

Creating Future Ready Leaders

Our Leadership Development Enablers



Enable the world realize it's full potential



Our Leadership Enablers

Our Point of View

- Success of an organisation is in direct proportion to the quality of leadership it has at all levels
- Leadership is not about the top level but at all levels & in everything we do.
- Leadership is not a position but Choice a person makes to be a leader
- Effective leadership is about building more leaders within the workgroup

Our Modes of Learning

- On-line virtual class
- Face to face
- Blended – online and face to face
- E-modules
- Workshop
- Coaching
- Projects

Our Unique Offering

- Deep expertise in customized solution
- End to end leadership development journey intervention capability
- One stop shop for all leadership development solutions
- Highly experienced & certified industry experts to deliver the development interventions
- Experience of delivering across industry segments - IT, ITES, Food, Hospitality, Media, Retail, Telecom, Banking, Manufacturing, Logistics, Oil and Gas, Chemical, Pharma, Development Sector...
- Facilitators with 20+ yrs. experience with deep subject knowledge and specialization
- Integrated interventions with assessments, coaching, counselling and consulting
- Delivery capability across India & South Asia

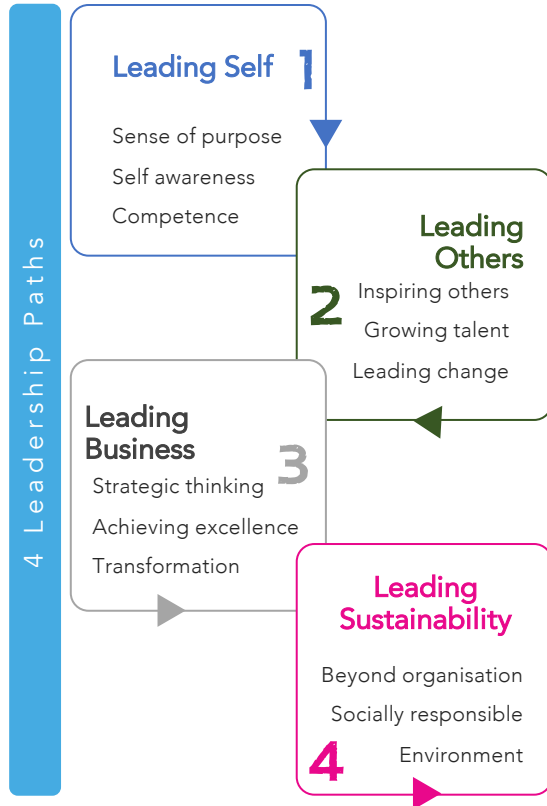


Our Development Mechanics

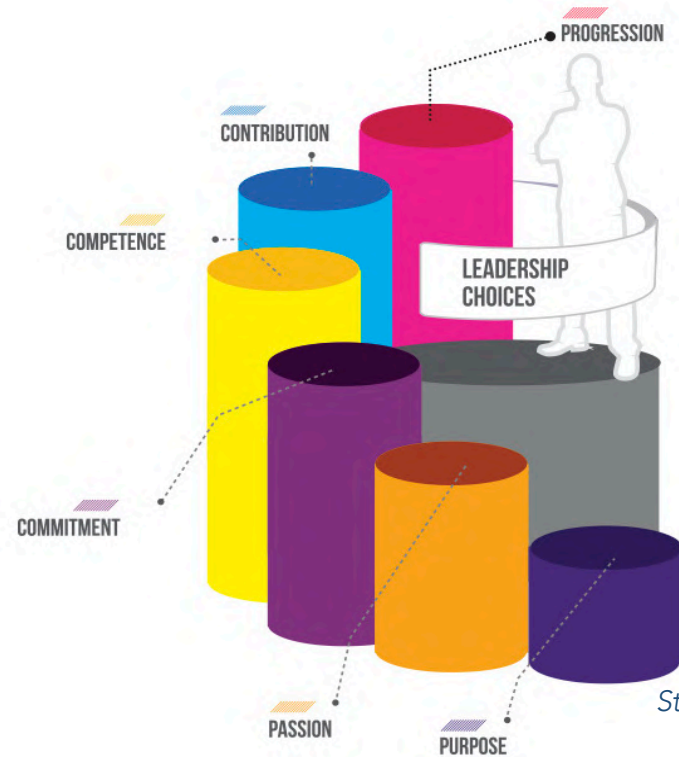
- We help organisation develop Leadership competencies through
- Assessments – StrengthsFinder, psychometric assessments, 360⁰ feedback
 - Coaching
 - Trainings
 - Self paced learning

