



Turnkey Training (P) Ltd

Turnkey L&D – Working Model 1



We will Change

Thought

Attitude

Behaviuor

The ROI Continuum

'S4' Model Explained

Search Right Behavior

The competency framework along with qualitative scores from Performance Management System would be studied to arrive at individual development need both technical & functional, these finding would then be shared and discussed with superiors along with HR to finalize current year Competency Development intervention for individual employee. Having finished this exercise homogenous group would be created for similar levels for execution

Structure Right Behavior

Having finalized on the Behavior that will lead to result oriented action, we will build learning intervention & tools customized, relevant to the organization. The first cut will be shared with HR for further inputs & further discussion with management

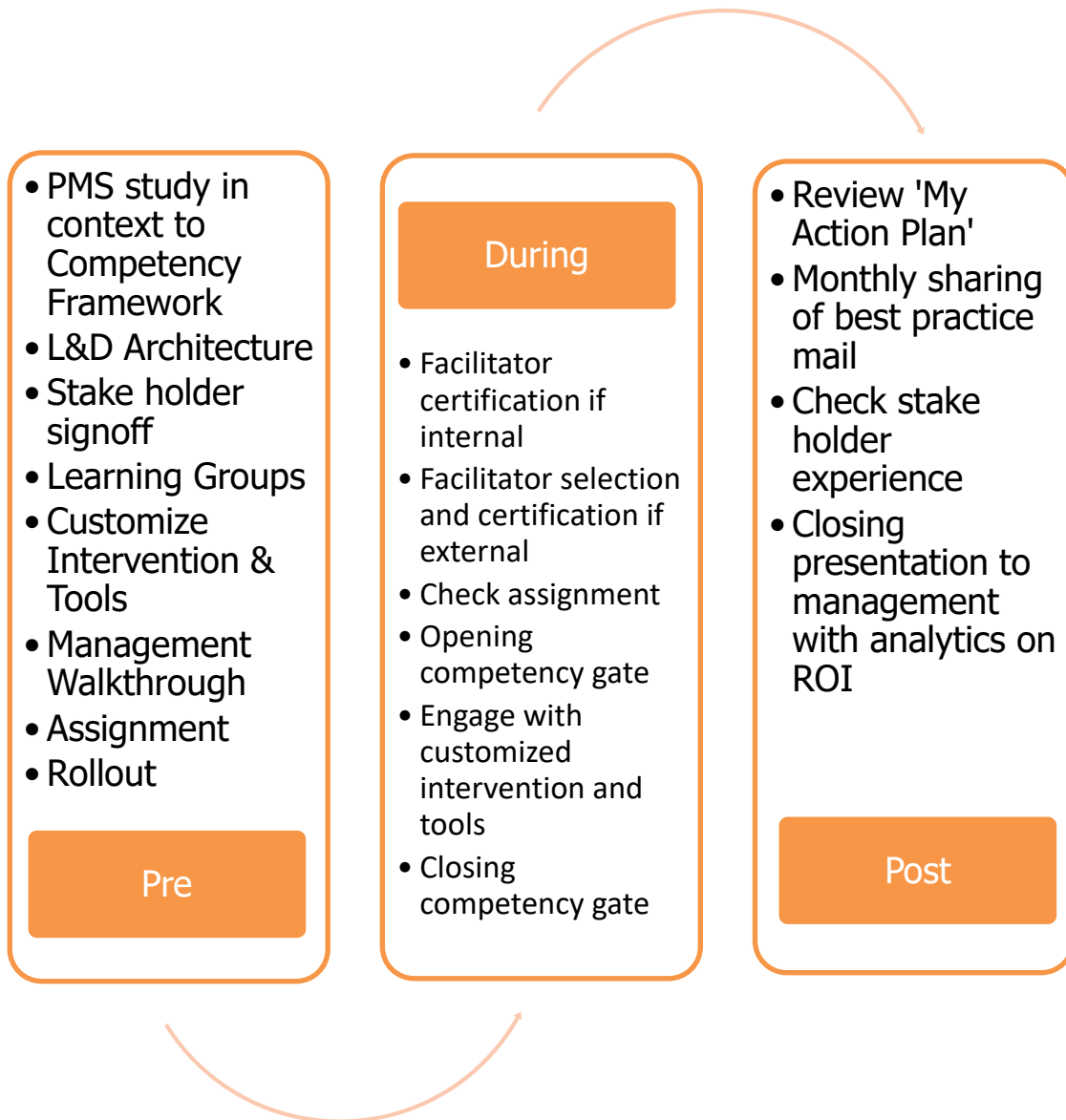
Service Right Behavior

For agreed learning intervention & tools there would be a management walk through & orientation post which the initiatives will be rolled out as per standardized grouping, venue & calendar. We will share the profile of Facilitators for approval, if required be a 'get to know sessions' can be organized

See Results for Right Behavior

We will maintain contact with attended employees through mail & over the phone for a specific period as agreed with HR post which the superiors would be approached along with HR to check if Right Behavioral Change has occurred that will get ROI. This will also get confirmed with next PMS scores to see if there has been deviations & what percentage of employees are contributing to ROI

'S4' Workflow



Working Model 2

Other than the Turnkey Model 1 suggested in first section which works on owning up wing to wing, we also have rack products which can be customized like any other outsourced partner would do

Stand alone Modules

- Leadership Skills
- Team Building Skills
- Coaching Skills
- Mentoring Skills
- Communication Skills
- Interpersonal & Relationship
- Problem Solving & Decision Making
- Conflict Management
- Time Management
- Persuasion & Negotiation Skills
- Business Etiquettes
- Customer Relationship Management
- Change Management
- Facilitation Skills
- Interviewing Skills
- Stress Management

