



ESP for



“We cannot be mere consumers of good governance, we must be participants; we must be co-creators”.

- Rohini Nilekani

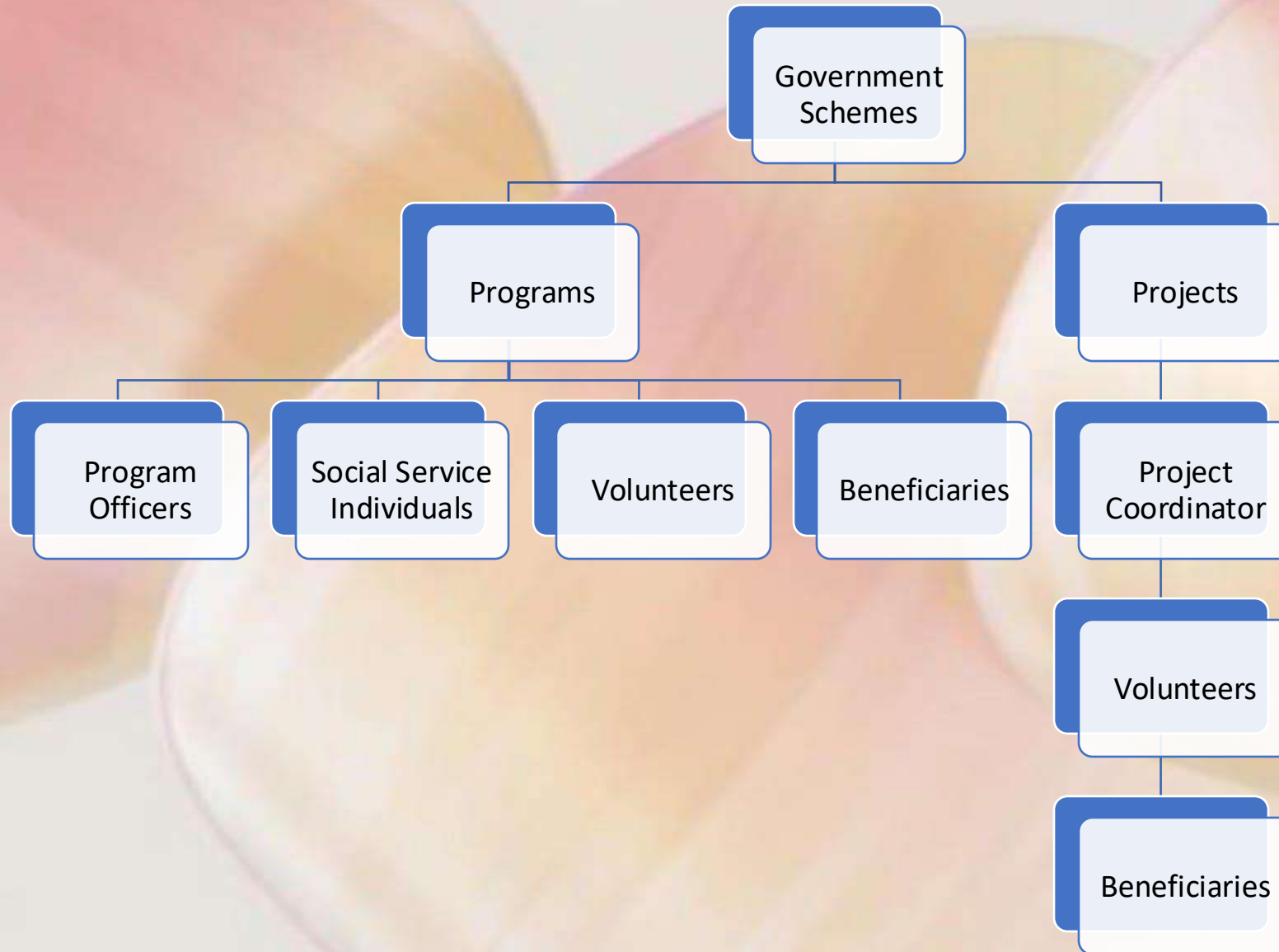
Here we are to do our part in being **Co-Creators**.