Our Strength

- Our thought leadership – proprietary model of leadership
- Experience of delivering leadership development in multi-national environment
- Outcome guaranteed engagement



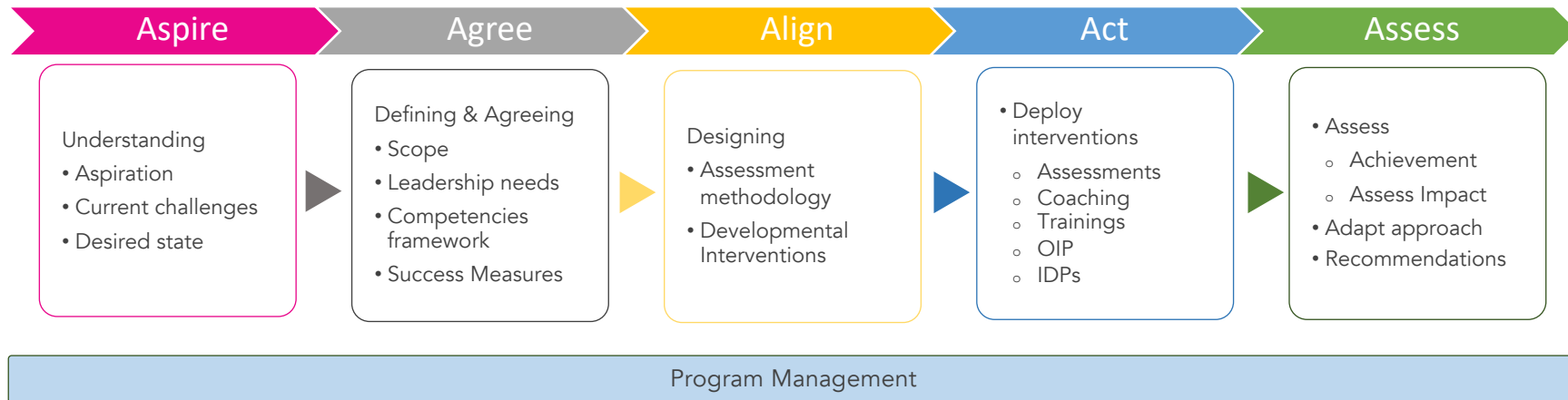
Our Leadership Approach



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

We develop leadership competencies through StrengthsFinder, psychometric assessments, 360° feedback, coaching & trainings

Leadership Development Journey



Training & Development Arena

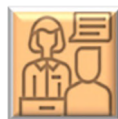
Virtual & F2F



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
- Emotional Intelligence
- Leading Diversity & Inclusion
- Transformational Leadership
- Expanding Your Influence
- Driving Cultural Change
- Psychological Safety
- Influencing and Change Management

... 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
- Counselling Skills
- Art of Virtual Facilitation
- Leading Remote Teams

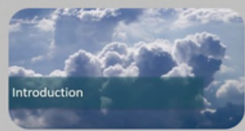
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Inspired Leadership

High Tech, High Touch, High Impact

Emerging Leader Journey content



Introduction

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



Leading self

Understanding me
 Emotional intelligence
 Courageous conversations
 Developing agility

Path 1



Leading high performance

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

Path 2



Leading without authority

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

Path 3

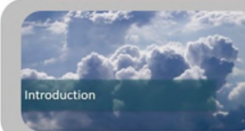


Leading Business

Networking and collaboration
 Tools for success
 Financial literacy
 Strategic leadership

Path 4

Manager to Leader Journey content



Introduction

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



Leading Self

Developing Self Awareness
 Effective Communication
 Crucial Conversations
 Building Trust

Path 1



Leading Others

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

Path 2



Leading the Business

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

About Enabling World

Corporate Overview



Passion | Commitment | Results

Enable the world realize it's full potential

We enable You to get there!!!

We enable you to find the answer to your most
challenging issues, achieve your vision and
make you & your organisation future ready

What Got You Here Won't Get You There



MARSHALL GOLDSMITH

WITH MARK REITER



About us



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
- Registered vendor with United Nations (UNGM ID Number: 500605)
- UDYAM Registration No: UDYAM-KR-03-0062843
- Experts with track record of leading transformational, global initiatives across industry verticals.



