



#Experiencelearning

**LIFE**

enriched

Work From Home

Learn From Home

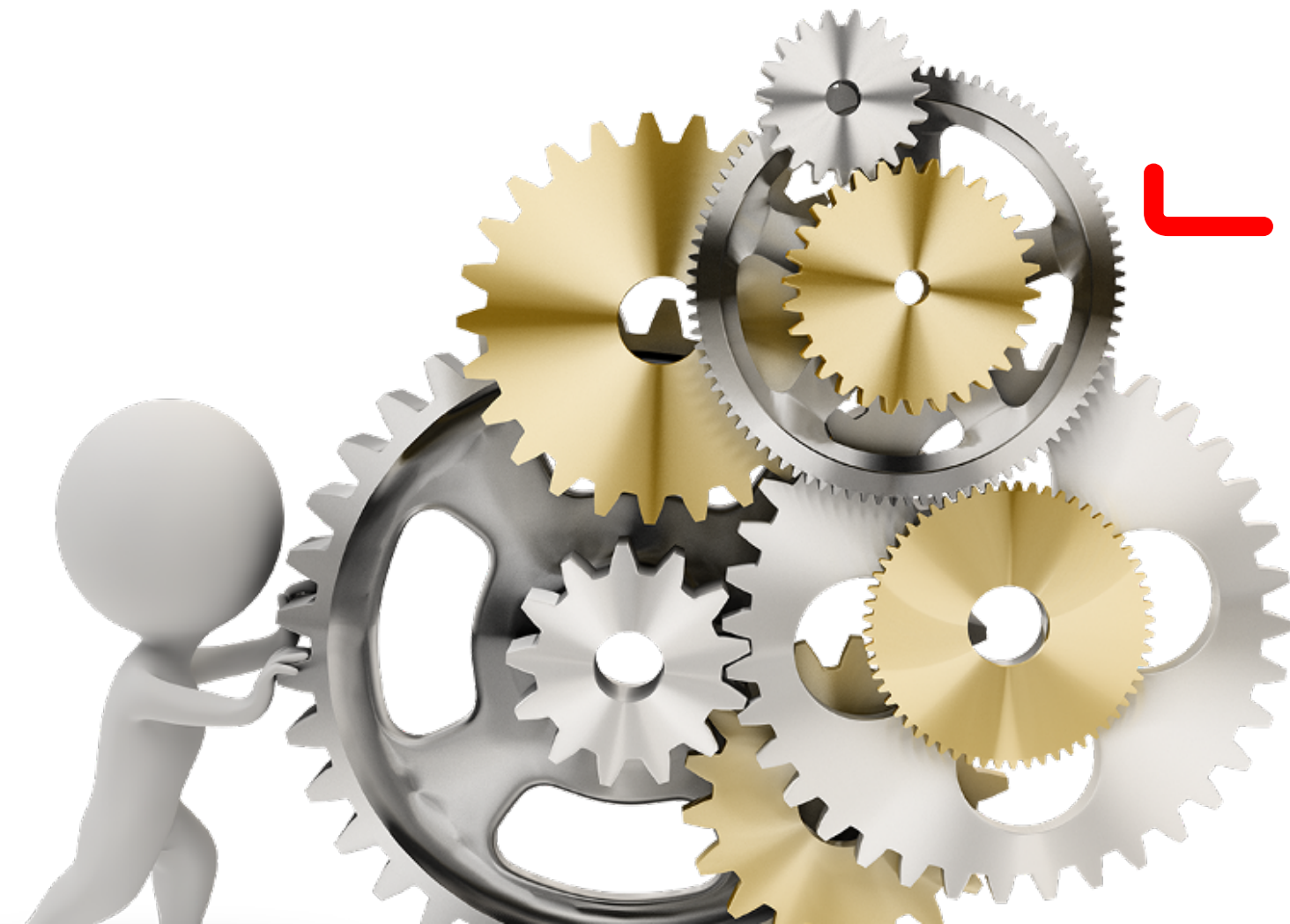
Live Interactive Facilitated Experience



# LEAP-VEP

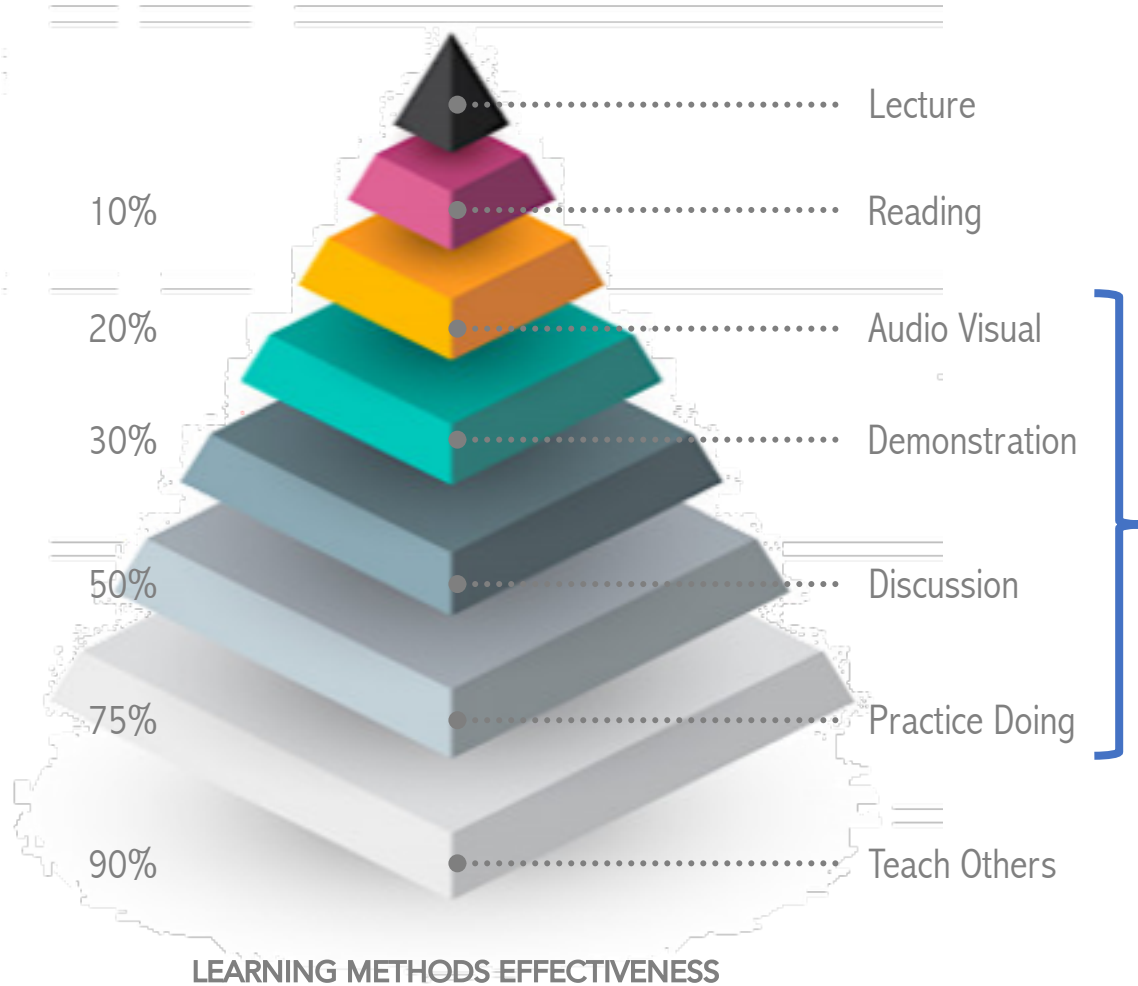
