

Engaging Millennials at Work

Keeping your young workforce enthused and productive

THERE
WERE
RULES?



Passion | Commitment | Results

Highly interactive & experiential learning delivered through exercises, case studies & reflections

Multiple options:

Webinar - 60 min

Face to Face - 1 Day

Facilitator led Virtual - 6 Hours





Engaging Millennials at Work

highly interactive & experiential learning delivered through multiple modes

Who are the millennials? What makes them tick? How to work with them productively?

Overview

People born between 1981 and 2000 are taking the workplace by storm! Managers must understand this new breed to lead them effectively. Our one day workshop is designed to provide more insights into the perspectives and philosophies of this young workforce; to equip participants to adapt and create the best possible environment to attract, retain and engage with this new workplace generation.

Target Audience

All leaders, line managers, project managers, team leaders, supervisors, employees being groomed for managerial roles and anyone else with the responsibility for leading modern, diverse teams. (Max. 24 participants in a Virtual class & Face to face; 100 in a Webinar)

Outcomes

- Heightened insights into the millennial psyche
- Understand the perspective of millennials
- Learn to leverage insights successfully
- Consciously overcome negative stereotyping
- Engage with millennials for greater productivity
- Adopt a flexible leadership approach
- Strengthen essential communication skills
- Create a more inclusive and engaged corporate culture

Course Content

- Who are the millennials?
- Myths, stereotypes and facts about millennials
- Drivers behind the millennials
- Managing expectations - agility, technology, training, growth & culture
- Engaging with millennials
- Working styles – engagement vs. entitlement
- Leveraging technology
- Recognition & feedback
- Facilitating career aspirations
- Training approaches for millennials
- Enhancing employee experience via social media
- Managing difficult conversations with millennials
- Organisational level interventions and reinforcements

Approach

- Multiple Delivery Options - F2F, Facilitator led Virtual Session, Webinar
- Highly interactive facilitator moderated discussions, Presentations, Individual & Group exercises, Case studies, Role plays, App based activities, Videos, Q&A

Optional Customization

- Duration of programs based on specific organisational needs
- Multiple sessions can be organised during the day
- Training needs analysis prior to design and delivery - to baseline exact requirements for maximum program value and impact
- Follow-up programs and individual coaching sessions for greater effectiveness

Enabling World

Corporate Overview



Passion | Commitment | Results

Enable the world realize it's full potential

**We enable You
to get there!!!**

What Got
You Here
Won't Get
You There



MARSHALL GOLDSMITH

WITH MARK REITER





We enable organisations
to create people philosophy, strategy & practices
that foster an inclusive culture and create differentiated employee experience
for sustained competitive advantage

Who we are

- Vision: “Enable the world realize it’s full potential”
- Values: Passion, Commitment, Results
- Established in 2012
- Experts with track record of leading transformational, global initiatives across industry verticals.
- We enable you to find the answer to your most challenging issues, achieve your vision and make you & your organization future ready



Leadership Team



Sushil Tayal – Bangalore

Gallup Certified StrengthsFinder Coach, ILO certified Master Facilitator for Responsible Business Conduct, Knowledge Advisor & Master Facilitator with SHRM India.

Over 3 decades of experience of leading global teams & transforming organisations in manufacturing, newspaper, media, logistics & distribution IT, ITES, Banking & BFSI & Developmental Sector.



Sanjiv Jain – Delhi

Certified Coach, Strategic HR & Change Management consultant, versatile HR thought leader with over 3 decades of experience across industries like Engineering, Food, Oil & Gas, Avionics, Packaging, Chemical and IT both for large corporations like IBM, HCL, Glaxo, Jubilant,

Sanjiv is a IBM Certified Design Thinking and Agile practitioner



KP Vachali – Chennai

An acclaimed HR Advisor, Thought Leader, Facilitator and a seasoned Human Resources professional with over 3 decades of experience in Hospitality, Telecom and Retail. Led HR function for Mahindra Holidays, Leela Group of Hotels, Reliance Communications and Dairy Farm International.