75,811

MANAGERS TRAINED



158

ORGANISATIONS BENEFITED



224

TRAINING COURSES



9.17

AVERAGE FEEDBACK (1-10 scale)

Our Founders



Sushil Tayal – Bangalore

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

Around 4 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 around 4 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



Late 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.



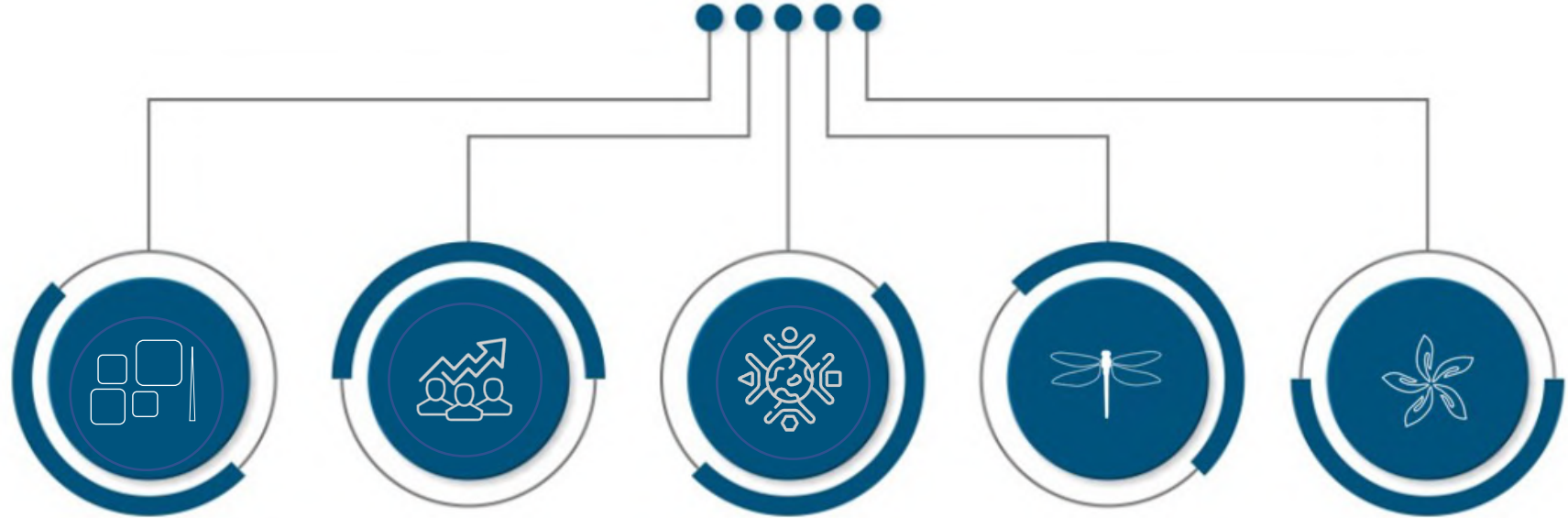
Anupam - United Kingdom

A life coach, facilitator & change consultant, Development Management Professional with an experience of around 4 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 Consulting & Training