VIRTUAL EXCELLENCE PROGRAM

Leadership Excellence through Awareness and Practice





# Our Methodology



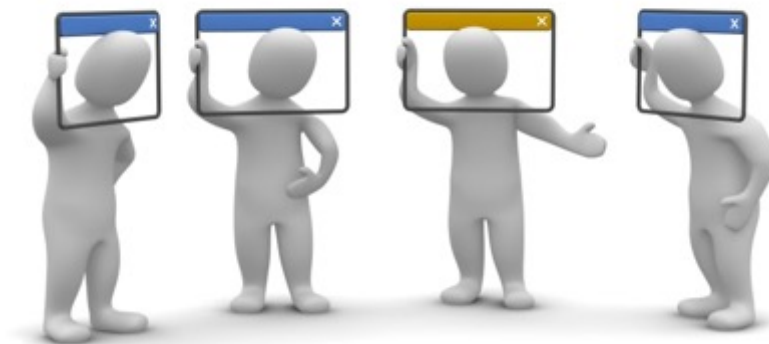
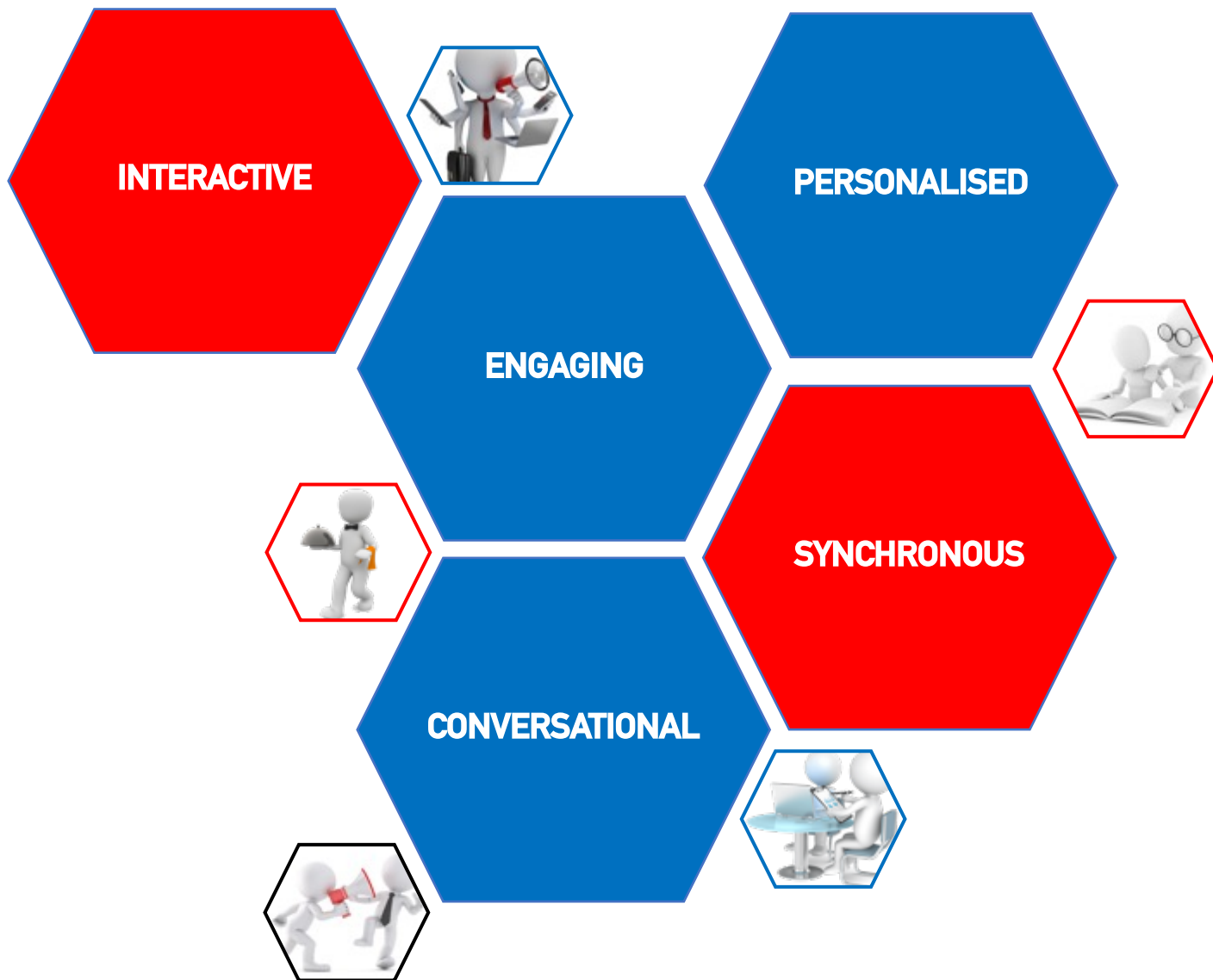
*We believe that people learn best through experiences, exploring, creating, connecting and interacting with the world and each other, not through sitting and looking at slides!*