Excellent track record of HR process improvement and culture of excellence.



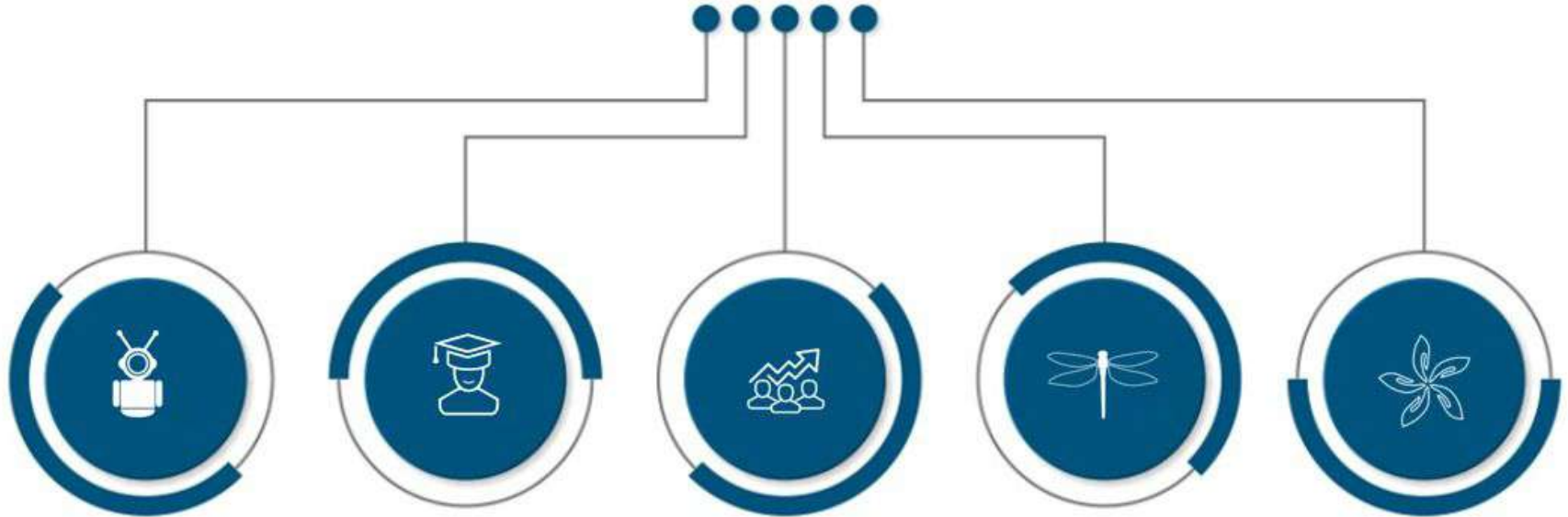
Anupam - United Kingdom

A life coach, facilitator & change consultant, Development Management Professional with an experience of over 3 decades.

Extensive experience in Counselling, practice teaching and child protection. Instrumental in redesigning and reshaping Asian Counselling Services, Leicester, UK, its service delivery on ethical & professional Counselling standard.

Our Enabling Solutions

Customized solutions for sustained competitive advantage



HR Technology & Digitalisation

- AI & ML based tech solutions
- Integrable niche solutions
- End to end HR processes

