



GROWTHSQUARES

Capability Building For Business Impact



Learning & Development Consulting

OUR ACCREDITATIONS & PARTNERS

Certified Consultancy:



Certified by:



Partner:



OUR PRACTICES



Leadership Development & Assessments



Sales Capability Development



Organization Development & Change



Customer Centricity



Personal Effectiveness

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“Learning too is business.”

- Ratan Naval Tata

“The way your employees feel is the way your customers will feel. And if your employees don't feel valued, neither will your customers.”

- Sybil F. Stershic, Marketing and Organizational Advisor

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CONSULTING TO US

Partnering with organizations in diagnosing; at systems levels, business levels and people process levels to recommend and support execution of capability building interventions for sustainable business impact and total organizational effectiveness.

OUR CONSULTING METHODOLOGY

The level, type and intensity of each and every intervention that we recommend and execute is derived and validated by passing them through our SCAPE model.



WHY PARTNER WITH US

Practical & Applicable L&D/ OD Solutions

- We invest time in understanding the real challenges faced by your organisation.
- We speak your team's language in a manner they would understand it best.
- We facilitate learning that can be immediately applied to your team member's job role.

Industry Validated Global Know-How

- Our know-how and content is validated by industry leaders.
- We marry our global content with your organizational context.
- We map consultants who thoroughly understand your industry.

Technology Led Blended Learning

- Our solutions have an interface of both technology and human interaction.
- We execute, virtual, in-person physical classroom and outbound learning.
- We employ blended learning methodology in classroom- based learning.

Multiple Design & Delivery Methods

- We follow the learning model of 70: 20:10 and the 80:20 class facilitation principle.
- We follow multiple principles of adult learning.
- We deploy multiple mechanisms to design and deliver our solutions.

OUR FLAGSHIP SOLUTIONS

Leadership Development & Assessments

○ First Level

- Foundational Leadership & Management Expertise (FLAME)
- Diversity & Inclusion Laboratory
- Performance Dialogues

○ Mid Level

- GrowthSapes - Program for Unique Leadership & Strategic Excellence (G-PULSE)
- Building Emotional Intelligence
- Specific Competency Development
- Women In Leadership

○ Senior Level

- Transformational Leadership
- High Potential Development
- Succession Planning

○ Organization Level

- Competency Framework

Assessments

- Skill/ Competency Assessments
- EQ Assessment

Organization Development

- Organization Diagnosis
- Organization Mission, Vision & Strategy
- Organization Values & Culture Orientation

Sales Capability Development

○ First Level

- Fundamental Selling Skills
- Powerful Sales Presentations

○ Mid Level ○ Senior Level

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|--------------------------------|--------------------------------|
| ➤ Essential Negotiation Skills | ➤ Value Enhancing Negotiations |
| ➤ Solutions Selling | ➤ Strategic Account Management |
| ➤ Managing Channel Partners | ➤ Consultative Selling |
| ➤ Field Sales Management | ➤ Strategic Sales Management |

OUR FLAGSHIP SOLUTIONS

Customer Centricity

○ First Level

- Creating Customer Delight
- Creative Complaint Handling

○ Mid Level

- Patented Customer Experience
- Leading Customer Centricity

○ Senior Level

- Building Customer Centric Culture
- Shaping Internal Customer Centricity

Personal Effectiveness

○ First Level

- Communication Excellence
- Executive Presence

○ Mid Level

- Time & Results Management
- Achievement Orientation Lab
- Impactful Presentations

○ Senior Level

- Leader As A Coach
- Executive Mindfulness & Well-being



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ABOUT US

Growthsqapes is a total Learning & Development and Organization Development consulting organization based in Delhi NCR, India, offering customized solutions. Our mojo is, visible change of individuals as well as organizations. We derive our approaches deeply and firmly from our principle of **Action-Diagnosis: determined by diagnosis, actioned for impact.**



SOME OF OUR CLIENTS

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