*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**



*“A Leader is one who knows the way  
goes the way and  
shows the way”*



# LEAP-VEP

VIRTUAL EXCELLENCE PROGRAM

APPROACH NOTE



# LEAP – Virtual Excellence Program

**L**ive **I**nteractive **F**acilitated **E**xperience **LIFE**



**MANAGING  
SELF**



**MANAGING  
TEAM**



**MANAGING  
CUSTOMER**



**VIRTUALLY  
AGILE  
LEADER**



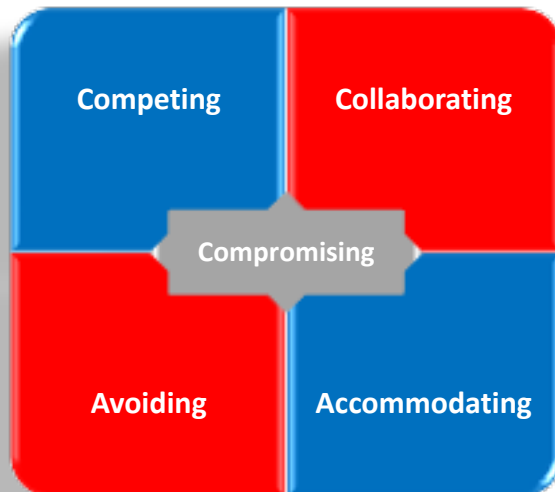
# LEAP – Virtual Excellence Program– I lead mySELF

**L**ive **I**nteractive **F**acilitated **E**xperience **LIFE**

## Pre-Work

TKI Conflict Mode \*  
Self Assessment

\* Purpose of TKI Conflict Mode  
Participants to self identify their own Conflict Management Styles



## The Drama Triangle

Victim, Villain & Heroes

Self Worth & Masks we wear  
 Ideal Self – Self Worth  
 Clarity of Purpose  
 Victims Villains & Heroes  
 Escaping the Drama Triangle  
 The Empowerment Dynamic  
 Group Work on Ideal Self



## L3 - OUTCOMES

Personal/Career Accountability  
 Clarity of Purpose & Focus  
 Transition from DDT to TED

## Action Plan

REDUCE – INCREASE – STOP - EXCEL

## Speed Coaching

Review Progress & Hard Talk






**Pre-Work**  
 NASA Team Cohesion Inventory \*  
 360 Assessment

\* Purpose of NASA Team Cohesion Inventory  
 To measure team behaviors as they relate to cohesion

**Failure is not an option!**  
 Leadership in Crisis  
**LEADERSHIP | COMMITMENT | EXECUTION**

Create an effective team response  
 Dealing with adverse situations, resolutely  
 Clarity in communication, keeping up morale  
 Focus on Goals (BHAG) than on obstacles  
 Team that does not accept FAILURE



**L3 - OUTCOMES**

High Initiative  
 Ownership of Results  
 High on Motivation  
 Seamless Communication



