

A man in a grey suit and glasses is speaking at a conference. He is looking to the right. The background is blurred, showing other people and large windows. A large white circle with a green border is overlaid on the image, containing the text.

OUR CORPORATE TRAININGS



**DISRUPTIVE
LEADERSHIP
PROGRAM**

OVERVIEW

In today's volatile, uncertain, complex, ambiguous, and disruptive (VUCAD) world, traditional leadership approaches are no longer sufficient. Leaders must be equipped with the skills and mindsets necessary to navigate the complexities of this new landscape. This 3-day Disruptive Leadership Program is designed to empower leaders with the tools needed to drive innovation, foster creativity, and implement design and systems thinking. Through immersive sessions, participants will learn how to lead effectively in a constantly changing environment, ensuring their organizations not only survive but thrive.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ Understanding and Leading in a VUCAD World
- ▶ Disruptive Leadership Fundamentals
- ▶ Fostering Innovation and Creativity
- ▶ Innovation in Leadership
- ▶ Creative Problem-Solving and Design Thinking
- ▶ Building and Leading High-Performing Teams
- ▶ Action Planning and Implementation

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants should be able to:

- ▶ **Navigate the VUCAD World:** Understand and effectively lead in a volatile, uncertain, complex, ambiguous, and disruptive environment.
- ▶ **Embrace Disruptive Leadership:** Adopt the principles of disruptive leadership to drive innovation and transformation within their organizations.
- ▶ **Foster Innovation and Creativity:** Cultivate a culture of innovation and creativity, leveraging design thinking and creative problem-solving.
- ▶ **Apply Systems Thinking:** Utilize systems thinking to solve complex challenges and make informed strategic decisions.
- ▶ **Lead Change Effectively:** Develop strategies to lead through change, ensuring organizational resilience and adaptability.
- ▶ **Build High-Performing Teams:** Create and lead teams that are agile, collaborative, and capable of thriving in a disruptive environment.

- ▶ **Implement Leadership Strategies:** Develop and execute a personalized action plan to implement disruptive leadership practices in their organizations.

PROGRAM DURATION: 3 DAYS

WHO IS THIS PROGRAM FOR?

This program is ideal for:

CEOs

C-Suite Executives

Senior Managers

Mid-level Managers

Team Leads

HR Heads

Heads of Learning & Development

The Disruptive Leadership Program is designed for leaders at all levels who are committed to driving innovation and leading their organizations through the challenges of a VUCAD world. Whether you are responsible for a team, a department, or an entire organization, this program will equip you with the skills and insights needed to lead with confidence and impact.



**CORPORATE
LEADERSHIP
INTERVENTION**

OVERVIEW

Everything rises and falls on leadership. In dynamism we see in today's corporate world continues to affirm the need for a different and more engaged kind of leadership. Leading in and through change has become one of the most important aspects of corporate leadership today as change (political, technological and economic) has played major roles in the demise of erstwhile big brands. The average lifespan of a business has shrunk from 90 years to 50 years and current research puts that average lifespan at 17 years. Change was a major culprit in this continuous shrink in corporate.

The focus today is on the profile of the 21st Century corporate leader. What competencies would he/she need to have; what persona would better delivery the kind of leadership that would guarantee continuous corporate existence; what people leadership and motivation models and techniques would be most effective. These and more are the questions this program is designed to answer.

Our Corporate leadership intervention is designed to follow an inside-out approach. We build our intervention upon the premise that leadership is an inside-out competence and that excellence in leadership is a composite of attitude and competence. More than anything else, the focus and subject of this program is the Individual whose aim is to become an effective leader.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ Self & Organisational Mastery
- ▶ 21st Century Corporate Leadership Mind-sets
- ▶ Disruptive Leadership
- ▶ Toxic Leadership
- ▶ Emotionally Intelligent Leadership
- ▶ Leading Highly Functional Teams

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants should be able to, among other things:

- ▶ Understand that leadership is more organic than its titular
- ▶ Know and be able to adopt the mindsets that allows for leadership excellence in today's corporate world
- ▶ Lead their organisation in and through change

- ▶ Understand the toxic leadership traits and how they can eliminate toxicity in themselves and their workplace
- ▶ Understand the various leadership styles and their emotional dimensions
- ▶ Leaders will understand the importance of their moods in Leadership effectiveness
- ▶ Get key understanding into the emotional dimension of leadership
- ▶ Learn to tune into their subordinates
- ▶ Learn how to elicit the intrinsic motivational factors of their subordinates
- ▶ Learn how their leadership style affects corporate climate

PROGRAM DURATION: 5 DAYS

WHO IS THIS PROGRAM FOR?