Leadership & Talent Development

- Strengths based coaching
- Assessments
- Training & workshops

HR Consulting & Advisory

- Strategic HR
- Process redesign
- ER & compliance

Talent Search & Supply

- HireSmart
- Executive Search
- Flexi staffing

Employee Wellbeing

- Leveraging science of mindset
- Counselling services
- Mindfulness

Our HR Tech Solutions

HR Operations

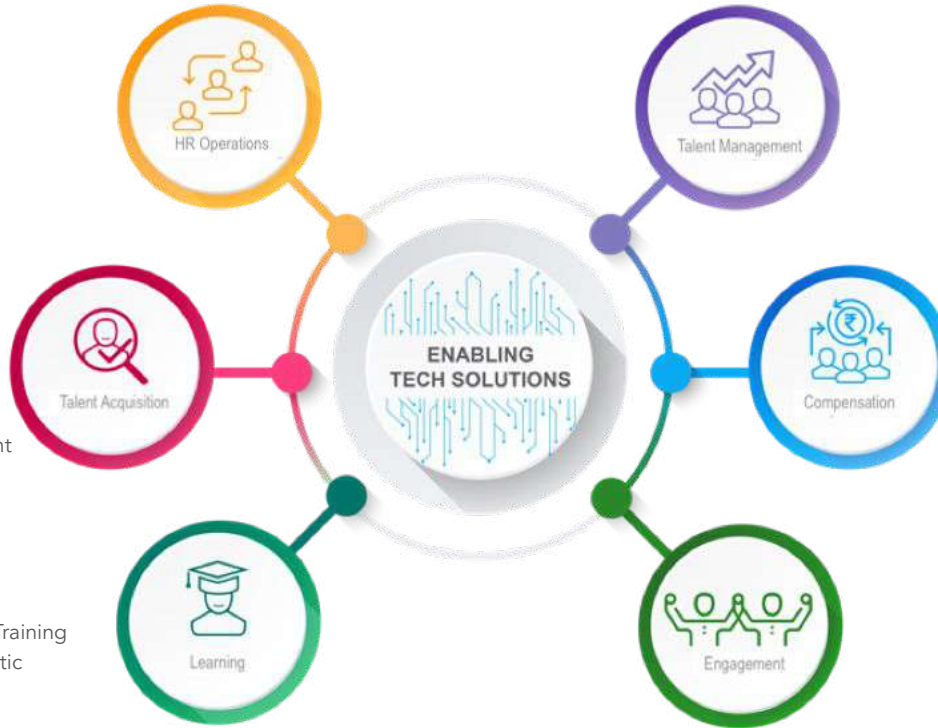
- Hire To Retire
- HRMS
- Payroll Management
- Compliance Management
- Workforce Analytics

Talent Acquisition

- 80% Automation, AI, ML Based
- 1 Way Video Interview
- Personality Assessment
- Cognitive Recruitment
- Cognitive Candidate Engagement
- Role Based Assessments
- Online Communication Test

Learning

- Online / App based Leadership Training
- Industry Skill Curation & Diagnostic
- Skill Profile
- AI based Career Planning
- Learning Outcome Quantification



Talent Management

- 20 Libraries - Jobs & Best Practice
- Cognitive Career Coach
- Competency Framework
- Assessments
- Employee Lifecycle Management

Compensation

- Design & Define Multiple Simulations In Minutes
- Predefined Models
- Empower Managers – User Friendly Self Service
- Advanced & Predictive Analytics
- Great User Experience
- Ready To Launch Surveys

Engagement

- Digital, Integrated Platform
- Employees Insights
- Surveys Linked To Lifecycle, Events
- Integrated Dashboards
- Action Planning

We offer [diagnostic / audit for HR Digitalisation](#) Readiness in your organization to ascertain focus areas for best ROI to business

- Our Belief - workshop facilitation is a way of providing leadership without taking the reins of making decisions.
- Our facilitation techniques generate high quality participation, help the group in overcoming group dynamics & interpersonal issues and achieve the common objectives.
- We have been facilitating workshops for corporate vision, mission, values, strategic planning, goal setting, focus groups, leadership off – site in large corporations
- Our approach to workshop facilitation involves:
 - Define goal / objectives
 - Alternative approaches for workshop
 - Agree process and deliverables
 - Agree pre-work
 - Facilitate workshop
 - Set the foundation
 - Communicate objective
 - Create conducive environment
 - Encourage participation
 - Maintain focus
 - Build consensus
 - Agree on action items
 - Follow-up post workshop



