

# Competence Curve

## *Value Builders Network Agreement*

### **Working on *Together***



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Date: 15th-September-2016

# Contents

|  |           |
|--|-----------|
| Introduction and Purpose of the Document.....                                    | 3         |
| COMPETENCE CURVE Intention for this Document.....                                | 3         |
| <b>Collaboration Agreement .....</b>   | <b>4</b>  |
| A Blueprint of WE Collaboration Document .....                                   | 4         |
| The Story of COMPETENCE CURVE driven by “Joy of Sharing” & Enabling Growth ..... | 5         |
| 1. The Story of ME/WE.....   | 8         |
| 2. Interaction Styles .....  | 8         |
| 3. Expectations.....   | 9         |
| <b>Task Agreement.....</b>   | <b>10</b> |
| Requirements for a Trainer Partnership .....                                     | 10        |
| Prerequisites – HOW to become a Trainer .....                                    | 10        |
| <b>Basic Agreement.....</b>  | <b>11</b> |
| Payments.....  | 11        |
| Intellectual Property .....  | 11        |
| Defending Intellectual Property.....   | 11        |
| Confidential Information .....   | 12        |
| Training Material Ownership .....  | 12        |
| Branding .....   | 13        |
| Terminating the Agreement .....  | 13        |
| How we will address change.....  | 13        |
| <b>Financial Agreement .....</b>   | <b>15</b> |

# Introduction and Purpose of the Document

A vital part of Competence Curve's long-term ambition is to impact 1 Million lives. We recognize that this is big work will not be accomplished by one organization.

As the intention of this document is to serve as a first step in growing healthy and sustainable relationship between you, as a Partner and Competence Curve. As we travel further on this journey together, we will continuously clarify and update this document at agreed intervals.

## COMPETENCE CURVE Intention for this Document

We have created this document as a way to be more explicit about our intention to collaborate with and support like-minded organizations and individuals, and as a living document in which we invite you to express your intentions for our partnership.

We have chosen to work together because of our closely aligned values and mission. The intention of this document is to create a shared understanding of what is important to your organization and COMPETENCE CURVE, and to identify our mutual aspirations and obligations for working together.

We at COMPETENCE CURVE believe in cultivating and maintaining relationships. We seek to be trustworthy and to create high levels of trust. We believe in treating one another with care. It is our intention that this document will benefit both of us in creating and maintaining such a relationship, which will enable us to deliver our shared vision.

We want to develop a clear understanding with you about what we mean by Value Builder Agreement.

When we use the term "Value Builder", we are recognizing our interdependence and independence.

Our relationship is that of collaborators, working together to achieve our missions in the world.

We wish to deepen our relationship to achieve our missions. The relationships can help us work more closely while keeping our businesses independent. The purpose of each section of this document is to help us create a good base for us to work together and share our missions.

### **Guide Note:**

*As you read the document you will find sections that, we have shared our views and spaces for you to add yours. The blue boxes are where we would like you to write your contribution and we would like you to share this with us before we meet to co-create the details of our relationship. That way, we can learn about your needs and consider how we might meet them before we get together to agree our Value Builder Agreement.*

*You will also notice there are areas marked "**Specific comments/agreements:**" These areas are where we will add any particulars of our agreement that we co-create when we meet to discuss and sign our Value Builder Agreement.*

*We hope this process makes sense to you and encourage you to ask if we can clarify it in any way.*

# 1. Collaboration Agreement

## Our vision for purposeful Collaboration



*Like a butterfly, reach out, cross-pollinate and spread the beauty of your work in the world. In addition, help new ideas and ambitions (flowers) to grow, develop and produce value, to free our full human potential in order to grow a more values driven and sustainable world.*

Our objective is to support each other in the mutual advancement of our objectives and our visions.

To create a graceful and mutually supportive relationship we have found that the Blueprint of WE tool is useful. We invite you to use this tool with us to deepen our working relationship.

## A Blueprint of WE Collaboration Document

We all agree that staying in a state of grace with one another is more important than keeping our relationship status quo. Creating this Document when we are in a great place with one another will change the nature of the relationship by building a foundation of knowledge and understanding that engages our creativity and intelligence at a far deeper level.