This program can be deployed across all levels and functional units in any organisation. Those it can benefit includes:

CEO's

C-Suite Executives

HR Heads

Heads of Learning & Development

Team Leads, Supervisors and Line Managers

Senior Managers

Mid-level Managers



**EMOTIONAL
MASTERY
COURSE**

OVERVIEW

A large portion of our lives is controlled by what/how we think and feel. Almost everything that impacts us deeply spring from what we have thought and how we have felt. Every life impacting event is first neutral – the power of its impact or effect is in how we interpret it and the feelings resulting from that interpretation. When emotions run amok, they live too much damage in their wake. The Emotional Mastery Course is an experiential and integrated course that helps participants gain Emotional Intelligence

Mastery and empowers them to make optimal decisions in achieving their desired outcomes in any area of their lives.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ Introduction to emotional intelligence
- ▶ Understanding the 5 emotional intelligence competencies
- ▶ Know your emotional intelligence quotient
- ▶ Developing your emotional intelligence quotient
- ▶ Toxic emotions
- ▶ Emotional wellbeing conclusion

BENEFITS / LEARNING OUTCOMES

At the end of this experiential Emotional Intelligence course, participants will be able to, among other things:

- ▶ Identify and name their emotions
- ▶ Be empowered to gain mastery of their emotions
- ▶ Identify and name the emotions in others
- ▶ Deal with recurring erring emotions
- ▶ Understand the decision loop and how to reduce the intensity of emotions
- ▶ Know how negative emotions impacts their health
- ▶ Improve on relationships and teamwork as they become aware of people's emotions
- ▶ Overcome toxic emotions for improved health and well-being
- ▶ Increased Empathy

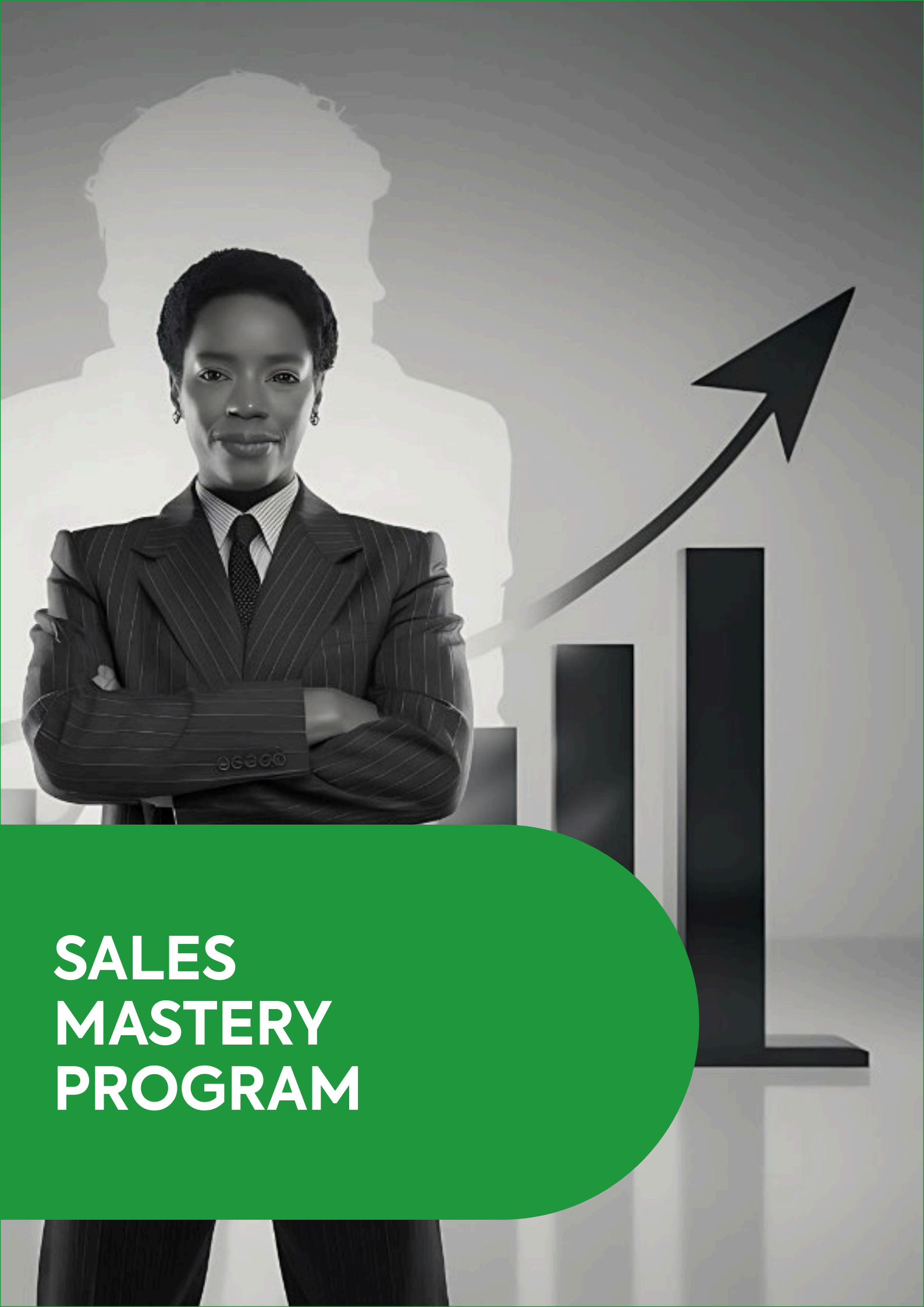
WHO CAN ATTEND?