Creating Future Ready Talent

Our Training & Development Enablers

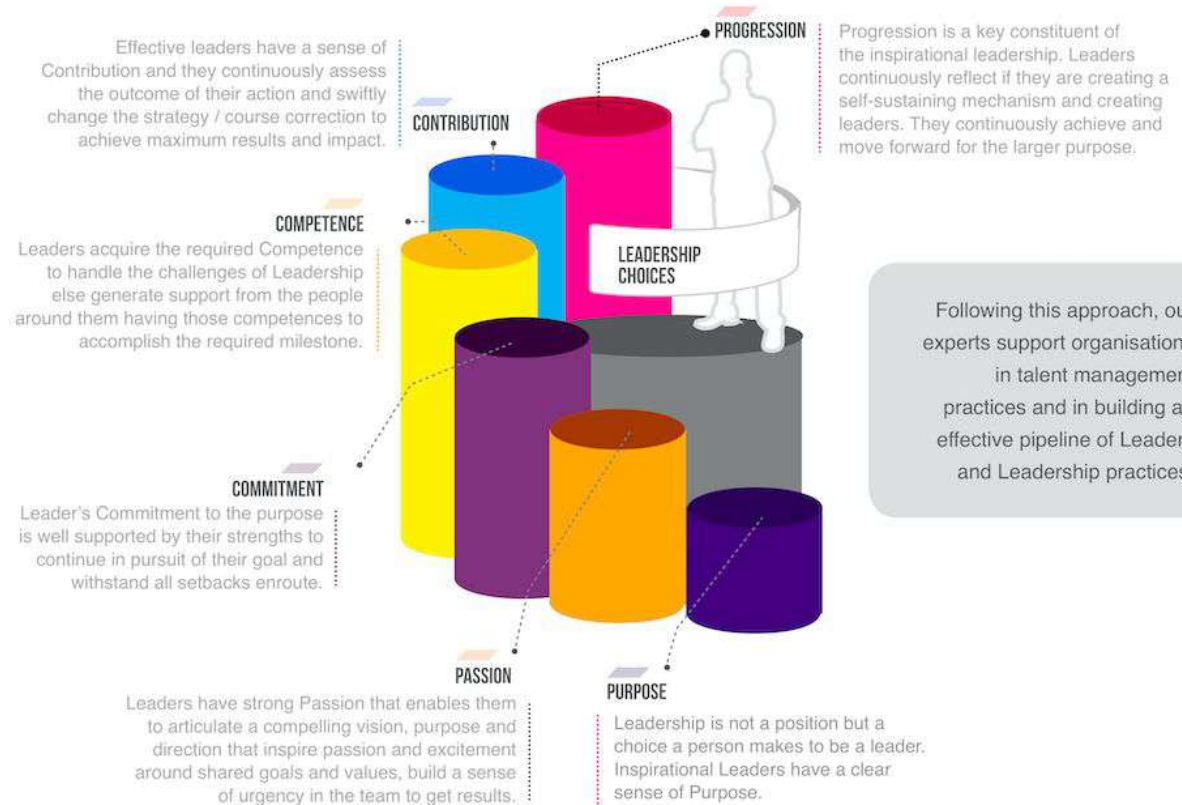


EW Learning Hub

Webinar | Live Online Training | Master Class

Our Leadership Approach

We develop Leadership competencies through StrengthsFinder, Psychometric Assessments, 360° feedback, Coaching and Trainings

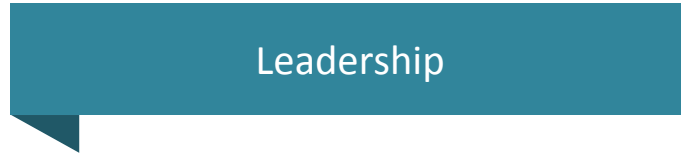


Following this approach, our experts support organisations in talent management practices and in building an effective pipeline of Leaders and Leadership practices.