**Action Plan**  
 REDUCE – INCREASE – STOP - EXCEL

**Speed Coaching**  
 Review Progress & Hard Talk





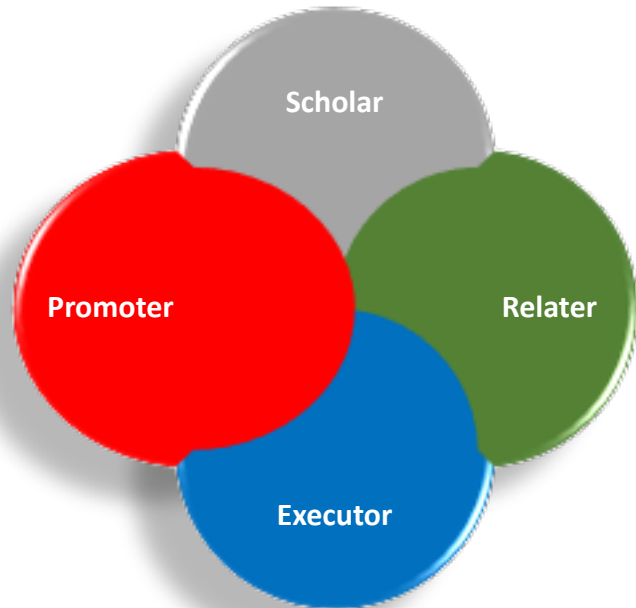
# LEAP – Virtual Excellence Program– I lead myCUSTOMER

## Pre-Work

**Social Styles Inventory \***  
Self Assessment

### \* Purpose of SSI

Participants to identify their preferred personal styles of communication and relationships



## Customer Centricity

Customer is God

Understand Stakeholders (Interest-Intimacy Matrix)  
 Trustworthiness Index  
 Understanding Social Styles  
 The Science of Persuasion  
 Socialization of Influence  
 Psychology of Auto-Suggestion  
 Art of percipient Communication

SIMULATION

## Action Plan

REDUCE – INCREASE – STOP - EXCEL

## Speed Coaching

Review Progress & Hard Talk

## L3 - OUTCOMES

Clarity in Stakeholder (SH) Mapping  
 Tactical SH Interactions  
 Enhanced REQ - Team/SH  
 (\*Relationship Effectiveness Quotient)  
 Change Catalyst through Influence







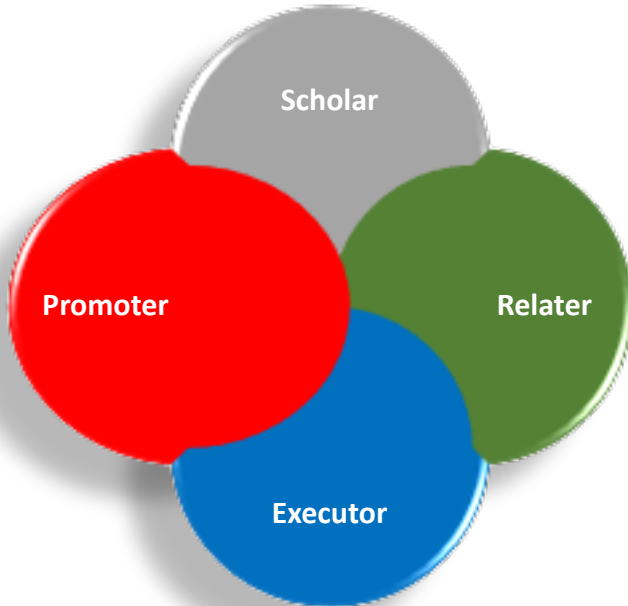
# LEAP – Virtual Excellence Program – Virtually Agile Leader

## Pre-Work

NASA Team Cohesion Inventory \*  
360 Assessment

\* Purpose of NASA Team Cohesion Inventory  
To measure team behaviors as they relate to cohesion

Comparison with First TCI, to ensure needle movement



## Agile Leadership

(Transformational - Empowering)

RECAP of all modules  
Stakeholders Motives/Needs  
Influence without Authority  
Peer Leadership - Being Mindful  
Collaboration Dynamics  
Driving Synergies  
Purposeful Inclusion  
Empowerment - 'Can Believe - Can Think - Can Say - Can Do'

SIMULATION

## Action Plan

REDUCE – INCREASE – STOP - EXCEL

## Speed Coaching

Review Progress & Hard Talk

## L3 - OUTCOMES

### LEADERSHIP COVENANT

- I Promise to do this for the Organisation
- I Promise to do this in my Team/Function
- I promise to do this for my own behaviours/communication