Junior and senior Level Management

H/R Practitioners Seeking to help their staff manage burnout and stress

Anyone needing interventions for emotional trauma

Therapists and Wellness/Wholeness Practitioners



**SALES
MASTERY
PROGRAM**

OVERVIEW

This program is designed to help Marketing and Sales executives take a deep dive into the matrix of human behaviour to get clearer understand on how to interact, relate with and influence people and communicate effectively irrespective of the circumstance they are faced with. Our interventions will facilitate proficiency in Self, Emotional, Sales and Communication Mastery. This level of mastery would exponentially increase their effectiveness and productivity. The individual who has the mastered the craft of selling enjoys an unfair advantage in every sphere of life.

This program is designed to begin with an indoctrination session where the finer points of Sales mastery will be explained in the traditional lecture style – but the crux of this will be in revealing how Sales people can leverage on advances in Neuroscience and Psychology to unlock potential clients to themselves and their products/ services. More than any other player in entire sales process, the design of the seller is most important. His presence, mind-set, disposition and skill-set will determine whether or not a sale will be made. Today's sales people don't just sell solutions; they sell the feelings that those solutions should provide. They sell the experience!

They understand that the Psychological value of a product is of more importance than the objective value of the product.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ The Psychology of Selling
- ▶ The Sales Components (The Buyer, The Solution, The Seller)
- ▶ Types of Sales-people (Sale Styles)
- ▶ Client profiling and understanding the “Sales Style” to deploy
- ▶ The Sales Process (Developing the Sales Document – sourcing, collating, managing and analyzing sales data)
- ▶ Prospecting (Researching and engaging prospects)
- ▶ Social Proofing
- ▶ Insights into Deal Closing – How to create a perfect sales pitch (Practical examples)
- ▶ You – Personal Branding & Impression Management
- ▶ Digital Marketing (bonus module)

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants should be able to, among other things:

- ▶ Know their own preferred sales style
- ▶ Know how to develop and deploy a sales style that suites the prospective client
- ▶ Understand the psychology of sales
- ▶ Know how to effectively prospect
- ▶ Understand the finer details of client profiling
- ▶ Know how to develop a foolproof sales process
- ▶ Understand the finer points of digital (data driven) marketing
- ▶ Know when and how to close a deal

PROGRAM DURATION: 3 DAYS

WHO IS THIS PROGRAM FOR?

