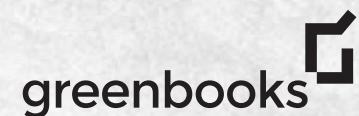


# Play the world's best game-based simulator to learn leadership and negotiation skills!



2-day workshops

Sept & Oct 2016

4 locations



learnX impact awards  
2016



e-learning! champion  
2016



brandon hall excellence  
2015



top 20 training company  
2015



best of eLearning!  
2015





# Games are wonderful ways to learn!

## Through gaming, learners:

- ▶ Improve performance
- ▶ Achieve mastery through practice



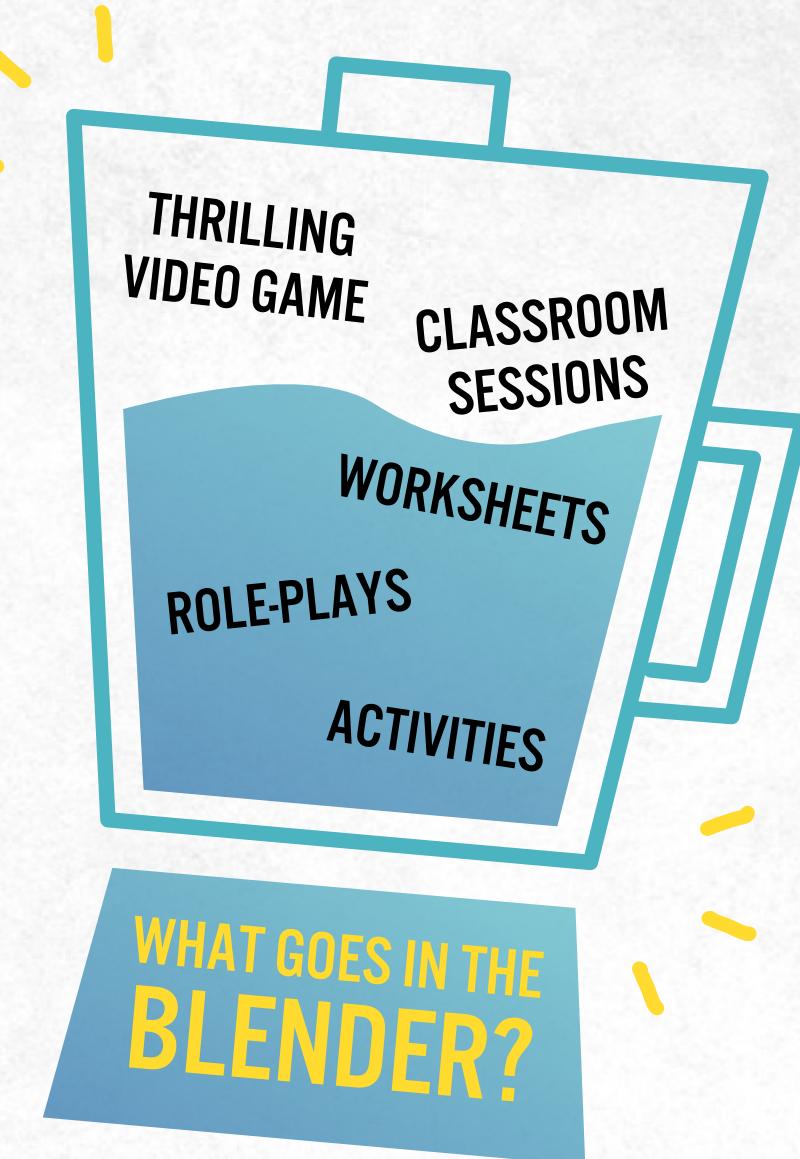
# What goes into our blender?

## What goes into our blender?

- ▶ 7 hours of thrilling video game
- ▶ 7 hours of facilitator-led instruction
- ▶ Practice worksheets
- ▶ Role play activities
- ▶ Team activities

## What do you take home?

- ▶ Resource guide
- ▶ Job aids





# Negotiation skills workshop

**Place**

Mumbai  
Bangalore  
New Delhi  
Chennai

**Date**

22nd & 23rd , Sept 2016  
29th & 30th, Sept 2016  
6th & 7th, Oct 2016  
24th & 25th, Oct 2016



# What it is



## Negotiation is an **absolutely critical** part of your company's success.

Every day, your employees negotiate and come to agreements.

Knowing this, we created Merchants, a unique blended learning-experience with an in-depth course combining a thrilling video game and a classroom experience with role-plays set in real-time scenarios.

Participants assume the role of a 15th century Venetian merchant and are immersed in a competition to grow a maritime trading company, with the goal of being the most successful merchant. Players meet historical figures like Leonardo da Vinci and Machiavelli while learning to negotiate and, as they build financial resources, purchase ships, establish trade routes and deal in valuable commodities.

