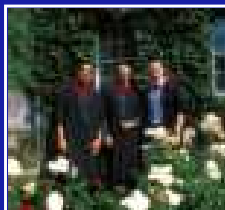


Resource Development International (India) P L

SNAPSHOTS OF SELECTIVE LEARNING & DEVELOPMENT ASSIGNMENTS





**LEARNING &
DEVELOPMENT**

**BUSINESS
ADVISORY**

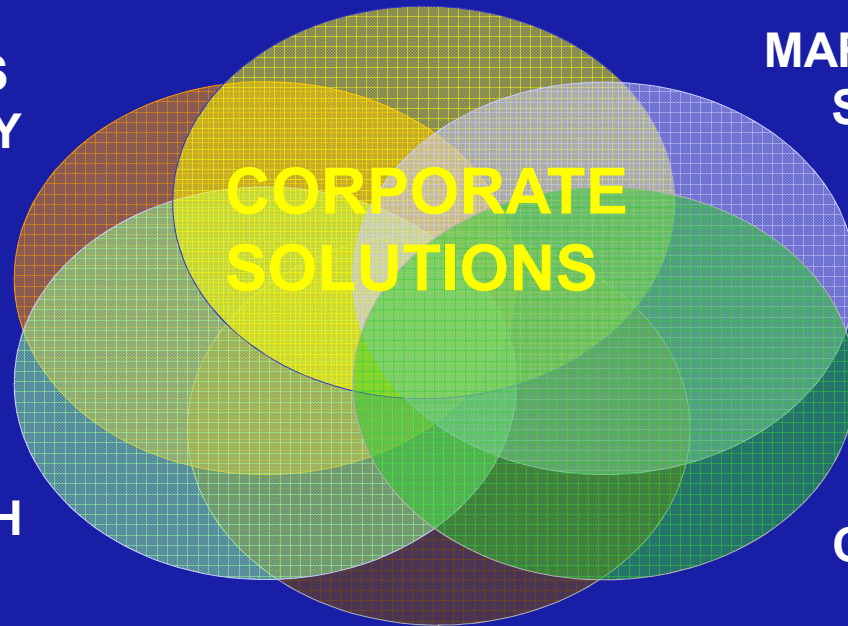
**MARKET ENTRY
STRATEGY**

**CORPORATE
SOLUTIONS**

**EXECUTIVE SEARCH
& RESOURCING**

**COACHING &
COUNSELLING**

**OUTSOURCED
SERVICES**



RDI Services

Corporate & HR Services

Business Advisory & OD

Learning & Development

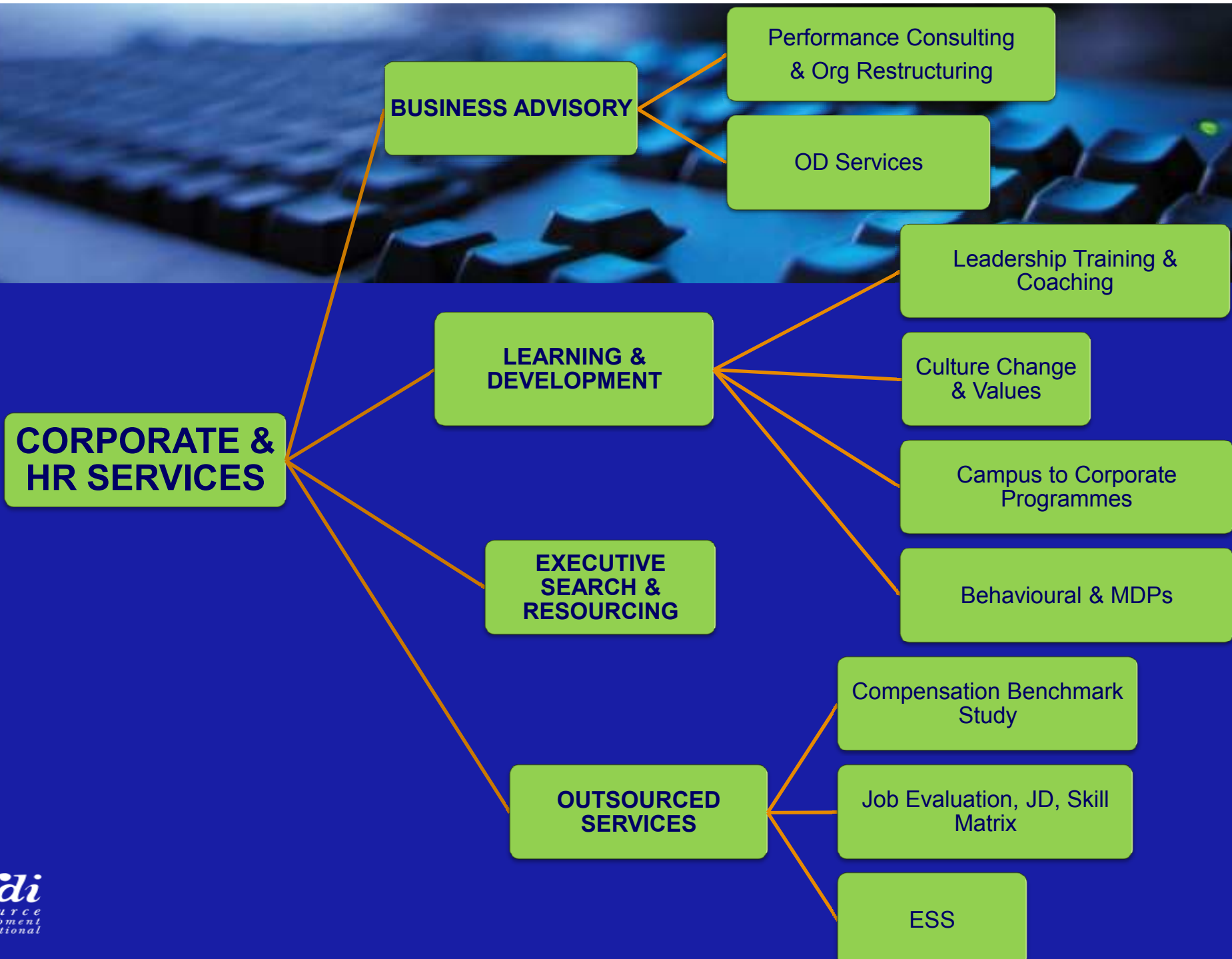
Exec Search & Resourcing

Outsourced Services

Market Access & Business Consulting

Technical Consulting

General Management Consulting



MAIN L&D CLUSTERS

1. Leadership Training & Coaching

2. Culture change & values inculcation

3. Campus to Corporate

4. Behavioural & MDPs



1A Executive Coaching for Leadership Excellence at 3i Infotech

- Christened as *'Leaders of the Future Program'*
- It involved identifying and working on improving key leadership behaviours for select participants
- through structured assessments and group as well 1to1 coaching sessions.



1B Executive Coaching for Leadership Excellence at Elcome Technologies

- For the senior management team (average span of 10-15 years in the org) operating from the Gurgaon and other key regions.
- In the wake of the company being acquired by a global industry leader & increasing competitiveness globally, it is critical for managers to evolve accordingly.
- To enhance personal effectiveness & leadership capability through structured assessments & group as well 1to1 coaching sessions.

1C Intervention aimed at improving **Employee Engagement & Reducing Attrition** at **Wipro BPO**

- Organization was facing issues of attrition and low employee engagement
- This intervention is one of the largest projects undertaken by RDI India and involved about **8 man-years** of effort.
- It is fetching Wipro some great results in the areas of **employee satisfaction, productivity, retention**, etc.
- This intervention uses a combination of tools ranging from
 - **process studies,**
 - **gap identification**
 - **training & development and**
 - **setting up a third party coaching & mentoring service.**
- The initiative not only helps developing required skills, aligning individual goals to organizational objectives but also helps the organization to proactively identify and act on areas of improvement.

