



Shivani Singhal
Head of Dharohar

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“Dharohar is an Indian NGO based in Udaipur, Rajasthan.

Dharohar strives for a world in which people are constantly keen to learn and improve their circumstances. They run experiential learning programmes in schools and in public spaces which encourage children to learn beyond the classroom to discover their interests and achieve their potential. This involves many people volunteering and a small central team.

Dharohar has been working with Caplor Horizons for a year or so now, and the experience has been incredibly fulfilling. Our focus has been on strengthening the young team, increasing clarity of purpose and deepening our sense of trust. The Caplor team has brought a powerful breadth of perspective to us as well as much needed challenges to our thinking.

They have created powerful safe spaces for difficult areas to be discussed and resolved. In addition, the Caplor House model has become a standard part of language at work, giving all of us an easy way to talk about shifting perspectives and looking at a situation or opportunity in a holistic way.

I have also valued the frank and kind conversations Ian and Lorna have had with me, pushing me to be better for my team. They've helped me identify key areas I need to work on as a leader, and this has allowed me to learn faster than I would have otherwise. I look forward to a long collaboration between Caplor and Dharohar – thank you for all that you are doing!



Reflections from the participants

“ *I learned that there is nothing that we can't learn, all we need is hard work and dedication. On the other hand asking questions and asking for help from others can also solve our problems.* **”**

– Aditya Ldoha



“ *When we start working on something, we become busy working on that one thing. It is important to take a pause and think about that work as reflecting helps us work more efficiently and effectively. Caplor's workshops was one such pause, it provided me with a space to reflect.* **”**

– Arpita Sharma



Reflections from the participants

“ This workshop helped me to explore myself, understand Dharohar more deeply, and know my co-workers better. I am now feeling more confident and focused. ”

– Aru Mathur



“ Fleshing out our vision, mission, values and behaviour were really useful to get everyone on the same page. The methods used were great! It felt easy and it was helpful to get everyone’s input. It did not feel intimidating to think of such big things because the right questions were asked. ”

– Harshavardhan Sumant