Participants feel like they are negotiating with a real person, and get ongoing and fully personalised feedback. The feedback allows them

to learn based on their own decisions, strategies and mistakes. Most importantly, your employees will learn how to negotiate in a safe and risk free environment, which promotes truly effective learning.

To complement this experience, the facilitator will rope in real-life instances and have role-plays so that the participants can demonstrate the negotiation skills they've acquired.

Contrary to playing the game, in the role-plays the participants should be observant and spontaneous to think and play off the opponent's reactions to present their case.

Tens of thousands of employees from over 300 companies have played Merchants enthusiastically, and 99% of them recommend it and say its tips and tools have real world application.



# What you get



## What will employees learn from this course?

- ▶ Methods to build trust and create long-term successful alliances
- ▶ Ability to understand the other party's interests
- ▶ Tricks to avoid getting into negotiating traps
- ▶ Techniques to increase your negotiating power
- ▶ Instruments to convert competitive negotiations into collaborations
- ▶ Tools to increase the size of the pie
- ▶ Keys on how to prepare and communicate so your proposals have greater impact

## What will the company gain?

- ▶ High levels of employee completion and engagement (and fun!)
- ▶ Higher mastery gained over skills, due to the in-built personalised feedback sessions
- ▶ Consistent skills learning across dispersed geographies in a cost-effective manner
- ▶ Increased staff creativity and skill, which leads to cost savings and revenue generation
- ▶ An enhanced employee mind-set oriented towards long-term collaborations
- ▶ A well-deserved reputation as a forward-thinking provider of cutting-edge training solutions

# Who should attend



Our training program on negotiation skills is ideal for professionals at all levels who want to enhance their negotiation skills. Our module will help them understand the building blocks of negotiation and work more effectively with customers, teams, peers, partners, vendors, and others. Our program also caters to professionals without any prior formal training in negotiation, and is new to a role that will involve negotiating.

# Content



## Course: General

- ▶ The facilitator will take the role of a mentor and convey key instructive points. These lessons can be revisited in the game and can be printed out for further reference.
- ▶ Several readings to complement the mentor lessons
- ▶ Six negotiating cases conveying critical negotiation tips and techniques

## Course Section I: Understanding

### Case: Resolve a client conflict

- ▶ The fundamentals of a negotiation
- ▶ Keys to building trust
- ▶ How to avoid common mistakes

## Course Section II: Information and Interests

### Case: Negotiate a sensitive political agreement

- ▶ Strategies to obtain information
- ▶ Determining objectives and clarifying interests

## Course Section III: Flexibility

### Case: Secure a business loan

- ▶ Focusing on interests vs positions
- ▶ Introducing “magic” variables to increase the size of the pie

## Course Section IV: Criteria and Procedures

### Case: Negotiate a joint venture

- ▶ How to use anchor points that satisfy your interests
- ▶ Managing variables during the bargaining phase
- ▶ 6 essential rules to concessions
- ▶ Employing objective criteria and procedures

## Course Section V: Communication

### Case: Negotiation between sovereign nations

- ▶ Checklist to prepare for your negotiation
- ▶ Keys to communicating and presenting your proposal

## Course Section VI: Review

### Case: Hire a highly regarded manager

- ▶ Extensive review and application of all you have learned



# Program agenda



## Day 1

### Section I

9.00 am - 10.30 am | Facilitator-led

- ▶ Introduction to the session and objective setting
- ▶ Content introduction for Levels 1, 2 and 3

### Section II

10.45 am - 12.45 pm | Facilitator-led

- ▶ Role-play/ Activity session

### Section III

1.45 pm - 4.45 pm | Gamelearn

- ▶ Navigate and play the game – Levels 1, 2 and 3

### Section IV

5.00 pm - 5.45 pm | Facilitator-led

- ▶ Debrief session
- ▶ Conclusion of Day 1

## Day 2

### Section I

9.00 am - 10.30 am | Facilitator-led

- ▶ Introduction to the session and objective setting
- ▶ Content introduction for Levels 4, 5 and 6

### Section II

10.45 am - 12.45 pm | Facilitator-led

- ▶ Role-play/ Activity session

### Section III

1.45 pm - 4.45 pm | Gamelearn

- ▶ Navigate and play the game – Levels 4, 5 and 6

### Section IV

5.00 pm - 5.45 pm | Facilitator-led

- ▶ Debrief session
- ▶ Conclusion of Day 2



# Facilitators



## Anand Jayapaul

Anand is a talent transformational professional with 13 years of experience. He has been associated with various multinational organisations. Anand has experience in the areas of developmental learning and organisational development. Anand is a trainer certified by the ClientLogic Leadership Development Centre in Toronto and has the ability to transform professionals through his training sessions. Anand has worked with organisations such as Schneider Electric, Siemens, WNS, Accenture, JP Morgan, Chase, AOL, Lexmark, CapGemini, Manipal University, Microsoft, HDFC Bank, HP, HSBC, Sony and ITC Infotech.