The program can be deployed for the sales team and other client interfacing personnel in organisations



CULTURE TRANSFORMATION PROGRAM

OVERVIEW

Research in Organisational Behaviour has shown that corporate culture and climate has the biggest impact on an organisations corporate bottom-line that any other corporate input.

The success of every corporate strategy is highly dependent on the culture at work in the organisation. It's been said that, "culture eats strategy for breakfast." Sometimes, what most organisations need is not a new strategy but a Culture **Creation, Change, Alignment or Transformation** intervention. Once culture aligns with strategy, it becomes the biggest driver for meeting and exceeding the set corporate objectives.

In our Culture / Internal Process Transformation programs, we do a four phased systematic deployment of our interventions to manage the various processes that are involved in culture change / transformation. These processes run from Systemic Audit or Diagnosis to post Transformation follow-up coaching.

The Four Phases of our Culture Transformation programs are:

PHASE 1: Full Spectrum Corporate Diagnosis (Systemic Audit)

– to understand the current Culture and DNA of the organisation (After which we do a one Day Retreat to Report on the Findings from the Diagnosis – Then we design the intervention for the Next Phase)

PHASE 2: Development of the New Culture / Strategy for driving Vision for the organisation (Cemented with the Nomination of Culture Ambassadors)

PHASE 3: GOAL SETTING/ STRATEGY CREATION:

In this session, we will use the information from the previous two sessions to review and test your new corporate objectives using globally tested and proven goal setting tools. The tools we will deploy for this will help create a blue-print for achieving the set objectives. The tools are designed to help organisations set goals around their key business functional areas, integral to the achieve of the corporate objectives. And finally, the creation of an Organisation-wide Performance Management System

PHASE 4: Feedback, Adaption and Institutionalization of the New Vision (Strengthened with post execution coaching) - FOLLOW UP TEAM PERFORMANCE COACHING (6 - 12 Months):

To ensure that the new skills, knowledge and attitudes acquired at the retreat are completely translated into workplace success, we strongly believe that follow-up through a performance coaching hand-holding process be put in place for the key business drivers.

What this means is that a Performance Coach will work with your team over the course of the 6 - 12 months (post-intervention) to drive the achievement of their specific targets as well as for their continued Professional and Personal Development. This is a very **CRITICAL SUCCESS FACTOR** because based on empirical evidence; 70-80% of all training is lost without follow-up Coaching.

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants will, among other things, have:

- ▶ Created a culture that suits her objectives and her market
- ▶ Empowered culture ambassadors across the different units of the organisation
- ▶ Get an organisation wide culture buy-in from every single unit in your organisation and every member of your workforce
- ▶ Eliminate all the internal resistance (active and passive) to the new/desired culture required to effectively drive your corporate vision
- ▶ Set corporate goals/objectives in line with the New Culture
- ▶ Create a culture integration system replete with reward and motivation mechanisms

PROGRAM DURATION: The duration of this program is determined by the terms of engagement

WHO IS THIS PROGRAM FOR?

Whether your culture challenge is that of creating a new culture, aligning your current culture with your corporate objectives, or changing your current culture to one that is more in sync with your corporate vision and projections, we can help you create a bespoke intervention that meets your very specific need.



EFFECTIVE COMMUNICATION

OVERVIEW

Communication is very important. It is the blood of every relationship – Corporate and Personal. It is a critical life skill that must be developed and updated constantly. Excellent and Effective Communication is critical, because people desire exceptional service and this is often lacking when communication is a challenge. Communication transcends talking. It incorporates a lot more than words and verbal acuity. The learnings we will share in this module will help participants understand the dimensions of communication and how they can become effective communicators in every situation and circumstance. We use tools steeped in psychology and Neuroscience to help our clients become more proficient at communicating to any kind of audience.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ Understanding Effective Communication
- ▶ Effective Listening
- ▶ Building Rapport
- ▶ Understanding and Reading Body language
- ▶ Delivering Proper Speech
- ▶ Communication Styles
- ▶ Verbal and Non-Verbal Communication
- ▶ Choosing the right words for the right situation

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants would have among other things, developed the capacity to:

- ▶ Communicate effectively to different kinds of audience
- ▶ Listening more effectively and control conversations just by listening
- ▶ Understand the different ways people encode reality and how that impacts their communication
- ▶ Understand the body language in communication and how to read body language and other paralanguage
- ▶ Build rapport in record time

- ▶ Understand the neuroscience and psychology of communication
- ▶ Break relational and communication barriers using simple communication tools

PROGRAM DURATION: 2 - 3 DAYS

WHO IS THIS PROGRAM FOR?