In the event that we encounter a rough spot along the way, this information and list of questions, written by us, is a way of ensuring we will have the difficult conversations that are sometimes needed, and come through them knowing we only have the best intentions for ourselves and this business. This living, breathing document will continually evolve as we grow and change.

It is important to us to build healthy relationships with you from the start. We do this by creating a Blueprint of WE Collaboration. The following is our half of that document and we invite you to write your half of these five Components:

## The Story of COMPETENCE CURVE driven by “Joy of Sharing” & Enabling Growth

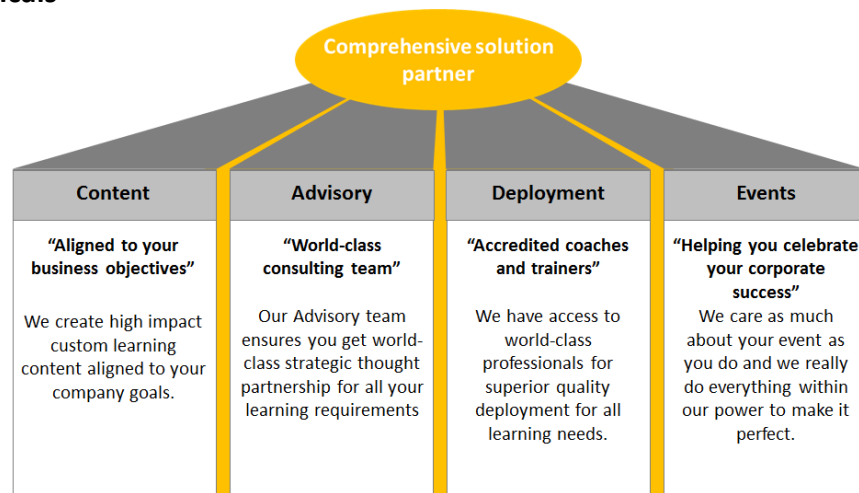
### Who we are

Our organization is full of people who are passionate about creating a better working world.

As a Value Builder, you are a close extension of the COMPETENCE CURVE Value Builders Network. Our Network include consultants, Trainers, Researchers and Coaches. We are very excited to be collaborating with you. Your gifts of sharing the knowledge of leading transformation, your experience and expertise as a living example of an change agent and your personal alignment with our shared vision and mission is what makes our relationship with you so very valuable. We firmly believe that, by collaborating with you, we are stronger and can go further together reaching our shared vision and mission.

Through sustained efforts of all our value builders, we will help individuals, teams, organizations realize their potential, and we will create a better working world.

### Competence Curve - What We Do The Four Verticals



### Global Network of Consultants

Our network is our lifeline. We may create the tools that help to foster organizational, personal or leadership transformation, but the network powers those tools. In essence, the COMPETENCE CURVE Network brings our mission and vision to life.

### Thought Leadership

We constantly strive to provide a variety of resources including books, articles, case studies, web seminars, conferences, and other events.

## Competence Curve

### **COMPETENCE CURVE'S INTENTION FOR THIS DOCUMENT:**

Through this document we intend to share what we intend to create together and outline the methodology for our collaborating. Our intention is to understand you, your expectations, interaction styles and hot bottoms. We also want to ensure we support each other in difficult moments and maintain a relationship that we both can value. We would also want you to understand us and our expectations and interaction style.

