

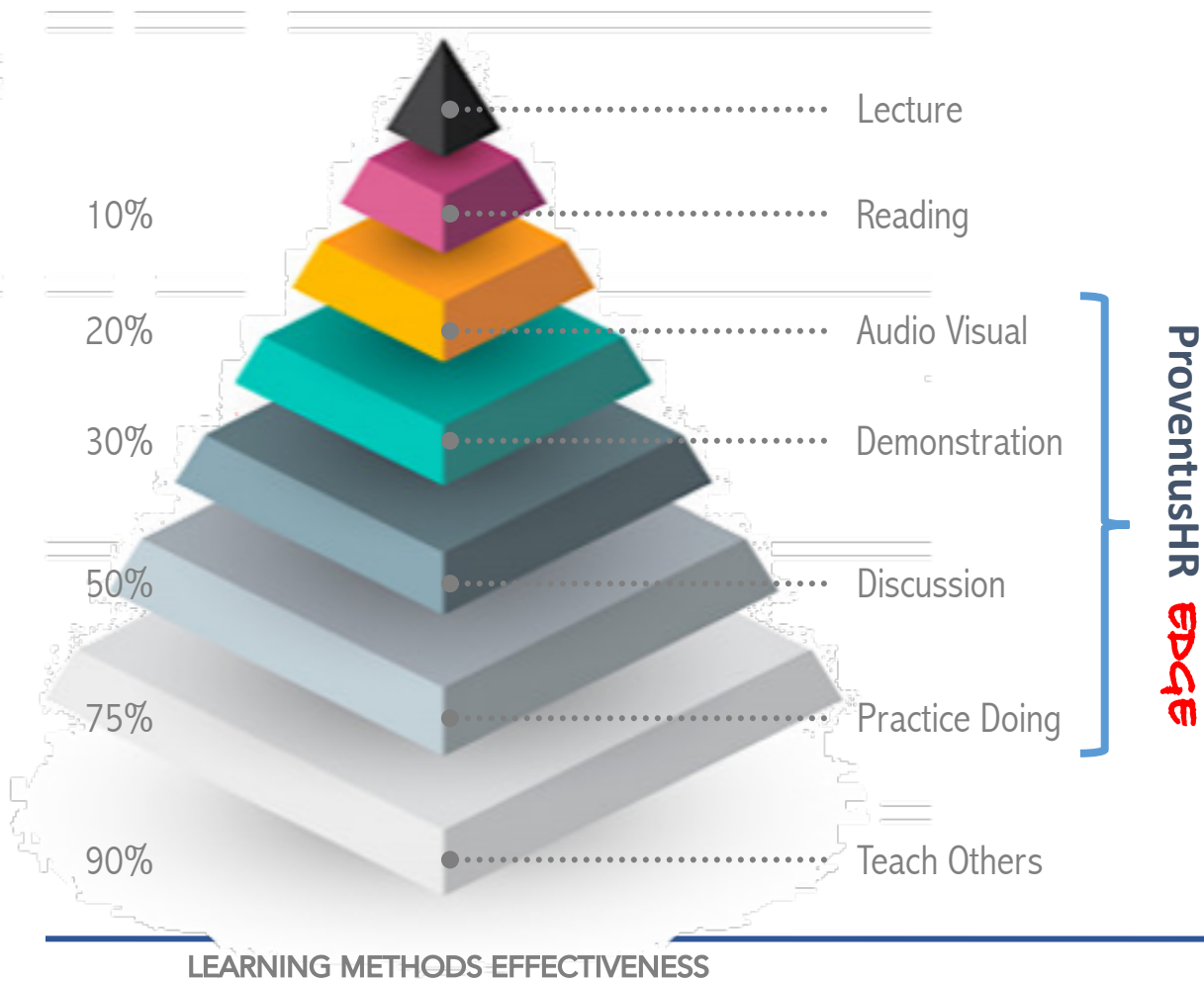
Mission Dronacharya



Manager as a Coach



Our Methodology



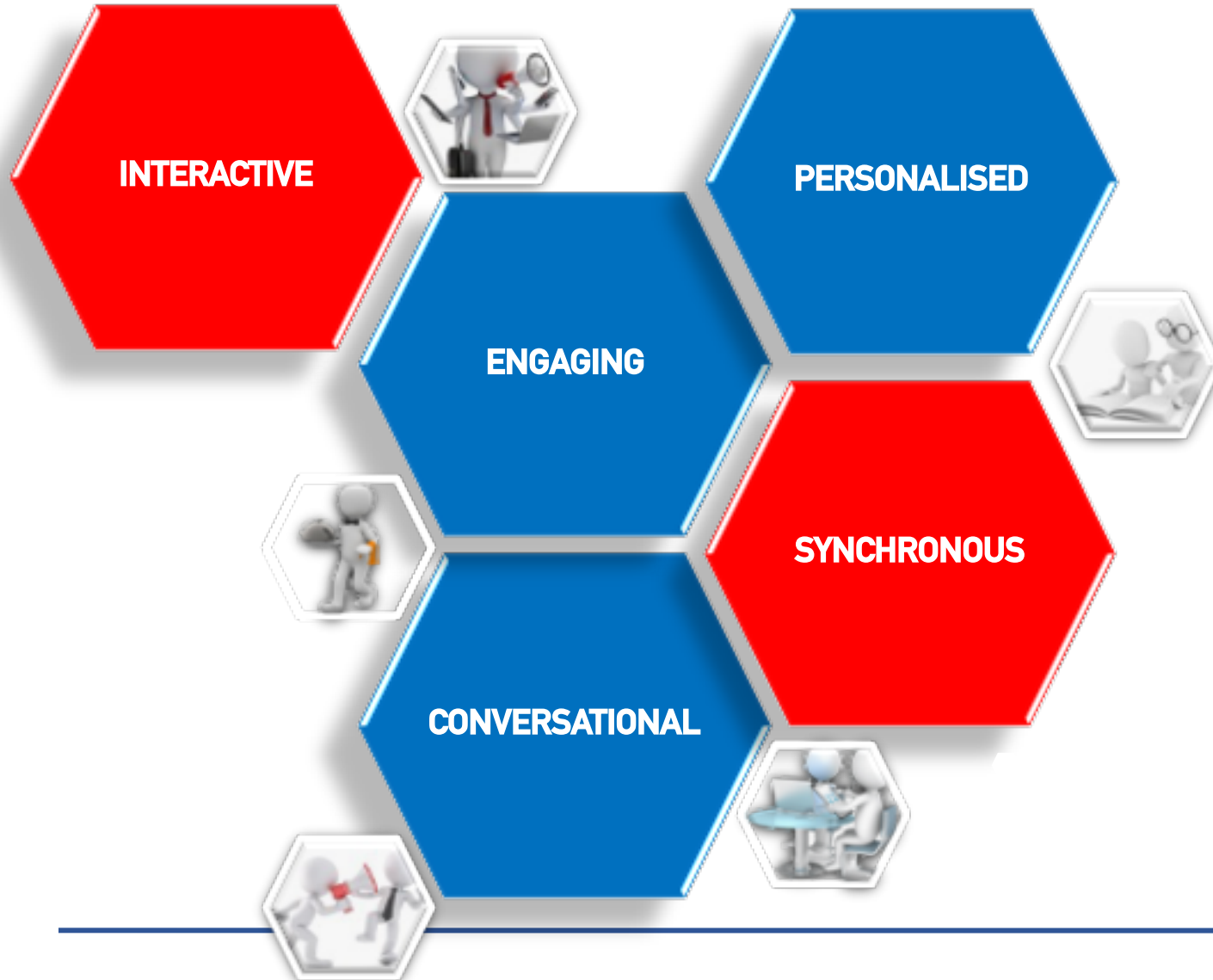
We believe that people learn best through experiences, exploring, creating, connecting and interacting with the world and each other, not through sitting and looking at slides!

*We specialise in facilitating experiences, where executive participants can learn and apply their learnings in a **risk-free learning environment, simulating real life.***

Towards this experience creation, we leverage Computed Simulations, REEL\Life (Movie based learning format), Rapid Prototyping, Socialisation, Gamification etc in our workshops.



