



ESPeople
TrainingSmiths

ESPeople for Non Profit

Making a difference to the society's change maker



We understand you

- A non profit originally starts with the great dream of selfless (without any profit motive) service to people in the segment they wish to.
- A founder or a group of founding promoters originate that great service vision to serve the people. As the time passes, after the establishment of the non profit, due to various challenges, fund chasing issues, focus of programs and projects, compliance from the Government and the stakeholders change of mind in directions etc, all such factors makes the non profit to derail from the original vision and mission.

We understand your team & organization's learning needs

- For such non profit, our ESP learning solutions is a path breaker.
- Majority of non profit NGOs works in community. They get aligned to the volunteers from that location. Unlike a Corporate, they don't have the bandwidth or funds to select employees with a particular set of competencies.

- The volunteers are experts in giving service with a great intent working for the cause. However, there may be gap of knowledge, skill and expertise .
- Our ESP non profit provides required training to make those great service oriented people to become great delivery oriented persons.
- By way of providing such useful and valuable learning solutions to the non profit sector, the non profit organization will easily at its comfort level can achieve their milestones in the various projects, programs and implement in the community.

- There are certain programs non profit should provide to their team members which is mostly called “Certified programs”.
- The funding agencies may expect the non profit organizations to work on certain methodologies and certain processes. In order to get needed funding from the patron organizations, the non profit have to institute certain methodologies and processes towards serving the people. There, ESP non profit learning solutions provide such compliance oriented training programs which would quickly transform the existing team to the expectation of the major funding organization.



**How do we add value to your
Organization?**

Why us?

- ✓ Bite sized learning capsules
- ✓ Shorter delivery timelines
- ✓ Suitable for SMEs
- ✓ 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?

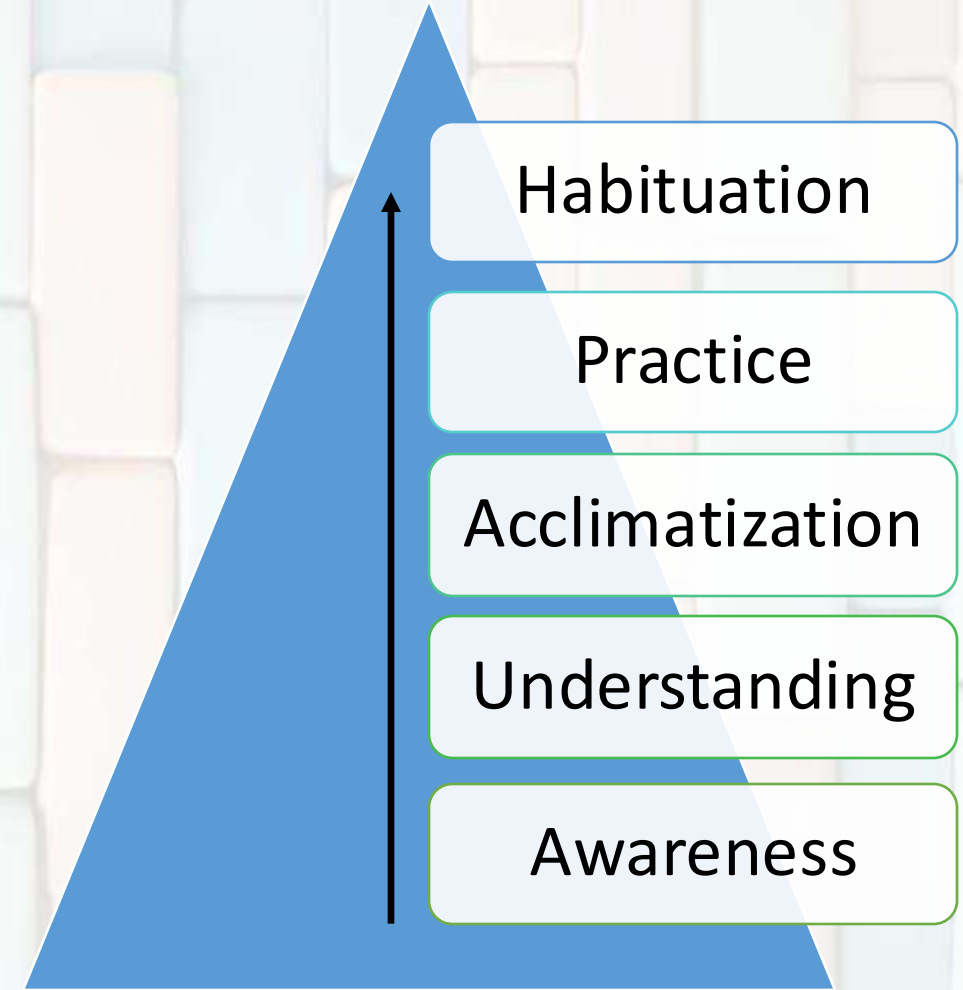
- ✓ International working experience
- ✓ Panel of experts with strong technical and functional expertise
- ✓ Complementing with regional language for reaching out to the participants



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

- Documentation & Report Writing
- Managing volunteers
- Handling conflicts
- Reporting to Board
- Essential Finance for Non Profit Organizations
- Laws around operating Non Profit Organizations
- Budding leaders' program
- Risk management
- Fund raising planning and operations
- Gaining community acceptance
- Strategic goals setting for growth
- Analytics and metrics



Customised Training Design and Delivery (CTDD)

- Customized training is a type of training that is created to meet your organization's specific business 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 business.** 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 are able to lead more effectively
- 2) Staff / volunteers are better equipped to communicate effectively
- 3) Staff / Volunteers morale increases.



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