ESP Learning Solutions

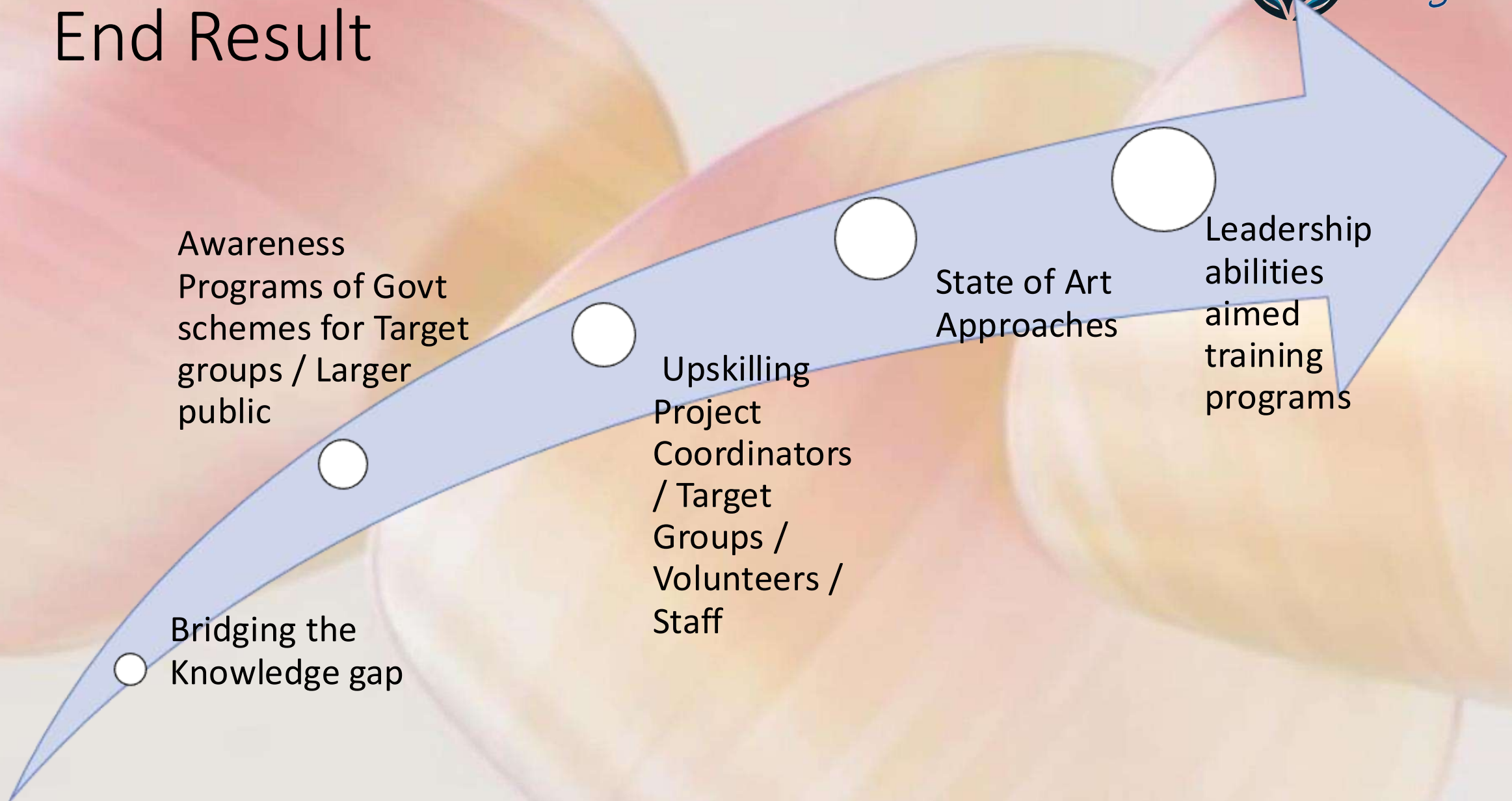
- ESP Government sector oriented learning solutions (**viz Central level governance, State level governance, Block level governance**) reaches out to all aspects of the Government forms.
- Role of Government is to enact laws which are good to the citizens as per constitutional guidelines.
- Enactment and implementation of the laws through its bureaucrats.
- All the implementation and governance happens predominantly in two modules. It is:
 - a set of ongoing programs as well as
 - projects with a clear cut deadlines / timelines