LIFE — Live Interactive Facilitated Experience — ADVANTAGE LEARNER



Crisp modular **Facilitator** lead **virtual sessions**
Supplemented with **speed coaching** learning **reinforcement**
Story mode and **individual activities** to sustain engagement
Small **group breakouts** to boost collaboration and interaction
Audio and visual content; videos, text, audio clips, and images
Learning Reinforcers Takeaway tools, infographics, references
InstaQuiz to enable learner attentiveness
Technology platform for **synchronous learning**



Mission Dronacharya

Manager as Coach

The Program Design





Manager as Coach – Leading Performance

Upon completion of the session participants would be able to:

Understand leading performance

Give team members constructive feedback on their performance

Coach team members using the GROW model

Be able to practice concepts in an interactive coaching SIMulation

Session 1

Duration: 4 hours

- Importance of Managing Performance
- Key Elements of Coaching for Performance
 - Planning – SWOT(**AF**), **KRA/KPI**, Managing Expectations, Performance & Impact, Establishing **Trust** and **Communication**
 - **Feedback** – Barriers to Feedback & Overcoming the same, **SBI** (Situation-Behaviour-Impact) **Framework**
 - **Coaching** – Importance of Coaching and coaching framework, **GROW** (Goals-Reality-Options-Way Forward), Communication
 - Rewards & Recognition
- **Activity** : Practice Crucial Conversations (Giving Feedback)

Presentation/Activity

Session 2

Duration: 2 hours

- Context setting for Coaching simulation
- Walk through of Coaching simulation
- Learners play the simulation in the role of a business leader to manage team's performance and skill through application of **Coaching**

Coaching Simulation

Session 3

Duration: 1.5 hours

- Simulation debrief will focus on:
 - ✓ Appreciating Coaching Framework
 - ✓ Managing performance to drive teams, through appropriate feedback
 - ✓ Enhancing team coachability & performance
 - ✓ Leveraging coachee skills and strengths to lead team performance

