



**ESPeople**  
*TrainingSmiths*

# ESPeople For Business

One Stop for all your Training needs



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# How do we add value to your business?

# 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



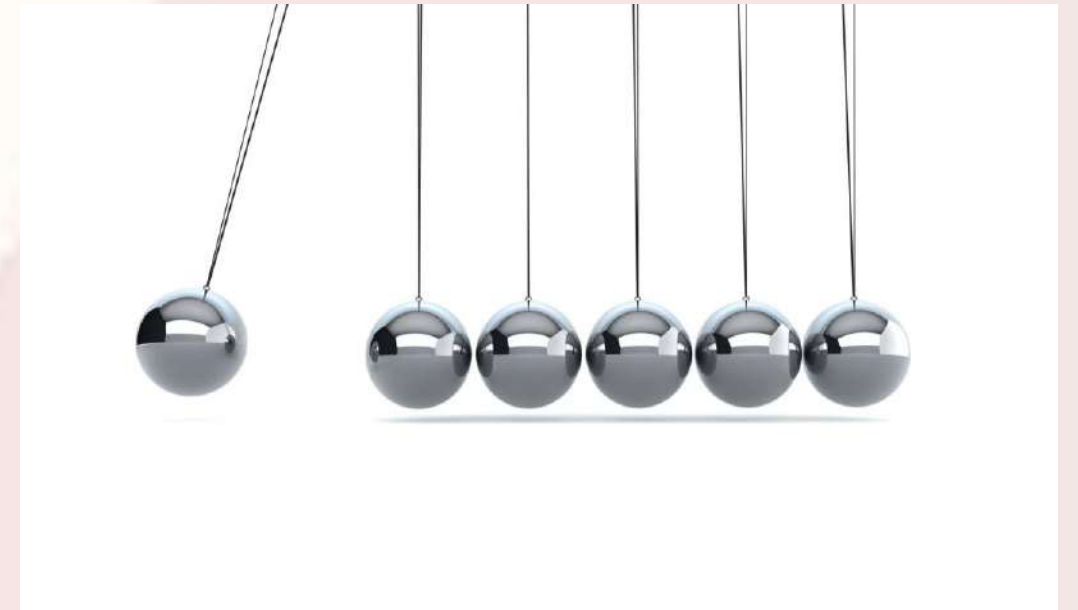
# Customized Training Design and Development

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**



# 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.





# Few of our programs but not limited to the listed ones:



High Performing  
Team Behaviour

Managers are  
made

Intra / Inter Personal  
relationship

Execution  
Excellence for results

Processes and  
practices based  
culture optimising  
results

Infusing  
Creativity &  
Innovation  
Culture

Hiring the best team  
for your vision and  
mission

Managing change,  
Instability, Diversity  
and adversity in  
Business

Igniting Innovation  
and creativity in  
workplace

Internal Customer  
Practices



# Customized Training Design and Delivery



# 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.



# 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 employees and companies alike, customized training has many benefits. One particular benefit is the increase in productivity.

Productivity is driven when the employees 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, employers often notes that

- 1) Managers are able to lead more effectively
- 2) Staff are better equipped to communicate effectively
- 3) Company morale increases.

# Our approach and process



Analyze



Design



Develop



Implement

**In an Agile Way**

# 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







**ESPeople**  
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