- ESP Pitches in **programs and projects domain**. In most of the projects and programs, typically Government needs an external help to bring in the desired result as follows
 - A) The desired results are creating awareness among masses. Our learning solutions shall support the Government in its awareness campaigns.
 - B) ensuring the change reaches the last line of the citizen.
 - C) Compliances of various socio economic and cultural aspects among citizens
 - D) Empowerment oriented learning interventions (Ex: marginalized people, focus group like Women Empowerment, etc)

Our Learning Offerings to reach

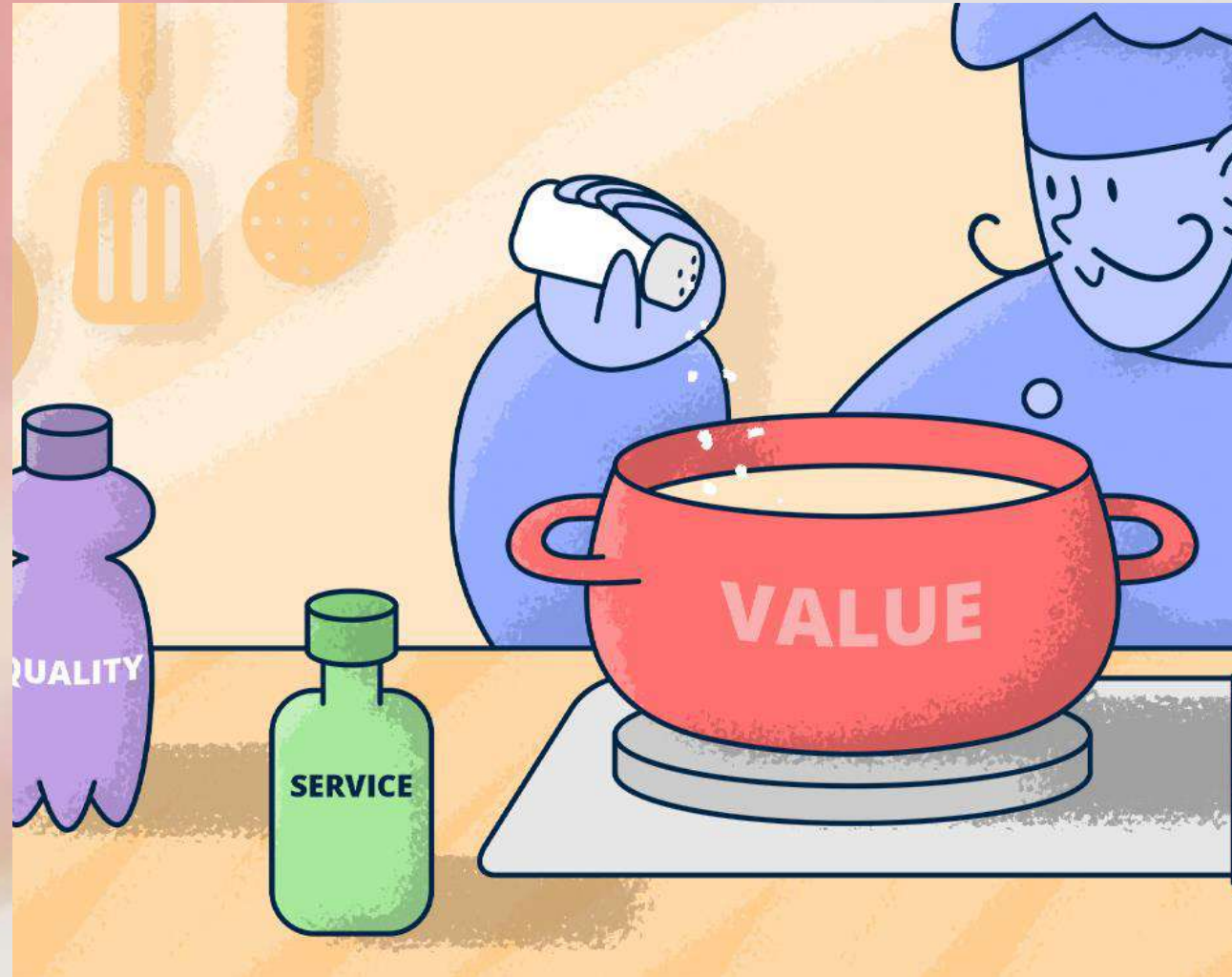


End Result



We will enable our bureaucrat learners to

- Enable people to participate in Nation building activities
- Identify strategies to Move people from employee to employer
- Instilling patriotism among upcoming generations.
- ***My Country; My Development; My Growth concept***