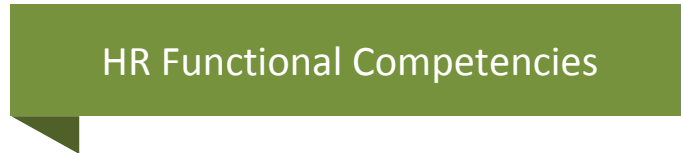
Our Development Enablers

Managerial Effectiveness

Developing managerial competencies to manage self & team to create & sustain high performance culture



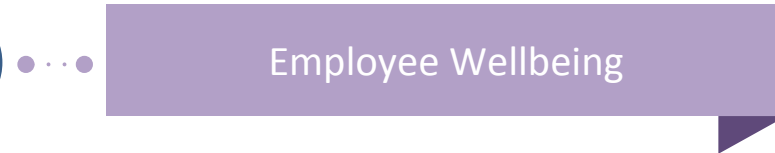
Inspirational Leadership
Developing leadership competencies to lead change, inspire people, create passion & excitement around shared goals.



HR Competency
Developing HR functional competencies to manage new age workforce and agile organisation

Wellbeing

Leveraging the science of mindset; mindset expansion & cultivation of mindfulness; Counselling services



EW Learning Hub

Webinar | Live Online Training | Master Class



Leadership

- Vision, Mission & Values
- Inspirational Leadership
- Strategic Thinking
- Leading Change
- Growth Mindset
- Art of Story Telling
- Leader As A Coach
- Strengths Based Leadership
- Leading In Turbulent Times
- Empathetic Leader
- Executive Presence
- Critical Thinking
- Principles Based Leadership
- Leading Diversity & Inclusion
- Transformational Leadership
- Expanding Your Influence
- Driving Cultural Change

... more



HR Functional

- Strategic Business Partner
- Creating Business Value
- Design Thinking for HR
- Agile HR
- HR Analytics
- Organisation Design
- Workforce Planning
- Talent Management
- Talent Acquisition
- High Performance Culture
- Total Rewards
- Employee Value Proposition
- Enhance Employee Experience
- Proactive Employee Relations
- Workplace Investigations
- Labour Law Compliance
- HR Audit Competencies

... more



General Management

- Building Effective Partnership
- Strengths Based Conversations
- Working With Millennials
- Cultural Sensitivity
- Effective Decision Making
- Managing Conflicts
- Influencing & Persuasion Skills
- Art of Negotiations
- Building Engaging Workplace
- Communicating for impact
- Managing High Perf. Team
- Managing Difficult Conversation
- Harassment Free Workplace
- Dealing With Ethical Issues
- Enabling Young Manager
- Managing Career Aspirations
- Counseling Skills

... more



Employee Wellbeing

- Mindset Of Mindfulness
- Even Eagle Needed A Push
- Befriending Stress
- Conversation With Emotions
- Inner Critic
- Being Yourself
- Resiliency At Work
- Building Bridges
- Boosting Your Positive Outlook
- Creating Balance In Your Life
- Thriving Under Pressure
- Healthy Eating
- Workplace Exercises
- Changing face of Retirement
- Financial Wellbeing
- POSH & ICC training

... more

High Tech, High Touch, High Impact

Emerging Leader Journey content



Tool orientation
Learning mindset
Habits for success
Manager role in the learning
Why you, why now?



Understanding me
Emotional intelligence
Courageous conversations
Developing agility

Path 1



Connecting to purpose
Fundamentals of coaching and mentoring
Giving and receiving feedback
Managing meetings

Path 2



How to influence when you are not in charge
Communication keys and tools
Personal brand
Managing up

Path 3



Networking and collaboration
Tools for success
Financial literacy
Strategic leadership

Path 4

Manager to Leader Journey content



Tool orientation
Learning mindset
Habits for success
Supporting roles
Leadership in the 2020's



Developing Self Awareness
Effective Communication
Crucial Conversations
Building Trust

Path 1



Leading change
Leading high performance
Creating a culture of learning and growth
Managing poor performance

Path 2



Business Acumen
Understanding our organisation
Tools for success
Management effectiveness