# The Leadership Mastery Journey – LEAP VEP

**L**ive **I**nteractive **F**acilitated **E**xperience **LIFE**





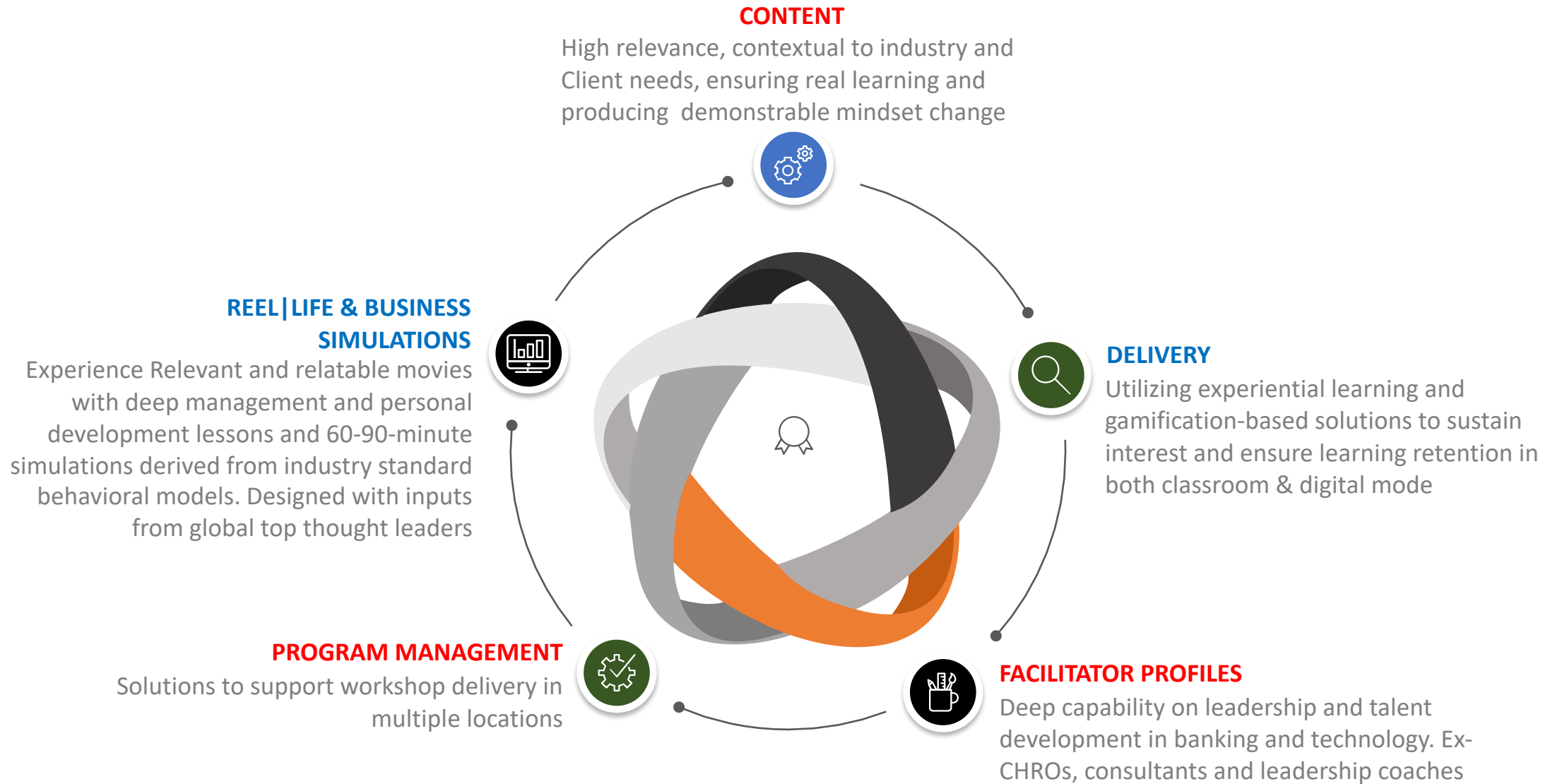
# Our Credentials



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"><li>• Assessments</li><li>• Development</li><li>• Engagement</li><li>• Employee LifeCycle Management</li></ul>
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