

## Perceptive Learning Consultants

When you change the way you look at things, the things you look at, CHANGE.

- Wayne Dyer

Perceptive Learning Consultants is an 'Organizational Capability Building' start up, founded by professionals with rich corporate experience in the areas of learning, talent management and Organizational development. The team is committed to designing and delivering sustainable learning solutions, cutting across various levels of the organization.

We strongly believe that the greatest challenge with today's executives is not the lack of knowledge, concepts or the resources, but the sensitivity to see things in its true perspectives. Hence, our endeavor is to harness their astute ability to see the big picture, explore various dimensions and optimize their inherent capability for achieving greater results.

Our Globally certified experts are equally adept in facilitating customized training solutions for front end executives (both Blue and White collared), managerial staff and for leadership levels. Proficiency in various psychometric tools and the prudent use of assessment questionnaires / evaluation tools adds to the impact of their training effectiveness. Being certified executive coaches themselves, skillful use of NLP techniques, precision questioning, inquiry for intent and potential are inbuilt into our feedback sessions and personal dialogues.

"By choosing your thoughts and by selecting which emotional currents ... you will reinforce, you determine the effects that you will have upon others and the nature of the experiences of your life"

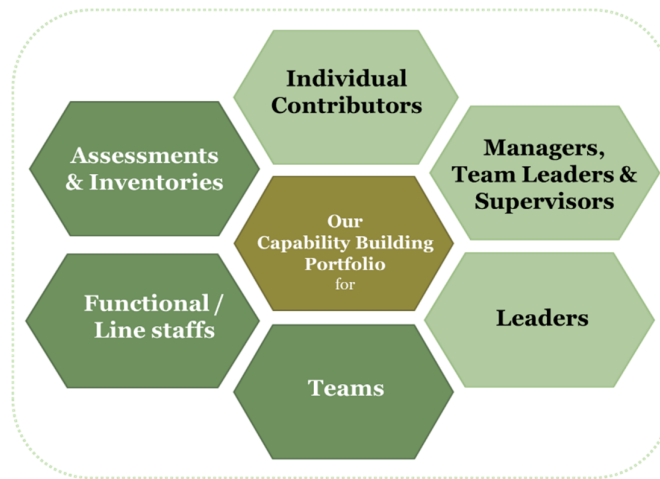
– Gary Zukav

As professionals, with hands on experience from the corporate, we believe in building Client Value Proposition through our customized solution and right pricing strategy.

All great things have a modest beginning, and we reach out for your patronage of what appears to be **a great beginning of Growing Together.**

### Team Perceptive

## Our Solutions Portfolio:



### For Individual Contributors:

- Induction to the Corporate world
- Campus to Corporate
- Advanced Communication skills
- Time management
- Stress management
- Customer Centricity
- High Impact Presentation skills
- Etiquettes in Communication – *(Telephonic, e-mail, Board room presentations, virtual settings etc)*
- Negotiation skills
- Working in Teams
- Understanding self and others
- Work Life Balance
- Managing stage fear
- Making effective presentations
- Personal etiquettes
- Managing Self
- Business etiquettes
- My style, my presence
- Building Self confidence
- My Values, my direction
- Enhancing Trustworthiness
- Emotional Intelligence
- Principle centered living
- Dealing with Difficult People
- Effective Delegation
- Improving Performance through understanding personality type
- Personal Branding and Executive Presence
- Business Writing Skills
- Communicating with Respect
- Working Cross Culturally
- Being Assertive
- Seven Habits of Highly effective people *(Dr. Steven Covey)*
- Purposeful Living
- Self-Assessment *(Behavior, Motivators, Values, Belief, Perceptions etc.)*
- My Passion, My Career
- Adventures in Attitude

## For Managers / Team Leaders / Supervisors:

### Managers:

- First Time Manager
- Managerial Transition
- Managing others
- Coaching and Mentoring
- Performance management
- Effective delegation
- Building motivated teams
- Professional Consulting skills
- Value Proposition
- Managing difficult stake holders
- Building Customer centricity in teams
- Achieving results through people
- Building highly committed teams
- Finance For Non-Financial Professionals
- Problem Solving & Creative Thinking
- Project Management
- GROWing Together (*building committed & competent teams*)
- Team Motivation
- Leading Change
- Leading Self
- Difficult Conversations
- Excellence In Execution (*4 D's of Execution by Ram Charan*)
- Crucial Dialogues – *when stakes are high*
- Team assessment
- Feedback skills
- Accelerated Implementation Methodology (*Change management*)



### Team Leaders and Supervisors

- Effective supervisory skills
- Building high performance teams
- Managing team dynamics
- Effective team building
- Building collaborative team for success
- Dealing with Difficult team members
- Effective Delegation
- Improving Relationship & Performance through understanding personality types
- Conflict Management

### Leadership Teams:



### Team Interventions:



#### For Leaders:

- Situational Leadership (*Ken Blanchard / Paul Hersey's models*)
- Coaching Skills for Leaders
- Executive Coaching
- Effective Mentoring
- Influencing and Persuasion
- Leadership - Vision and Mission
- Leadership - Business Results
- Performance Leadership
- Leading with Emotional Intelligence
- Transformational Leadership
- Courageous Leadership
- Building Collaborative Teams
- Leading Change

#### Team Interventions

- Building high performance teams
- Managing team dynamics
- Effective team building
- Building collaborative team for success
- Collaboration for results
- Nurturing Trust
- Belbin team works
- Five dysfunctions of a team
- Team building through simulations
- Healthy Confrontations

## **Function / Domain Related:**

### **Sales:**

- Professional Selling Skills
- Consultative Selling skills
- Key accounts management
- Advanced Negotiation skills
- Value based selling
- Objections handling
- Market Movers
- Effective Sales presentation

### **Customer Service:**

- Customer centricity
- Building customer relationships
- Creating Customers for life
- Handling difficult customers

### **Line Functions**

- Finance for Non-finance
- Project Management
- Process Engineering
- Work Force Planning
- Effective Performance dialoguing
- Agile Methodology
- Scrum Master / Scrum Coach
- Quality Management
- Information systems
- Project Risk Management
- Business Analysis



### **Human Resources:**

- Competency Based interviewing skills
- Behavioural event interviewing
- Flawless Consulting
- Performance Dialoguing
- Driving Change
- Dealing with difficult employees
- Train the Trainer
- Developing Individual Development plans
- Competency mapping & Competency gaps
- Competency Assessment
- Organizational Need Identification
- Training ROI / Effectiveness (Return on Investment, Jack Phillips Model)
- Work Force Planning
- Facilitation skills
- Instructional Design (Content Development)
- 3E's of Capability development

### **Assessments & Inventories:**

#### **Assessments:**

- Leadership Versatility Index (LVI)
- Behaviour Analysis (DISC, MBTI, HBDI, PAPI, 16PF, Thomas profiling, OPQ)
- Personal Interests, Attitudes and Values (PIAV)
- Thinking Pattern Profile analysis (Axiometry)
- Team Profiling (Belbin)
- 360 Degree assessment
- Talent Inventory (Competencies assessment)
- Leadership styles (Sit Lead)
- Trimetrix



#### **Note:**

- All our consultants come with over 20 years corporate experience
- Have experience at both Strategic and operational levels – L&D, Talent Management & Organizational Development.
- Have exposures from varied industries (Pharmaceuticals, FMCG, Consumer electronics, Manufacturing, IT & ITES, Retail & Defence)
- Have handled multi-cultural teams and senior stake holders (Business leaders and functional heads)
- Put together this team has over 45 global certifications.
- Based out of different cities (Bangalore, Mumbai, Delhi)