Signature Program

- AdA 'Attitude defines Altitude', this program works on reconstructing Attitudes that are critical to differentiate
- FSDP 'Facilitation Skill Development Program' program aimed at helping Trainers to discover themselves and get matured in the life cycle of a Trainer

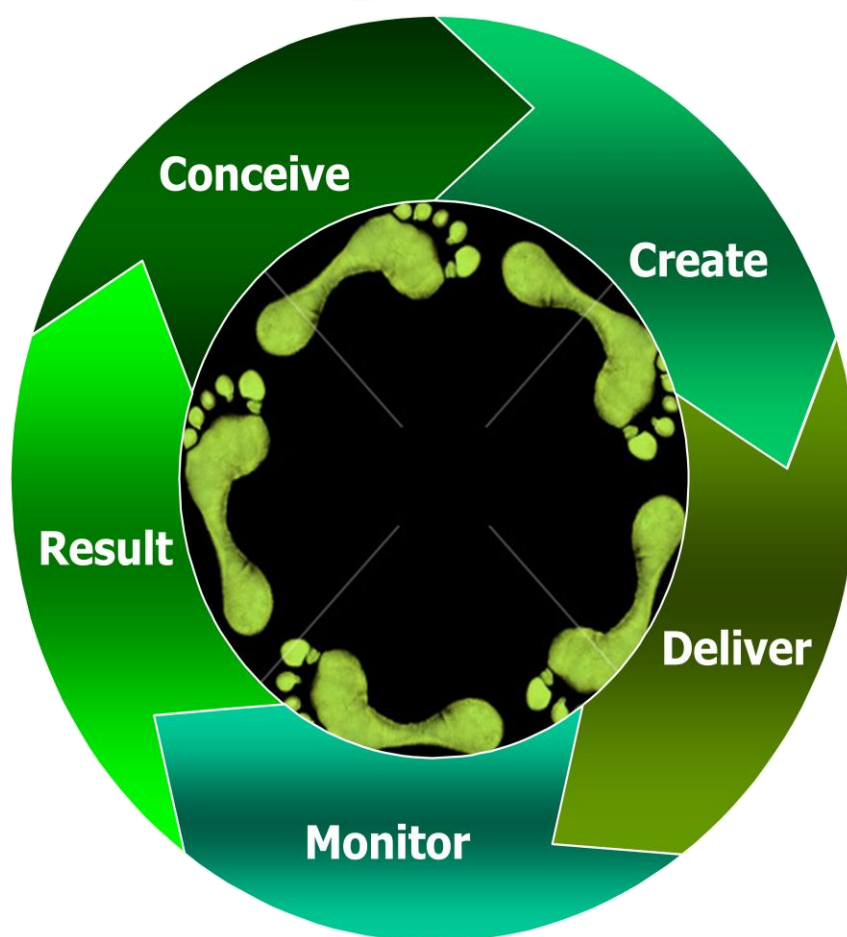
Working Model 3

In the current macroeconomic scenario where margins are at squeeze and volumes are not growing organizations are at dilemma what would be the right spend, many a times organizations find it difficult to balance the developmental piece as it requires fixed cost to have resources in place who would take the mantle. We offer solution by aligning Facilitators on our roles to deliver to organizational expectation. The working model remains BAU 'business as usual' only the commercial changes, the organization pays for the usage only.

Along with this proposal also find a brief introduction for Turnkey Training (P) Ltd in subsequent pages. We eagerly look forward to deliver.



Turnkey Training





Turnkey Training

This paper is not going to be like other papers where it doesn't finish at all, we will try to be as crisp, as sharp & as interesting as possible.

Who are we?

As the name suggest we work on a larger canvas in Training Consulting from scratch to finish, wing to wing, 360 degree on a built operate & transfer model.

This is not what we get all the time, we work on patches as well, however with a differentiated approach towards owning expected results & not just the good feedback.



Turnkey Worker & Facilitator Team

We are a lean mean organization & build around partnership concept. Basis industry, nature & scope of consulting we get together on project basis. We have 35 such partners across the country. 20 partners for training front line, 15 partners to train front line managers & middle level managers & 5 partners exclusive for senior level managers



Turnkey Training (P) Ltd
presence from 19th of May 2012 till date



For India First we are a partner for their entire Sales Training requirement



For Doon University we run Employability Program along with their curriculum



For DLF Pramerica we conduct motivational sessions



Turnkey Lead Worker & Facilitator Profile

Kalyan Sen, in the last two decades of his professional associations, has blended and matured himself as an ace sales professional, powerful facilitator and a Leadership / Management Coach. He climbed the ladder to become Executive Vice President.

His steady growth story starts with sales in Companies like Eureka Forbes, UDI Yellow Pages, Digicontrol Northern Pvt. Ltd. where his experience ranges from door to door selling to managing major accounts, DGS&D & Turnkey Projects in Telecommunication.

With inherent desire & passion to make others successful he decided to make his mark in Training & Development, for the last 16 years in Training he has been associated with the likes of NIS a NIIT Division Company, Max New York Life, Bajaj Allianz & ING

In Training & Development his achievements are remarkable, he is certified facilitator for SPIN Selling, Adventures in Attitude, Post Graduate Diploma Programs, Generative Team Building, Leadership Programs, DISC, etc to name a few. He is equally known for his competencies to set up business & run human capital-intensive organizations.

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