- Strategic HR
- Process redesign
- HRBP & HR functional trainings

Leadership & Talent Development

- Strengths based coaching
- Assessments
- Training & workshops

Diversity, Equity & Inclusion

- DEI consulting
- DEI audit
- DEI trainings & workshops

Outsourcing Services

- CHRO on demand
- L&D function outsourcing
- Flexi staffing

Employee Wellbeing

- Expert led wellbeing sessions
- Wellbeing audit
- POSH

HR Consulting & Advisory



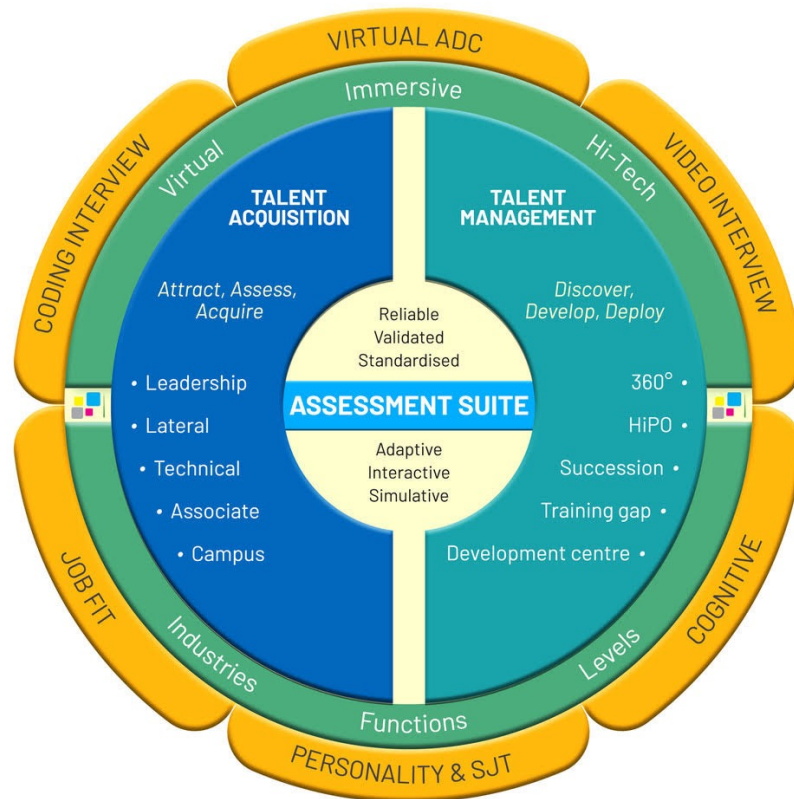
- Well researched **Aspire, Agree, Align, Act & Assess** methodology
- Our experts help you identify gaps, create milestones, design & align processes & practices, and leverage technology to achieve the best results.

- We believe organisation's success is a result of clear strategic focus, ability to effectively execute their strategy, exceptional inspirational leadership, technology enabled integrated processes, engaged employees and its agility.
- We enable organisations develop and implement a fully integrated effective strategies and solutions for sustainable strategic success.

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• Create & communicate a compelling employee value proposition		<ul style="list-style-type: none">• Be socially responsible• Be in top 50 best places to work• Make impacting decision on human capital	
Values	Identified Values & the framework to emphasise the values system			
Themes	Organisational effectiveness, Human capital & Strategy differentiator			
	Capability	Opportunity	Motivation	
Competencies	Relationship	System & Process	Organisational Capabilities	
Programs	<ul style="list-style-type: none">• Strategic Staffing• Talent Management• Succession & Leadership• Effective Rewards• Training / Development• Employee Championing• Global Citizen		<ul style="list-style-type: none">• System & Process: Effective & Compliant• Menu-driven HR• Tools & Technology• Environment / CSR• Employer Branding• Partner & Management System• Shaping the work force	

Assessments

- Wide range of assessments
- Automated, in-built, AI driven proctoring
- Virtual, interactive, online, scalable
- Integration with key HR systems
- Personality, behaviour, functional competencies assessment
- Virtual assessment centres
- Assessments from renowned service providers



DEI Offerings

Gender Diversity

Training sessions and talks around creating an equitable and inclusive workplace and developing women leaders



DEI Consulting



DEI Consulting

Designing DEI strategy & road map
DEI maturity assessment
Developing competencies for successful DEI strategy
Consulting projects

Gender Diversity

Neurodiversity Inclusion



Leveraging Neurodiversity

Training sessions & talks around creating a neurodiverse workforce
neurodiversity at workplace

LGBTQIA+

Training sessions & talks around creating an equitable and inclusive workplace for the LGBTQIA+ community



LGBTQIA+ Inclusion

PWD Inclusion



PWD Inclusion

Sensitisation workshops for HR, managers & employees on disability, accessibility and inclusion

Our Learning Offerings

Our Point of View

- Creating a learning culture is key differentiator for any organisation
- Employees learning has a direct bearing on engagement, productivity and client success
- Building and growing own talent is always a better business approach than acquiring talent

Our Modes of Learning

- On-Line Virtual class
- Webinar
- Face to Face
- Blended – online and face to face
- E-modules
- Workshop
- Outbound training

Our Unique Offering

- Deep expertise in customized solution
- One stop shop for all learning solutions for Leaders, Managers, HR and Employees
- Experience of delivering across industry segments - IT, ITES, Food, Hospitality, Media, Retail, Telecom, Banking, Manufacturing, Logistics, Oil and Gas, Chemical, Pharma, Development Sector...
- Facilitators with 15+ yrs. experience with deep subject knowledge and specialisation
- Integrated interventions with assessments, coaching, counselling and consulting
- Delivery capability across India & South Asia
- Quick turn around time - 7 days