## Deepthi Boddupalli

Deepthi is a trainer with experience in various industries. During her 9 years of work experience, she has played different roles from a stylist, where she trained upcoming stars about their screen presence, with a television network to an entrepreneur, running her own clothes label. She studied fashion at NIFT and took an entrepreneur course at ISB. She is passionate about teaching and driving change, in individuals as well as organisations. She was also a part of TeachForIndia where she worked in slums with underprivileged children for a year. She has also worked with companies like ColorPlus and Maa tv.



# Leadership skills workshop

**Place**

Mumbai

Bangalore

New Delhi

Chennai

**Date**

19th & 20th, Sept 2016

26th & 27th, Sept 2016

3rd & 4th, Oct 2016

20th & 21st, Oct 2016



# What it is



## A step-by-step manual for managing high-performance teams

A blended learning course that teaches and strengthens the skills needed for managing high-performance teams through practice and play.

A leadership and team management manual designed after 12 years of research based on interviews with hundreds of CEOs, presidents and managers all over the world. A training module, techniques and strategies tested in classroom training for 15 years.

A video game in which the participant must lead a team to survive and make it off the island where they are trapped. The participants will enjoy a unique survival adventure while learning and practising lessons about the reality of teams, leadership, motivation, conflict resolution, delegation and empowerment.

A revolutionary learning program that combines two key elements:

- 1.** A high quality, effective and practical course on leadership and team management complimented by real-life scenarios and role-plays.
- 2.** A sophisticated graphics-based adventure video game that guarantees experiential learning for participants to practice and receive personalised feedback on areas where they need improvement.

To complement this experience, the facilitator will rope in real-life instances and have role playing activities so that the participant can demonstrate the presentation skills he/she acquired.

Contrary to the game, the participant has to think on his feet and play off his opponent's reactions to delegate and get his work done.



# What you get



## What will employees learn from this course?

- ▶ Step-by-step manual for managing high performance teams
- ▶ Practice techniques to increase team efficiency
- ▶ Hundreds of ideas for team-building, motivating and rewarding
- ▶ Lessons to strengthen his or her communication skills to improve task delegation, give feedback, perform coaching, and evaluate performance
- ▶ Tips for resolving conflicts within the team
- ▶ Motivation to increase self-confidence and trust in his or her leadership and personnel management skills

## What will the company gain?

- ▶ A practical system that improves HR management, perfects processes and increases the profits of the organisation
- ▶ High training completion rates and applicability at workplace
- ▶ Efficient and effective skill set for its employees, thanks to the experiential learning and personalised feedback sessions
- ▶ Cost-effective training and an efficient way to transmit a consistent message in different geographic locations



# Who should attend

Anyone who manages or leads a team, and wants to enhance their leadership skills to achieve outstanding results. This training module is also for anyone who wants to improve their management skills by understanding the team dynamics better thus enabling a space for supreme team performance.

# Content



## Module I: Inside out

- ▶ Knowing myself and analysing how my nature affects the team
- ▶ Detecting if I am contributing to a problem
- ▶ Considering how I can improve, teach by example and use feedback as a tool for continuous improvement

## Module II: Give meaning to the team

- ▶ Establishing the mission and vision of the team
- ▶ Setting rules, principles and values for the work the team is doing
- ▶ Planning short-term and long-term goals. Both as a group and as individuals
- ▶ Establishing the functions and responsibilities of the people on the team

## Module III: Build team spirit

- ▶ Encouraging deep mutual understanding among the members of the team
- ▶ Analysing the strong and weak points of the people and of the team
- ▶ Creating an environment of trust and interdependence
- ▶ Promotion of teamwork
- ▶ Using team-building to improve team spirit and performance

## Module IV: Motivate

- ▶ Detecting and comprehending the needs and motivations of each person
- ▶ Comprehending and utilising motivational factors
- ▶ Using resources and tools to increase the motivation of the team and its members
- ▶ Using communication as a tool for motivating
- ▶ Recognising and rewarding results

## Module V: Develop

- ▶ Improving the communication skills of everyone in the team
- ▶ Interpersonal communication
- ▶ Solving problems and making decisions
- ▶ Resolving conflicts quickly and efficiently
- ▶ Improving the efficiency and effectiveness of daily work
- ▶ Time management