- Reaching unreachable and bringing them to the mainstream of the nation
- Our facilitating learning solutions will be provided by ESP.



How do we add value to your Organization?

Why us?

- ✓ Bite sized learning capsules
- ✓ Shorter delivery timelines
- ✓ Suitable for Government Organizations including Panchayats
- ✓ Agile methodology
- ✓ Cost effective



Our Service Offerings



Ready To Train (RTT)



Customized Training Design and Delivery

Ready To Train Modules (RTT)

Short notice Programs

Standard modules

Synchronous and
Asynchronous learning model

Customized Training Design and Development

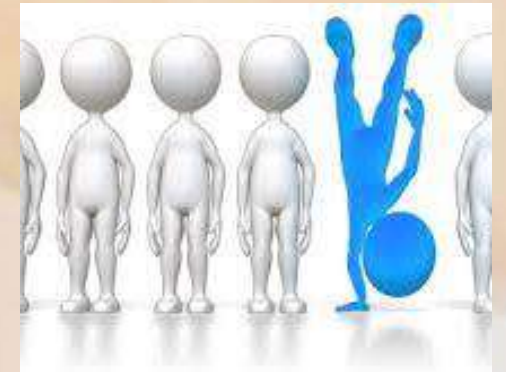
Customized Programs

Flexi schedules

Stake holders involvement while creating modules

How are we Different?

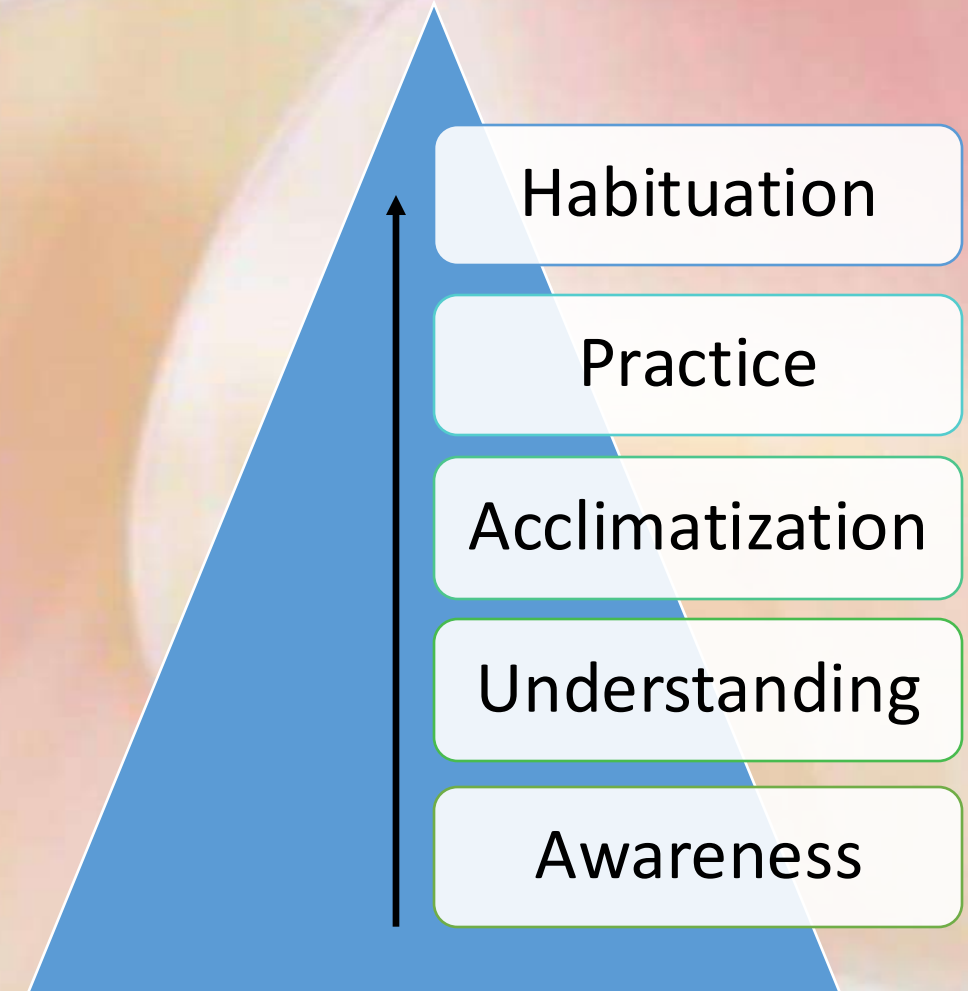
- ✓ Working experience with Training Government Officials
- ✓ Panel of experts with strong technical and functional expertise
- ✓ Complementing with regional language for reaching out to the participants