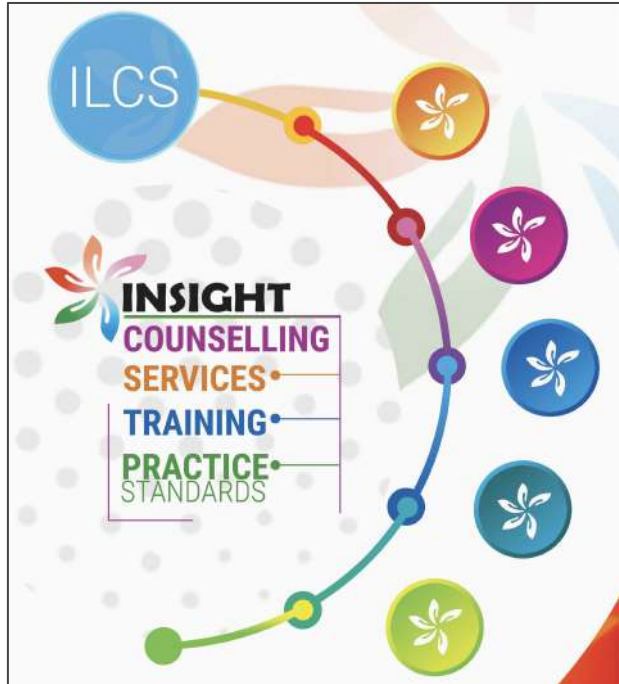
Path 3

4 Months journey with continuous engagement, Online blended with face to face coaching, Impact measurement



Employee Wellness Support

Leveraging technology for learning & enablement



Counselling Services

*Virtual
&
F2F*



Well-being Training

Our Unique Approach

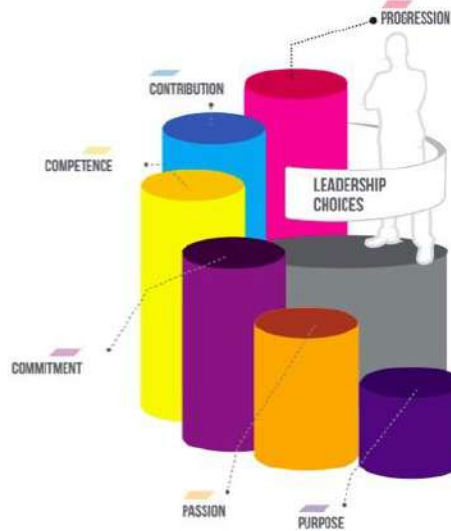


Job Evaluation

HR: Impacting Business Results

Stakeholders	Customers People Investors Communities
Strategic intent	<ul style="list-style-type: none"> Create value for our stakeholders Partner with business to create value for the company Grow & communicate a compelling employee value proposition Be socially responsible Be in top 50 best places to work Make impacting decisions on human capital
Values	Identified Values & the framework to emphasize the values systems
Themes	Organizational effectiveness, Human capital & Strategy Differentiator Capability Opportunity Motivation
Complexities	Relationship System & Process Organizational Capabilities
Programs	<ul style="list-style-type: none"> Strategic Staffing Talent Management Succession & Leadership Employee Rewards Training / Development Employee Championship Global Citizen System & Process: Effective & Compliant Market-driven HR Tech & Technology Environment / CSR Employee Branding Partner & Management System Shaping the work force

Approach & framework & Tool



Approach & framework



Tool & framework



Propriety Models Framework & Tools



Tools & framework





HRMIS, Payroll, Engagement



Leadership Interventions



Learning Platform



Our Strategic Partnerships

Talent Acquisition Automation



Learning Platform Video Indexing



Compliance Solutions



Compensation & Reward Management



HR Consulting



Employee Wellbeing



Contract Staffing



Psychometric Assessments



Clients our Experts Enabled





Realize Your Full Potential



Connect with us at:
engage@enablingworld.com
www.enablingworld.com

#36 Model Basti |
New Delhi 110005 |
Ph: +91 8105000762 |
Mail - sanjivjain@enablingworld.com

7 | Rohan Ashima | Brookefields |
Bangalore 560037 | Karnataka |
Ph: +91 9845133767 | 9739834163 |
Mail - tayals@enablingworld.com

7, Kottur Garden Link Road |
Kotturpuram | Chennai 600 085 |
Ph: +91 90360 33001
Mail - kpvachali@enablingworld.com