## Module VI: Strengthen

- ▶ Understanding the mechanisms of effective delegation
- ▶ Using delegation
- ▶ Giving and receiving positive and negative feedback
- ▶ Communication as a catalyst for performance
- ▶ Evaluating performance
- ▶ Coaching



# Program agenda



## Day 1

### Section I

9.00 am - 10.15 am | Facilitator-led

- ▶ Introduction to the session and objective setting
- ▶ Content introduction for Modules 1 and 2

### Section II

10.30 am - 12.30 pm | Facilitator-led

- ▶ Content introduction for Module 3
- ▶ Role-play/Activity session
- ▶ Debrief session

### Section III

1.30 pm - 3.30 pm | Facilitator-led

- ▶ Content introduction for Modules 4, 5 and 6

### Section IV

3.45 pm - 5.30 pm | Facilitator-led

- ▶ Role-play/ Activity session
- ▶ Debrief session
- ▶ Conclusion of Day 1

## Day 2

### Section I

9.00 am - 9.45 am | Facilitator-led

- ▶ Introduction to the session and objective setting
- ▶ Introduction to Pacific

### Section II

10.00 am - 12.30 pm | Gamelearn & Facilitator-led

- ▶ Navigate and play the game
- ▶ Debrief session

### Section III

1.30 pm - 4.30 pm | Gamelearn

- ▶ Navigate and play the game

### Section IV

4.45 pm - 6.00 pm | Facilitator-led

- ▶ Debrief session
- ▶ Conclusion of Day 2

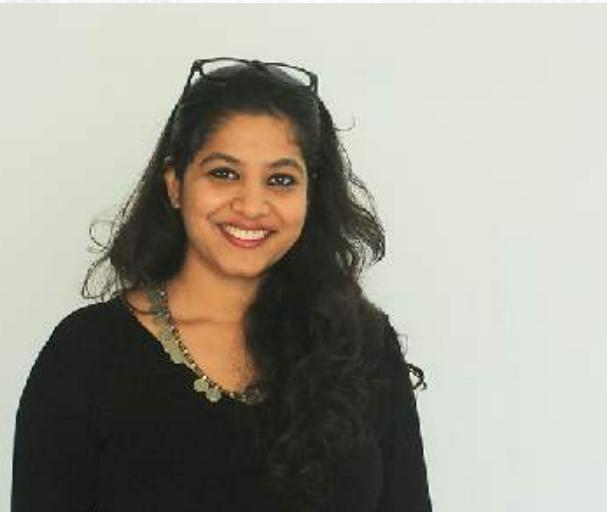


# Facilitators



## Shyam Sunder

Shyam cofounded Greenbooks as one of the youngest entrepreneurs in the learning industry back in 2008. During his 15 years in the field of training and consulting, he has worked with organisations such as American Express, HSBC, Citi, NTPC, L&T, Amazon, Verizon, Wipro, Hexaware, Nokia, Randstad, Hyundai, Xansa, Airtel and Hutch. As a learning architect, he has also helped organisations build result-driven learning interventions and performance solutions. A skilled training facilitator himself, Shyam personally delivers Greenbooks' flagship ROI program and also delivers several international assignments in UK and Asia.



## Deepthi Boddupalli

Deepthi is a trainer with experience in various industries. During her 9 years of work experience, she has played different roles from a stylist, where she trained upcoming stars about their screen presence, with a television network to an entrepreneur, running her own clothes label. She studied fashion at NIFT and took an entrepreneur course at ISB. She is passionate about teaching and driving change, in individuals as well as organisations. She was also a part of TeachForIndia where she worked in slums with underprivileged children for a year. She has also worked with companies like ColorPlus and Maa tv.

# Program fee

INR 24,000/-\* per person plus service tax. The fee covers training materials, lunch and refreshments. Invoice and confirmation will be sent upon receipt of registration.

Group booking\*\*:

Group of 2 to 3 registrations will get a 10% discount on the total invoice.

Group of 4 to 5 registrations will get a 15% discount on the total invoice.

Group of 6 or more registrations will get a 20% discount on the total invoice.

\* Early Bird: Register on or before July 31st to avail 10% discount on the total invoice.

\* All prices are exclusive of service tax.

\*\* Group discount will also apply on multiple programs bought together.

Cancellations: Please note that cancellation must be communicated in writing. If cancellation is up to 2 weeks prior to the event, your fee will be refunded with a deduction of 15% as an administration fee.

From 2 weeks prior to the event, no refund will be issued. If you are not able to attend, you are welcome to attend in any other location, send a substitute or block your seat for our next session.

## 3 easy ways to register

- 1) Visit <http://www.greenbookslearning.com>
- 2) Email [amit@greenbooks.co.in](mailto:amit@greenbooks.co.in) to ask for an offline registration form
- 3) Call 8880 100 200

# Taught by

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