Discussion



Our Credentials

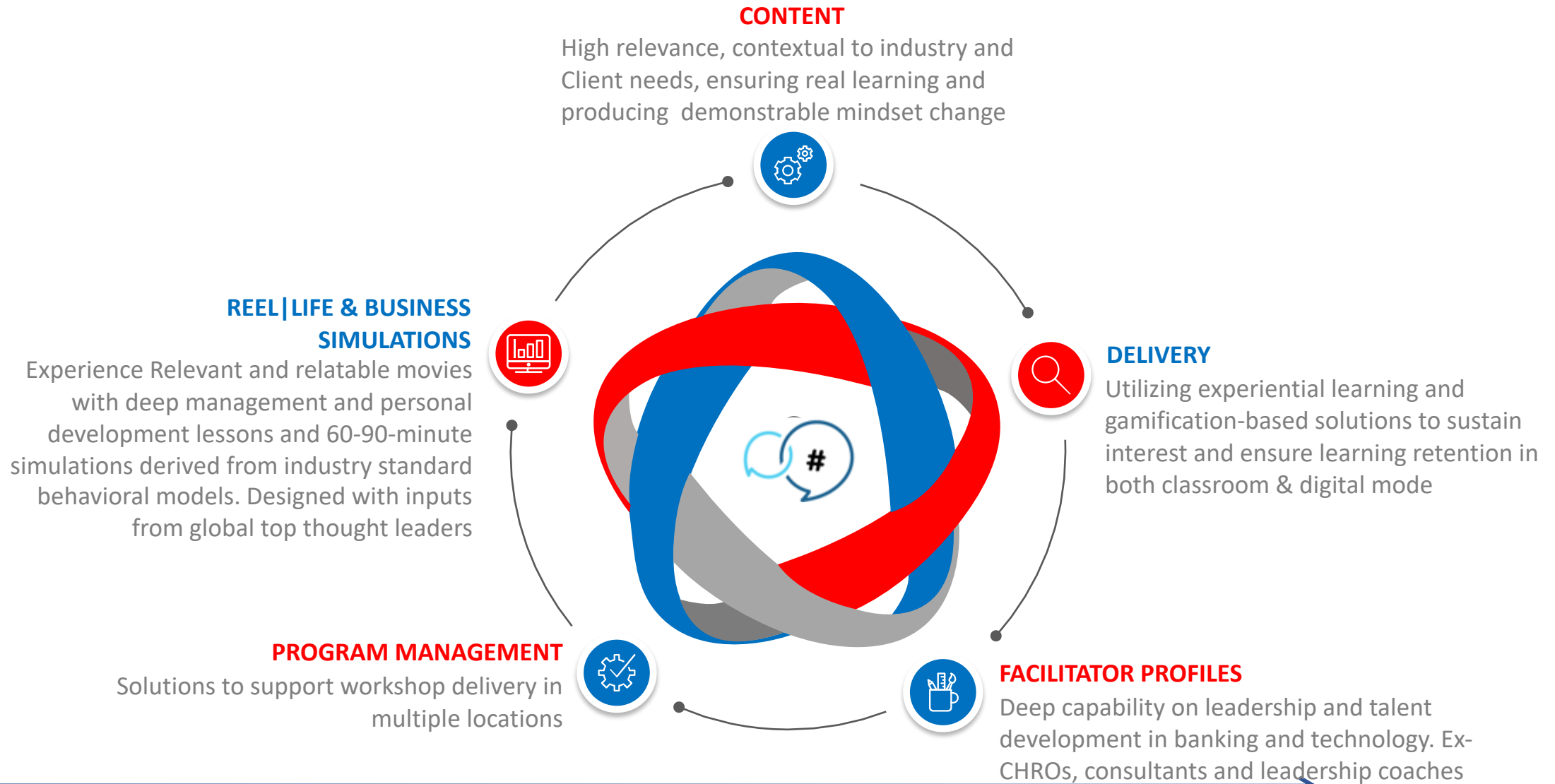


Our business	Talent transformation by enabling a world class experience for top talent in high performance cultures.
Year est.	2016
Team strength	5 Consultants, certified facilitators across India
Office locations	Headquarters: Mumbai Offices: Mumbai * Delhi-NCR * Hyderabad * Chennai
Customers	Large corporate houses and Government Institutions including Credit Suisse, Phillips Lightings (Signify), Accor-IGH, Tata Consulting Engineers, Shuttl, EDS, Mahindra & Mahindra, GSK Pharma, Brady Corp, AllCargo Logistics, Procter & Gamble, BNP Paribas, Kotak Life Insurance, Indian Army, Indian Navy, Hindustan Unilever (HUL), TechnipFMC, KPMG, Global Analytics, MSCI, Hyundai, Renault-Nissan, Daimler-Benz, FedEx, Saint Gobain, The Energy Research Institute of India (TERI), CIPLA, Vishnu Group of Institutions, National Academy of Direct Taxes, Tata Consultancy Services, Time Inc. and more...
Offerings	Transformative talent solutions for: <ul style="list-style-type: none">• Assessments• Development• Engagement• Employee LifeCycle Management
Delivery Principles	Our Delivery philosophy is designed to leverage Immersive Contextual Approach to facilitate Reflection, Deliberation and Self Directed Discovery to help participants relate Learning to their Work Context.
Methodology	Experiential Learning using Andragogy, Gamification, Simulations (online), Curated Prototyping, Movie Review based immersive reflection





Why ProventusHR is the Right Learning Partner for you





ProventusHR Client List

Sectoral Presence

AUTOMOTIVE	CONSULTING	FMCG	GOVERNMENT	INFOTECH	OIL & GAS	BFSI
EDUCATION	GLOBAL SCM	HEALTH/PHARMA	ITES/KPO	MANUFACTURING	QSR / FOOD	TRAVEL

Automotive

Daimler
Hyundai
Mahindra & Mahindra
Renault
Tata Motors

Consulting

Ernst & Young
KPMG
Netrika
Tata Consulting Engineers

FMCG & Consumer Products

Crompton Ltd.
Godrej Consumer Products
Procter & Gamble
Philips
Unilever

Government of India

Indian Navy
Indian Army
National Academy of Direct Taxes (IRS Officer Trainees)

Information Technology

Infosys
LanXess
Mindtree
Tata Consultancy Services

Not for Profit

The Energy & Resources Institute

Oil and Gas

Bharat Petroleum
Indian Oil Terminals Limited
TechnipFMC

Banking and Financial Services

Bank of Baroda
Bajaj Allianz
Barclays
BNP Paribas
Credit Suisse
Kotak Life Insurance
Liberty Videocon
MSCI

Education

Vishnu Group
VIBGYOR Schools

Global Supply Chain

All-Cargo
FedEx

Health and Pharmaceuticals

CIPLA
GlaxoSmithKline

ITES and Knowledge Services

Brady Corp
Here Technologies
Intelenet
Time Inc.

Manufacturing

International Papers
KEC Ltd
Saint-Gobain
Siemens

Quick Service Restaurants

Dominos
Dunkin Donuts

Travel and Hospitality

Indigo Hotels
Vistara