2A

Design, development & delivery of programmes pertaining to **Change Management** at JK TYRES & INDUSTRIES

- Training Programmes designed to help JK in the change Management Process, in the wake of changed organization structure. Involved following programmes:
- Managerial Excellence
- Communication/ Presentation Skills
- Leadership Skills / Multi-skilling, proactivity

2B

Design & delivery of series of training workshops to cover all employees on **Corporate Etiquette at SMS Siemag**

- For creating a common culture of grace & polite social and interpersonal interaction

2C

METZELER AUTOMOTIVE PROFILES

- Design, delivery & development of Programmes for achieving zero defects

Involves following activities:

- Use of various assessment tools and providing them with Coaching & feedback
- Group sessions on 'Enhancing Supervisory Skills' and motivating them to achieve zero defects
- Enhancing Managerial Skills for mid level management

3

Designing & delivering series of 'Campus to Corporate' workshops at HMEL, JSPL

- 'Campus to Corporate' programme for new joiners on
- Interpersonal & Team Behaviour, Work Place Business Etiquette & Personal Effectiveness
- Covering various batches of new employees (management trainees, engineer trainees, diploma trainees) joining the company

4

Behavioural & MDPs

At ORIENTAL INSURANCE

- Oriental wanted to infuse management skills in the wake of increased competition in the insurance sector.

Involved following activities:

- Yearly Training Calendar for mid & senior level
- Management Development Programmes like :
 - Management Overview
 - Self Awareness
 - Orientation for Direct / New Recruits
 - Emotional Intelligence
 - Communication skills
 - Time Management
 - Stress Management

4

Other MDPs

CLIENT	MODULE(S)
NTPC	1. EMOTIONAL INTELLIGENCE / (2) HR FOR LINE MANAGERS (3) FOUNDATION COURSE IN GENERAL MANAGEMENT (4) GOOD LIVING
1.CHAMBAL FERTILISERS 2.ALSTOM 3.VODAFONE	• BUSINESS COMMUNICATION AND INTERPERSONAL SKILL
GAIL LTD	1. INNOVATION & CREATIVITY 2. ATTITUDE FOR ALTITUDE
MARUTI SUZUKI	• GOOD TO GREAT PERFORMANCE

THOMSON PRESS	BUSINESS COMMUNICATION AND PRESENTATION SKILL
FLEXTRONICS	1. TIME MANAGEMENT 2. INTERPERSONAL SKILL 3.SELF AWARENESS
MKM GP, RISHNA MARUTI, etc.	FOR LEADERSHIP TRAINING, TEAM BUILDING, BREAKING THE BARRIER, FACING ONE'S FEAR, ETC.

SOME MORE NEEDBASED MODULES

1. INNOVATION & CREATIVITY FOR COMPETITIVE EDGE
2. MANAGING STRESS FOR HEALTH, RENEWAL & GROWTH
3. POSITIVE ATTITUDE AND MOTIVATION
4. COACHING & COUNSELLING SKILLS
5. EMOTIONAL INTELLIGENCE AT WORK
6. NEGOTIATING FOR WIN-WIN OUTCOME
7. WORK LIFE BALANCE
8. HR FOR LINE MANAGERS
9. LATERAL THINKING
10. DRIVE 4 RESULT & EXCELLENCE
11. GOAL-SETTING
12. HOW TO INVOLVE & INFLUENCE YOUR SUBORDINATES
13. MENTORING SKILL
14. HOW TO DESIGN & DELIVER EFFECTIVE PRESENTATIONS
15. HOW TO LEAD & CONDUCT MEETINGS
16. PLANNING, ORGANISING & CONTROL

INPUTS FOR BUILDING SENSITISATION, SKILLS & WILLINGNESS...

1. GROUP WORKSHOPS
2. ONE-TO-ONE SESSIONS
3. ASSIGNMENTS
4. ASSESSMENTS & TESTS
5. MENTORING MECHANISM
6. TRIPARTITE LEARNING AGREEMENT
7. LEARNING GROUP

Behavioural Training & Leadership Coaching



- **Attitude, Knowledge & Leadership skill building**
- **Building Pre & Post Training Climate**
- **Training Modules leading to Certification & Accreditation**
- **Behavioural Assessment & Psychometric Test**
- **Motivational & Performance Coaching**
- **Talent Pool identification & develop roadmap for fast track career growth**



INDUSTRY ADVANTAGE

- Global Training Material
- Continuity of Training Efforts
- Top of the line Resource Pool
- Cost and Resource advantage
- Macro and micro orientation of Training Process
- One stop shop for Management Training Solutions



THANK YOU!

