Learning & Development Consulting

OUR ACCREDITATIONS & PARTNERS

Certified Consultancy: THE TAVISTOCK INSTITUTE
Certified by: Brainbench
ISO 9001
Partners: Wheebox, Cfore
OUR PRACTICES

- Leadership Development & Assessments
- Sales Capability Development
- Organization Development & Change
- Customer Centricity
- Personal Effectiveness
- HR Advisory & Consulting

“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

CONSULTING TO US

Partnering with organizations in diagnosing at systems level, 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.

<table>
<thead>
<tr>
<th>S</th>
<th>C</th>
<th>A</th>
<th>P</th>
<th>E</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEARCH</td>
<td>CALIBRATE</td>
<td>ACTUATE</td>
<td>PRACTICE</td>
<td>EMBED</td>
</tr>
<tr>
<td>Interviews</td>
<td>Pre-Post Assessment</td>
<td>Facilitator Led</td>
<td>Refresher Workshops</td>
<td>Pre-Post Levels</td>
</tr>
<tr>
<td>Focus Group</td>
<td>Tools</td>
<td>Workshops</td>
<td>Group Coaching</td>
<td>Measurement Tools</td>
</tr>
<tr>
<td>Discussions</td>
<td>Skill Frameworks</td>
<td>T-Group Labs</td>
<td>Individual Coaching</td>
<td>Project Management</td>
</tr>
<tr>
<td>Organizational</td>
<td>Competency</td>
<td>Pre-Post Knowledge</td>
<td>Projects</td>
<td>Blended And</td>
</tr>
<tr>
<td>Environmental Scan</td>
<td>Frameworks</td>
<td>Kits</td>
<td>Webinar</td>
<td>Communication</td>
</tr>
<tr>
<td>Process And Policy Scan</td>
<td>Research Labs</td>
<td>Simulations</td>
<td>Reviews</td>
<td></td>
</tr>
<tr>
<td>Mystery Audits</td>
<td>Technology</td>
<td>Role Plays</td>
<td>Consolidation Events</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td></td>
<td>Team Activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diagnosis Labs</td>
<td></td>
<td>Panel Discussions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Study Of Internal Data</td>
<td></td>
<td>Brainstorming</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td>World Cafe</td>
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WHY PARTNER WITH US

Practical & Applicable L&D/ OD/ HR Solutions
► We invest time in understanding the real challenges faced by your organization
► We speak your team’s language in a manner they would understand it best.
► We facilitate learning that can be immediately applied to the 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 local 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 both classroom & outbound learning
► We employ blended learning methodology in classroom-based ILT

Multiple Designs and 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**
  - GrowthSquares - Program for Unique Leadership & Strategic Excellence (G-PULSE)
  - Building Emotional Intelligence
  - Specific Competency Development
  - Women In Leadership
  - Impactful Business Presentations

- **Senior Level**
  - Transformational Leadership
  - High Potential Development
  - Succession Planning

- **Organization Level**
  - Competency Framework
  - Assessment Centre

- **Assessments**
  - Skill/Competency Assessments
  - EQ Assessment

Organization Development

- Human Resource Consulting
- Organization Diagnosis
- Organization Mission, Vision & Strategy
- Organization Values & Culture Orientation
- Team Outbound

Sales Training & Development

- **First Level**
  - Fundamental Selling Skills
  - Powerful Sales Presentations

- **Mid Level**
  - Essential Negotiation Skills
  - Solutions Selling
  - Managing Channel Partners
  - Field Sales Management

- **Senior Level**
  - Value Enhancing Negotiations
  - Strategic Account Management
  - Consultative Selling
  - 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
  - Behavioural Event Interviewing

- Senior Level
  - Leader As Coach
  - Executive Mindfulness

HR Advisory & Consulting

- Organizational HR Advisory Services
- Mergers & Acquisitions - Consulting & Guidance
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.**

OUR SERVICES

- Organisation Diagnosis
- Psychodynamic Coaching
- People Consulting
- Psychometric Assessments
- Corporate Training & Development

SOME OF OUR CLIENTS

- ABB
- Landmark Retail
- Mitsubishi Chemical Group
- IBM
- Novo Nordisk
- Concentrix
- Terumo
- Crompton
- Dr. Reddy's
- HCL
- LT
- Air India
- Hyundai

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