Our Model with our Learners:

We, at ESPeople focus on People Developmental Learning (PDL) approach. It is centered on enhancing the capabilities of individuals across the organization.

This approach promotes personal growth, effective team collaboration, and alignment of individual strengths with organizational objectives.



Ready To Train



Ready To Train (RTT)

- Our Ready To Train (RTT) is an accelerated approach designed for fast and impactful learning.
- RTT immerses participants in real-world examples and activity-based learning.
- Through interactive problem-solving, puzzles, and real-life scenarios, RTT ensures that learning is quick, relevant, and immediately applicable.
- By engaging participants in dynamic, hands-on experiences, RTT delivers results that employees can put into action right away.



Key Benefits

- ✓ **Speed:** Provides focused, high-impact learning in a condensed timeframe.
- ✓ **Engagement:** Uses practical activities to increase knowledge retention.
- ✓ **Immediate Application:** Equips participants with skills that are immediately usable on the job.



Our Signature RTT Programs

- Decision making
- Governance
- Crisis management
- Delegation skills
- Problem solving
- Inspirational leadership
- POSH
- Agility and innovation



Customised Training Design and Delivery (CTDD)



- Customized training is a type of training that is created to meet your organization's specific needs and goals. It involves analyzing, designing, enhancing, and implementing trainings that are unique to an organization's needs and goals at maximum impact and value.
- Besides RTT, Institutions may face some unique issues which may require tailor-made modules designed & developed for their unique & specific needs. Our learning experts would **understand your unique learning requirements.**
- **We acknowledge the distinctiveness it has and its criticality to your Organization.** We study your unique needs, design, develop, implement & fully deliver customized learning solutions appropriate to your organization.
- **Our expertise lies in working with your team and to work for your team's optimal performance through training.** Our competent training needs assessment team will initiate a study to ascertain your apt needs. For that study we will interact with your appropriate stake holders and come with a road map to design, develop & deliver learning solutions with start to end clarity.

Our approach and process



Our Detailed CTDD Process

- Audit & Discover training needs
- Dialogue & Consult for training road map
- Customize learning goals, outcomes & design, develop learning solutions
- Testing & Review for effective implementation
- Launch Learning
- Feedback for further development



Benefits of CTDD

Designing and delivering innovative, interactive training that actively engages the learner on content relevant to the organization's needs is the overall goal.

For volunteers and social work professionals alike, customized training has many benefits. One particular benefit is the increase in productivity.

Productivity is driven when the team learn new skills that they can immediately apply on the job.

Studies show when companies invest in learning and development, employees feel needed, challenged, and appreciated, which correlates to higher retention rates.

With increased knowledge from training, Organizations often notes that

- 1) Project Directors / Program Directors are able to lead more effectively
- 2) Staff are better equipped to communicate effectively
- 3) Staff morale increases.



R Muralidharan
Founder and Trainer-in-Chief
ESPeople Training Smiths
Regd Office: 55/S2, 1st Main Road,
Venkataraman Nagar, Chromepet
Chennai – 600044
Tamil Nadu, INDIA
Phone: +91-9962006364
link2rmd@gmail.com
www.espeople.in