This program can be deployed across all levels and functional units in any organisation. Those it can benefit includes:

CEO's

C-Suite Executives

HR Heads

Heads of Learning & Development

Junior Level Staff

Mid-Level Staff

Senior Managers



TEAM BUILDING AND BONDING

(LEADING HIGHLY EFFECTIVE TEAMS)

OVERVIEW

Everything rises and falls on Leadership. And the proof of effective leadership is a well-integrated, highly cohesive and functional team. Most of the work done in organisations today are done in teams. Understanding diversity, selecting talents, managing talent and managing the internal dynamics and relational elements of a team are key competences that today's team leaders need to acquire – especially as it pertains to cross-functional teams.

In our team building and bonding programs, we focus on facilitating understanding on the key competencies required for leading High performing teams. This we will do through a combination plenary sessions and game/activities sessions.

The interventions we will use in program are steep is psychology and neuroscience and they will factor greatly in how we help leaders know how to create a psychologically safe environment for the team. It's been proven that psychological safety, amongst other things, is one of the secret ingredients for leading and maintaining High Performing Teams.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ Understanding Team Building
- ▶ Key principles for Team Effectiveness
- ▶ Leading Teams for High Performance
- ▶ Team Cohesion – bonding team members
- ▶ Understanding and Managing Diversity
- ▶ Creating Psychological safety

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants should be able to, among other things:

- ▶ Know how to build and lead high performing teams
- ▶ Know how to create cohesion within their team
- ▶ Understand the role of emotions and moods in team function
- ▶ Know how to manage conflicts within the team
- ▶ Know how to create psychological safety for their teams
- ▶ Know how to manage team's internal dynamics

WHO IS THIS PROGRAM FOR?

This is often an organisation wide program- and it can also be deployed for specific teams and units in organisations.



WORK-LIFE INTEGRATION INTERVENTIONS

OVERVIEW

The Covid-19 pandemic radically restructured the workplace – creating new work realities. Before now the concept of work-life integration was always discussed with the constructs of work and life as isolated structures but with the pandemic, both constructs are now scrambled. The concept of remote working has removed the sense of separation between work and life. Work now happens at home – creating the commonly observed “new normal.” The research is beginning to come in on the impact of the new normal on employee mental health. Countries and regional blocks are even beginning to rethink their HR Laws to allow for this new reality. Even organisations are beginning to rethink their HR Policies to allow for it.

Our Work-Life Integration programs take into cognizance these new realities. It is designed participants optimize their work performance and also optimize their lives. It looks at the areas of intersections and how individuals can make the most of the gaps they have in their daily schedules. The goal is to help them live a more harmonized life.

PROGRAM DETAILS

This program is executed across the following modules:

- ▶ State Management – managing internal dynamics
- ▶ Stress Management – Understanding stress and stressors
- ▶ Remote Working – establishing and enforcing boundaries
- ▶ Dealing with Negative Emotions
- ▶ Time & Life Management
- ▶ Emotional Wellness

PROGRAM BENEFITS / EXPECTED OUTCOMES

At the end of this program, participants should be able to, among other things:

- ▶ Make a concentration decision and work with schedules
- ▶ Check and plug areas of emotional leakages
- ▶ Optimize remote working options
- ▶ Avoid burnout and being overwhelmed
- ▶ Manage their internal states and periodically de-stress
- ▶ Use emotional intelligence for decision making
- ▶ Live a more integrated and harmonized life

- ▶ Manage their energies and momentum
- ▶ Do more with downtimes
- ▶ Develop the flexibility that allows them navigate work and life situation seamlessly

PROGRAM DURATION: 2 DAYS

WHO IS THIS PROGRAM FOR?

This program can be deployed across all levels and functional units in any organisation.