

<b><u>Technical Proposal</u></b>	
<b><u>Project Proposal for Leadership Development</u></b>	
<b>Project Title</b>	<b><u>One Day Workshop on Win-Win</u></b> ( Leadership Development Programme based on <b>3Cs – Connect- Communicate- Commitment )</b>

<b><u>I Background</u></b>	
<b>A.</b>	<b>About TPP</b>  <p><b>Total People Productivity Pvt. Ltd. (TPP World)</b>, Delhi based Consulting and Training firm, working for Business sustainability and growth through <b>People Alignment</b> and <b>People Development</b> which is based on <b>Culture Building</b>, <b>Development Programmes</b> and <b>Efficiency Improvement</b>.</p> <p>Developed the unique model for <b>Total People Productivity ( TPP )</b> which is based on <u>People Alignment</u> through <b>Targets and Goals</b>, <b>Manpower Analysis</b> and <b>Roles and Responsibility</b>. The <b>People Development</b> is based on <b>Commitment</b>, <b>Improvement</b> and <b>Leadership</b>.</p> <p>In last 12 years TPP has been <b>associated</b> with more than <b>200 Mega Large, Large, Medium and Small organizations</b> from 10 sectors; <b>developed 50,000 Professionals</b> across all levels and <b>created 1000 success stories</b>.</p>
<b><u>II. Need</u></b>	
	<p>Commitment to achieve the target and goals is very important for the business growth. Let everyone do the commitment to achieve the target.</p> <p><b>Target</b> is defined as Work +Time+ Quality and Quantity. Unless there is commitment, the result cannot be delivered. People need to develop the accountability to fulfill the targets and goals. We need to say no to follow-up, the work to be done in given time and we need to replace with feedback.</p> <p>The get and give commitment, we need to connect with each other and communicate. Connecting the hand with heart is important.</p> <p>Purpose and trust are important factor for connecting with each other. The work to be defined and explained in detail.</p> <p>The winning attitude is also very important.</p>

### III. Objectives

1. To enhance the level of commitment through people programming approach – connect the hand with heart, head, habit. ( 4Hs)
  - a. Say no to follow up, feedback to be given and taken before the end of given time line of the completion of work.
  - b. Achieve the goals and targets within the given time period with FTR ( first time right). Add self pride and speed to the work.
2. Develop the purpose of life to achieve self, family and organization goals
3. Develop winning attitude by following the theory of zero
4. Focus on connectivity and communication – connect with each other
5. Enhance the level of trust and team work

### IV. Programme Outline

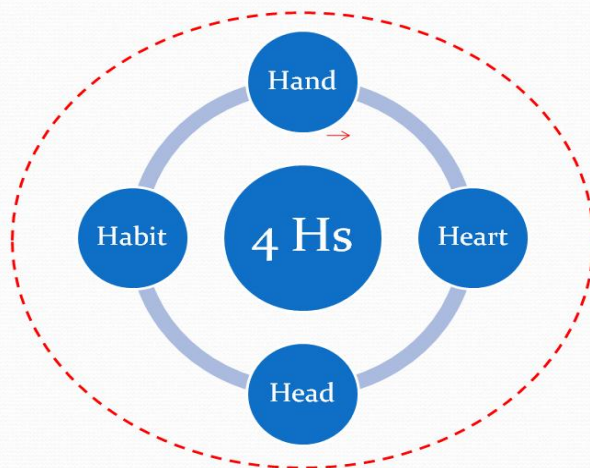
- This one day workshop would focus on **3Cs – Connect- Communicate- Commitment.**
  - Commitment to achieve the **target** ( work + time+ quality & Quantity)
- The efforts would be made to understand each other's not only by name and work, it is beyond the work like. Develop an individual identity for all.
- The culture of “**Namaskar**” to be developed. Namaskar with sanskar ( culture) to be developed across the company. Follow the theory of be at zero- nothing personal, it is all about work and team work.
- **Move from group to team**, storming is very much required before norming and performing. Unless there is storming, group never gets converted into performing.

- **Say no to problem**, it is the challenge to be taken. NO to be considered as **N.O. ( New Opportunity)** and impossible to be considered as **"I am Possible"**.
- Follow the mantra of connectivity through assertive communication. Skill to speak and listen. The interpersonal skills to be developed among team members.
- Develop the purpose of life- live, work, think and leave a legacy.
- Think out of box, be a part of change. We need not to wait for the change, make change to happen. Always lead from front and set an examples for others to follow.
- Develop the effective interpersonal skills. Be assertive in dealing with seniors, juniors and colleague. Meet everyone needs.
- Developing the winning attitude is the mantra of success. Develop the culture of win-win, it is not the win –lose or lose –lose , develop the culture of win-win.

#### V. . Process Followed

##### The progamme is based on 4 Hs

Connecting Hand with Heart-Head-Habit



**5 Steps development plan is followed**

- 1) Profiling the participants
- 2) Analysis of the need and participants
- 3) Development programme
- 4) Review
- 5) Improvement

**One day workshop is based on**

**6 hours**

- 1 ½ hours – **connect and communicate**
- 1 ½ hours – **purpose of life and process of change**
- 1 ½ hours – **stories and team game**
- 1 ½ hours – **interpersonal skills and winning attitude**

**Batch Size** – 25 Nos. in one programme

**VI. Key Deliverables**

- 1) The culture of **Namaskar** developed across the company - Sanskar with Namaskar
- 2) Commitment to meet the target and goals – say no to follow-up , only feedback
- 3) Working through team – team work – come out from group
- 4) Be a part of change – make to happen, not wait to happen
- 5) Winning attitude – win-win for all , no lose – lose

VII. Review and Evaluation	
	<p><b>I. <u>Post Training Feedback</u></b></p> <p><b>II. <u>Feedback is taken from all stakeholders</u></b></p> <ol style="list-style-type: none"> <li>1. Plant/ Unit Head</li> <li>2. HoDs</li> <li>3. Subordinate/ Colleagues</li> <li>4. Internal customer</li> <li>5. HR</li> <li>6. TPP Team</li> </ol> <p><b>III. <u>A formal report is also submitted at the end of programme.</u></b></p>
VIII. Support Required	
	<ol style="list-style-type: none"> <li>1. One programme coordinator</li> <li>2. List of participants to be provided with all detail s</li> <li>3. Class room with U Shape sitting arrangement</li> <li>4. Multi-media projector and white board</li> <li>5. Tea and other arrangement</li> </ol> <p><b><u>Reading Material to be provided by TPP Team</u></b></p>
IX. TPP Team & Working Days	
	<ul style="list-style-type: none"> <li>• 1 days work shop to be conducted by 2 TPP trainers</li> <li>• ½ day visit would be made by Team TPP to understand the product, process and people</li> </ul>
X. Investment / Professional Fees	
	<ul style="list-style-type: none"> <li>• Refer Annexure – “B”</li> </ul>
XI . Confidentiality	
	<ul style="list-style-type: none"> <li>• TPP would also be signing a non-discloser agreement ( NDA). All data and information would be maintained highly confidential.</li> </ul>

for Total People Productivity Pvt. Ltd.

Sanjay Kumar  
 Founder & CEO