### **We would like to work with each other in the areas that:**

Creates value for all stakeholders – Value Builders, Clients and Employees

We are passionate and excited about

Contributes to building something larger

Helps us to all leave a legacy behind

Supports individuals, organizations and our nation reach its potential

Lends itself to create a better working world

## COMPETENCE CURVE's Vision, Mission, Values and Philosophy

| Competence Curve   |
|--|
| <p><b>OUR VISION:</b> To spread the joy of sharing and create the joy of learning to help individuals, teams and organizations to discover their potential and enable growth.</p> <p><b>OUR MISSION:</b> To support in building learning organizations.</p> <p><b>OUR VALUES:</b></p> <p>Speed</p> <p>Synergy</p> <p>Trust and Respect</p> <p>Outcome Focus Growth</p> <p>Raise the bar</p> <p><b>OUR PHILOSOPHY:</b></p> <p>We are committed to furthering and deepening the collective understanding of the evolution of human potential and performance. We are actively engaged in researching new ideas and openly collaborating with other trainers, coaches, researchers and consultants who share the same goals. We are committed to remaining specialized in the field of Content development, skill enhancement, joy of sharing sessions that change perspectives and cause personal &amp; organizational transformation. We are committed to increasing value to our clients by meeting or exceeding their requirements by living our core values and by continually improving all aspects of our business. We are committed to the development of future generations of leaders. We are dedicated to supporting leaders in creating a coaching culture and a culture based on values of the organization. We will go the extra mile to build trust with all our stakeholders. We will invest in furthering our understanding of human performance, leadership and culture.</p> <p>We will actively support individuals, groups and communities that are aligned to our philosophy</p> <p><b>Your Vision:</b></p> <p><b>Your Mission:</b></p> <p><b>Your Values:</b></p> <p><b>Your Philosophy:</b></p> <p><b>What You Do:</b></p> |

## Competence Curve

### 1. The Story of ME/WE

What draws you to this relationship with Partner?

We see ourselves fulfilling our Vision and Mission only when we bring Value Builders and Creators together who deliver from the space of "Joy of Sharing" & create "Joy of Learning". This is where we believe magic happens.

We would like to collaborate with anyone who can help us with research, content creation, business development & delivery.

We can touch the lives of 1 million people purposefully once when we extend our reach and work with people who share our vision, purpose, philosophy, values and goals. We see you as one such value builder and therefore feel excited to share this document with you and take this exploratory discussion forward.

We would be happy to see this relationship strengthen over time. Irrespective of how this exploration goes, we will also have respect and admiration for who you are and what you are causing with your intention and actions.

### 2. Interaction Styles

We see ourselves as an equal and integral part of our COMPETENCE CURVE network and the world. We are a part of an interconnected web of change agents, consultants, trainers, and partners and beyond. We all share a vision, each contributing with our unique passions and talents, moving together in the same direction toward a common goal.

#### Interaction Styles:

- **Clarity** is a top priority. We relentlessly pursue it through staying connected through communication and dialogue.
- One of the ways we live our value of **employee fulfilment** is to have fun together in the work that we are doing. If for some reason we have lost that, let us figure out together how to make it better.
- We believe in cultivating and maintaining high levels of **trust** and treating one another with care. Since we communicate along the way, we feel safe to follow the energy where it takes us and therefore operate with a level of "**ease with uncertainty**". We are also not afraid to **challenge** and **question** each other because we believe in growing and pushing our edges.
- We are clear about our intentions and have a strong sense of **accountability**. We are fully committed to **serving** you to the best of our abilities and if we cannot fulfil all of your requests, we will be **honest** and clear with you about it.
- We are most energized by working/partnering with people whom we have a **shared vision**. It is important to us that each partner stay true to their core business and purpose, in order to be most effective in our efforts. We want to develop fruitful and **long-term** partnerships where it is a **win – win – win**. Each organization wins, and the world wins as well.
- We believe in showing respect for all decisions made.



## Competence Curve

### There are also ways that threaten relationships.

- If commitment and ownership is not shown to honoring our word to each other.
- Integrity is under doubt. Expectations and efforts do not match what is required to deliver on agreements.
- We are not interested in ventures that make money for money's sake. We are interested in gained profits that provide a vital stream of energy to help us attain our mission and vision.
- When there is confrontation rather than carefrontation
- When challenging each other violates dignity and respect of an individual.

### 3. Expectations

What are your core values and non-negotiable, the structure you need to create and sustain this relationship? What you want to do and be together in this relationship?

- We want to **share our expectations** on an on-going basis by staying connected and communicating to ensure accountability. By **checking in regularly**, we do not have to resort to assumptions and we can work more effectively and peacefully together.
- We want to make conscious choices about how we work together that takes into account and benefits everyone in the relationship. We may need to **create particular agreements** in order to serve the work at hand.
- It is very important for us to **maintain an open and collaborative space** together. If something is not working well, we want to talk about it.
- We want each partner to be honest and stand in truth with trust towards each other.

