensuring sustainable farming practices and addressing food security challenges.
2. **Tech in Manufacturing:** The participants then delved into Tech in Manufacturing. They discussed how technological innovations could revolutionize manufacturing processes, leading to increased productivity, reduced environmental impact, and job opportunities in the manufacturing sector.
3. **Digital Economy:** The Digital Economy pillar sparked conversations about the growing significance of the digital realm in economic development. The participants shared ideas about the role of e-commerce, digital payments, and data-driven decision-making in shaping the future of the global economy.
4. **Life for Sustainability:** Sustainability took center stage as participants discussed how the Building Blocks Challenge related to the Life for Sustainability pillar. They explored eco-friendly construction practices, renewable energy solutions, and the importance of considering environmental factors in all aspects of life.
5. **Equal Opportunities and Inclusion:** Lastly, the participants reflected on the significance of Equal Opportunities and Inclusion. They connected this pillar to the teamwork dynamics experienced during the Building Blocks Challenge, highlighting the importance of valuing diverse perspectives and providing equal opportunities for everyone to contribute. However, participants unable to speak the native language of the majority were left out. This incident highlighted the importance of utilizing a common language among all, demonstrating empathy and its path to inclusion.

## Conclusion:

The final discussion highlighted the relevance of the workshop lessons to the five pillars of the Summit and connected the practical application of skills to real-world issues. This made a significant impact on the minds of the participants with regard to the need for soft skills and a broader understanding of global challenges and solutions.



## Participants and Representation:

A total of 34 participants took part in these workshops, with two of them hailing from Indonesia. The diverse representation of participants added a global perspective to the discussions and fostered cultural exchange among the young minds. Syngrity Transformation Solutions has always valued inclusivity, and this representation from Indonesia exemplified the company's commitment to fostering international collaboration and understanding.

## The Five Pillars and Workshop Integration:

1. **Agri-tech:** During the Building Blocks Challenge workshop, the concept of agricultural technology and its significance in modern farming practices was introduced. Participants engaged in activities that encouraged them to think critically about sustainable agricultural methods, fostering an understanding of the role of technology in boosting agricultural productivity.
2. **Tech in Manufacturing:** Through interactive role-playing exercises in Theatre of the Self, participants explored the impact of technology on manufacturing processes. This aspect of the workshop allowed the participants to appreciate how technological

advancements have revolutionized production methods, leading to increased efficiency and economic growth.

3. **Digital Economy:** The participants were introduced to the concept of the Digital Economy during the Building Blocks Challenge workshop. They learned about e-commerce, online platforms, and digital marketing, gaining insight into the growing significance of the digital realm in the global economy.
4. **Life for Sustainability:** Both workshops incorporated discussions on sustainable living and the importance of protecting the environment. Activities focused on fostering a sense of responsibility towards nature, highlighting the significance of sustainable practices for the well-being of future generations.
5. **Equal Opportunities and Inclusion:** The Theatre of the Self workshop emphasized empathy, understanding, and the celebration of diversity. Participants were encouraged to embrace individual differences and treat others with respect and kindness, fostering an inclusive mindset that aligns with the Summit's pillar of equal opportunities.

## Conclusion:

The workshops conducted by Syngrity were a resounding success, empowering all 34 Indian participants, with valuable life skills and knowledge that align with the five pillars discussed during Summit. Syngrity's commitment to providing transformative learning experiences for participants underscores their dedication to fostering a more inclusive, sustainable, and tech-savvy future. The collaboration with CII YI- YEA further solidifies Syngrity's position as a leading facilitator of positive change and development in the global community.

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## **ABOUT SYNGRITY:**

Syngrity is a research & evidence-based learning and development organisation that partners with policy-makers, employers, and educators, advancing 21st-century relevant higher-order cognitive and experiential skills. They are an interdisciplinary team with expertise in psychology, psychometric assessments, behavioural education, communication and experiential learning. Headquartered in New Delhi, Syngrity has worked with multiple industries across Asia Pacific, Middle East, Europe and America. Through their 'collaboratory' model, Syngrity has a diverse team of psychologists, clinical and organisational, experiential educators, and researchers with a network of over 500+ global talent associates, providing rapid scale and global deployment.

## **ABOUT THE FACILITATORS:**



Based in Delhi, Vikram Badhwar is an experiential educator, executive coach, keynote speaker, actor, and communications expert. He has been using experiential methods of education since the nascent stages of experiential methodology in India. He started Syngrity in 2002 and has ever since, built space in the industry as a Creative Solutions Provider. He has worked across disciplines and industry for the last two decades, using business, experiential, positive, and clinical psychology and holistic methodologies in the space of organizational development, executive coaching, and building sustainable models of transformation at a personal, team, and organizational level.



Committed, versatile, and goal-oriented Mariana is a Cambridge-certified and TEFL international educator dedicated to participants's social and academic growth and development. With a BA and B. Ed in Language and Literature, certificate in Playwriting, and Spec. in Psychopedagogy, Mariana is capable of motivating learners to develop higher-order thinking skills such as problem-solving, critical thinking, independent research, cooperation, and argument presentation. Additionally, Mariana is a highly qualified native Portuguese speaker and teaches across all age groups, including embassy bureaucrats aspiring for new diplomatic posts in Brazil.



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