Our Training Segments

200+ programs readily available

- Leadership
- General Management
- HR Functional
- Foundational Skills
- Diversity Equity Inclusion Belonging
- Wellbeing & POSH

Our Offer

- Credits based attractive corporate scheme for Webinars and Live Virtual Classes.
- 1 hr program equals 1 credit point
- You can pick & choose from a ready list of programs across different segments
- Master Class* is 1.5 credit for 1 hour session



X'CEL – Our Uniqueness

- Led by highly experienced Subject Matter Expert with great facilitation skills
- Deep domain knowledge with global experience

Expert Led



- Alignment with specific training needs
- Bespoke training program design

Customised Curation



- Highly interactive & experiential workshop style learning delivery
- Contextual case studies & exercises

Experiential Delivery



- Guaranteed high learner satisfaction score
- Knowledge retention mechanics & resources

Learner Delight



Our Development Enablers

Managerial Effectiveness

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



Leadership



Inspirational Leadership

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

General Management

HR Functional Competencies



HR Competency

Developing HR functional & business partnering (HRBP) competencies to manage new age workforce and agile organisation

DEI

Developing awareness and foundational competence to create diverse & inclusive workplace



Diversity Equity Inclusion Belonging

Employee Wellbeing



Wellbeing

Building a healthier world. Leveraging the science of mindset; focussing on different elements of wellbeing

Training & Development Arena

Virtual & F2F



Leadership

- Vision, mission & values
- Transformational leadership
- Thriving innovation
- Strengths based leadership
- Strategic thinking
- Managing hybrid working
- Managing change fatigue
- Leading with empathy
- Leading in turbulent times
- Leading diversity & inclusion
- Leading change
- Leader as A coach
- Influencing skills
- Growth mindset
- Executive presence
- Driving performance driven culture
- Creating future leaders
- Critical thinking
- Communicating with impact
- Building psychological safe workplace
- Art of story telling

... more



HR Functional

- Agile TA
- Behaviour event interview
- Business acumen
- Building an HR strategy
- Creating performance culture
- Inclusion @ workplace
- Design thinking for HR
- Competency framework
- Disciplinary enquiry
- Effective goal setting
- Employee experience
- HR - digitalisation
- HR 4.0
- HR analytics
- HR business partner
- Managing performance
- Org design & development
- Org network analysis
- Managing IR proactively
- Workforce planning
- New age talent acquisition
- Talent management
- Total rewards in new world
- L&D strategies & execution
- Workplace investigations

... more



General Management

- Art of negotiations
- Building engaging workplace
- Building +tive team culture
- Communicating for impact
- Counselling skills
- Cultural sensitivity
- Dealing with ethical issues
- Difficult conversation
- Effective decision making
- Emotional intelligence
- Enabling young manager
- Harassment free workplace
- Influencing & persuasion
- Leading remote teams
- Learning to delegate
- Managing career aspirations
- Managing conflicts
- Difficult conversation
- Managing high perf. team
- Mentoring skills
- Strengths based conversations
- Working with millennials & gen z

... more



Diversity Equity Inclusion Belonging

- Authentic you
- Being an LGBTQIA+ Ally
- Celebrating every ability
- Challenges women leaders face
- Creating accessible / inclusive workplace
- Digital wellbeing for women
- Disability inclusion in the workplace
- Fatherhood and men
- Financial wellness for women
- Gender neutrality in the workplace
- Inner critic
- Mental health and men
- New modern masculinity
- Power dressing
- Gender equity in digital era
- Second careers for women
- Sign language
- Super woman syndrome
- Working with pregnant colleagues

... more



Employee Wellbeing

- Brand you
- Building resiliency
- Children gadget deaddiction
- Cultivating thriving relationships
- Embracing life
- Fatherhood & men
- Financial wellbeing
- Healing through sound
- IKIGAI
- Imposter syndrome
- Mindful eating
- Positive mindset
- Power dressing
- Psychological first aid
- Resolving conflict in relationship
- Restful sleep
- Stress relaxation techniques
- Unconscious bias
- Unplugging smart world
- Work-life integration
- Parenting - series
- POSH & ICC training

... more

Wellbeing & POSH

Creating A Healthy & Safe Workplace



Wellbeing Training



Certification & Audit



POSH Service



Passion | Commitment | Results

Organisations our Experts Enabled





Realize Your Full Potential



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