**We want to build a nation wise business with over 100 programs/solutions and over 300 Value Builders. We will become the most valuable and trusted brand in the space of Human Performance Development in India. We want to set up products/services, content and value builders to realize our vision and mission.**

We practice and believe in **openly sharing information and knowledge freely**. We believe in creative abundance. We share our intellectual property in the belief that if the knowledge shared freely, all will benefit. In return, we expect a high level of mutuality and transparency

## 2. Task Agreement

What we would like to do together



*Like a Pupa, we are in a transformational stage, where we develop and grow. We would like to get a deep understanding of each other's work and expectations, so that we can develop and grow together to reach our shared ambitions. Our intention for this section of our Value Builder Agreement is to build clear shared understanding and agreement of the task, roles and responsibilities that we hold in our partnership to achieve our shared objectives in our relationship.*

### Requirements for a Trainer Partnership

#### Prerequisites – HOW to become a Trainer

Three fundamental pillars expect from you to enter into a partnership with us:

- 1) *Purpose*: Clarity of shared intention and ambition,
- 2) *Autonomy*: Being a viable and independent individual,
- 3) *Mastery*: highly skilled, experienced in, and cultural transformation.

The following has to be in place to become a Value Builder:

- Take our Orientation
- Believe in the joy of sharing
- Should have done at least 20 training programs
- Should submit client references
- Should comply with the Client SLA's
- Follow the Competence Curve Way of delivering sessions
- Should align with the processes laid down by Competence Curve

The tangible qualifications listed above are as important as the intangible and personal qualifications. We trust you and your self-awareness and honesty. Please reflect and judge yourself on the following personal qualifications:

- ☐ Personal Mastery (taken care of inner requirements)
  - Mindfulness (ability to be here and now)
  - Context maturity
  - Emotional maturity
- ☐ Coming from a need to serve (not from a need to be needed)
- ☐ Spiritual Maturity - Coming from a place of abundance

It is vital that we annually revisit and have a dialogue around these intangible qualifications in our Blueprint of WE conversation.

### 3. Basic Agreement

What is mine and what is yours



*Every individual and group has basic needs which must be met in order to remain viable and independent, and which is a vital foundation for strong collaboration with others.*

*This section of the document is intended to be where we mutually express our basic needs, with the intention that by respecting and meeting each other's needs we will enable each other to achieve our shared vision through our partnership.*

For us, the expressed basic / business needs are in terms of intellectual property, ownership, payment, confidentiality, liability and termination, and the like. For us this is about securing what we own, while working collaboratively with you and respecting what you own.

In order for this to become a living and effective agreement, we invite you to review and consider our needs below and to share your needs, with the expectation that we will develop this agreement to our mutual satisfaction.

#### Payments

We understand that money and cash flow is vital to operating a successful business. We will promptly pay (within 45 days of invoicing) COMPETENCE CURVE's financial obligations to you.

#### Intellectual Property

"Intellectual Property" means trade secrets, analytical methods and processes, computer software, materials in oral, written or electronic form, copyrights, patentable inventions, patents, trademarks, trade names and service marks (and goodwill thereto), whether or not registered, and moral rights. Intellectual Property includes both United States rights and foreign rights. Intellectual Property also includes all patents and patent applications, and the reissues, divisions, continuations, renewals, extensions, continuations-in-part and improvements

COMPETENCE CURVE, VALUE BUILDER and Client will retain all right, title and interest in their own Intellectual Property

No Parties will use the Each other's Intellectual Property, or any material derived from or confusingly similar to Intellectual Property, except as authorized in this Agreement.

#### Defending Intellectual Property

COMPETENCE CURVE, Value Builders and Client each retain the exclusive right and power to defend against infringement of their own intellectual property or in other disputes, which could affect intellectual property rights.

## **Confidential Information**

“Confidential Information” shall mean information that is in written, oral or other form that considered can be:

- 1) Trade secrets of COMPETENCE CURVE, its CLIENTS and the VALUE BUILDER;
- 2) Information that All parties have taken reasonable steps to keep confidential, whether it has been labelled “confidential” or not;
- 3) Information all Parties have kept confidential;
- 4) Information all parties designate to be kept confidential, even if it is developed with Partner; and
- 5) Information entrusted in confidence to all parties by a third party.

All Parties will share Confidential Information with each other in order to work together. Together and separately, we will collect Personal Information relating to people who participate in the values assessments. We agree that we will not disclose the Confidential Information of the other except as required by law, or use it for any purpose other than the purposes contemplated under this Agreement. We agree that we all shall treat the Personal Information as strictly confidential in accordance with general international data privacy regulations.

## **Training Material Ownership**

*Value Builder and COMPETENCE CURVE* will have access to materials that are proprietary intellectual property. Both party retains the rights and ownership of all training materials provided to each other. We may use them during the term of this agreement for the purposes of this agreement. If we wish to modify the materials to fit our personal style or method of training, Both Parties will work together to ensure the highest alignment and consistency possible

## Branding

As a Value Builder you should agree not to use any company name, website, etc. that uses COMPETENCE CURVE, or any other term that may confuse people as to our relationship. We wish to maintain clear brand identity. We believe this benefits everyone.

## Terminating the Agreement

Either party may terminate this agreement in whole or in part for convenience and without cause at any time by giving the other Party at least 30 (thirty) days prior written notice designating the termination date. Within those 30 days, COMPETENCE CURVE and the Value Builder will meet to discuss a transition for returning materials, any announcements that may need to be made, settling accounts and designing any future relationship.

## How we will address change

Our intention is to work together effectively and gracefully through all kinds of change. From time to time, circumstances may change. New information may introduce. The change may emerge slowly or something sudden and unexpected may happen. The change may be positive or challenging. Because of change or new information, we may need to make modifications to our relationship in the middle of the term. When issues arise, we commit to having a conversation to examine how to handle change and keep the relationship on track.

We will base our conversations on the values and agreements in this document. If conversations between us cannot get us back on track, then we will seek assistance in the below mentioned form:

- 1) **Mediation** is a process through which we choose a neutral facilitator to help us discuss our issues. The Mediator does not either represent us or give us legal advice. It is most helpful when communication and brainstorming are most likely to reach an outcome.
- 2) If our chosen option is still not successful in restoring us to agreement, in most cases, we will choose the option of Termination, completing the work to a certain point and ending the relationship gracefully.

The biggest tragedy that we could imagine is that an unresolvable conflict would arise that would cause either of us to instigate litigation. We will do everything in our power to avoid that possibility. We never want to go to court but there are some situations where we feel we would have to. For example, we would have to defend against any violation of our intellectual property.

To reiterate, it is our intention to work together effectively and gracefully through all kinds of change.

## Complete Agreement

This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes prior negotiations, representations, agreements, warranties or other matters either written or oral purportedly agreed to or represented by or on behalf of Consultant by any office employees or agents or contained in any agreements, documents, brochures or writing between the Parties

## Governing Law & Jurisdiction

we agree to these terms and conditions and agree that at all times we will adhere to these points mentioned in the Collaboration agreement, Task agreement, Basic agreement and Financial agreement of this Collaboration document.

**IN WITNESS WHEREOF** the parties hereto have set and subscribed their respective hands to these presents the day and year hereunder written.

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SIGNED AND DELIVERED by the within  
named "**Company**" **Competence Curve**  
through its authorized signatory Dr. Sanjay  
Salooja

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SIGNED AND DELIVERED by the within  
Named "**Trainer/Coach**" Hari Thapliyal

# Financial Agreement between Competence Curve and Hari Thapliyal

## Professional Fees

- Workshop Name: Financial Business Acumen
- Professional Fees: Rs. 15,000 per day
- Content will be created by Trainer

\*Service Tax – 15% extra (Swachh Bharat Tax - 0.5%+Krishi Kalyan Tax - 0.5%)

\* TDS – 10% deduction as per the total amount of bill (Except Service Tax)

**Trainer/Coach Name:** Hari Thapliyal

**Date:** 15<sup>th</sup> June 2016

Sign: \_\_\_\_\_