

Corporate Presentation



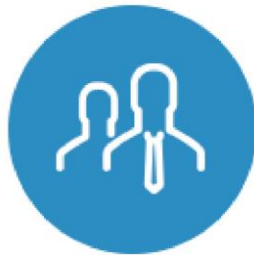
www.peoplecraft.com

About Peoplecraft

Peoplecraft is a high-impact soft skills / behavioural / leadership learning partner

OUR MISSION: MAD (Make A Difference) To

Our Clients



Identify Specific Need and
Offer Customized Solution

Our Participants



Equip participant with the
right ASK (Attitude, Skill
& Knowledge) to meet
Organizational Goals

Our Facilitators



Match the right client
opportunity with the right
facilitator and ensure a
win-win partnership

About Peoplecraft

QUICK FACTS:



Founded in 2005



15+ Years Experience



300+ Clients



40+ Offerings

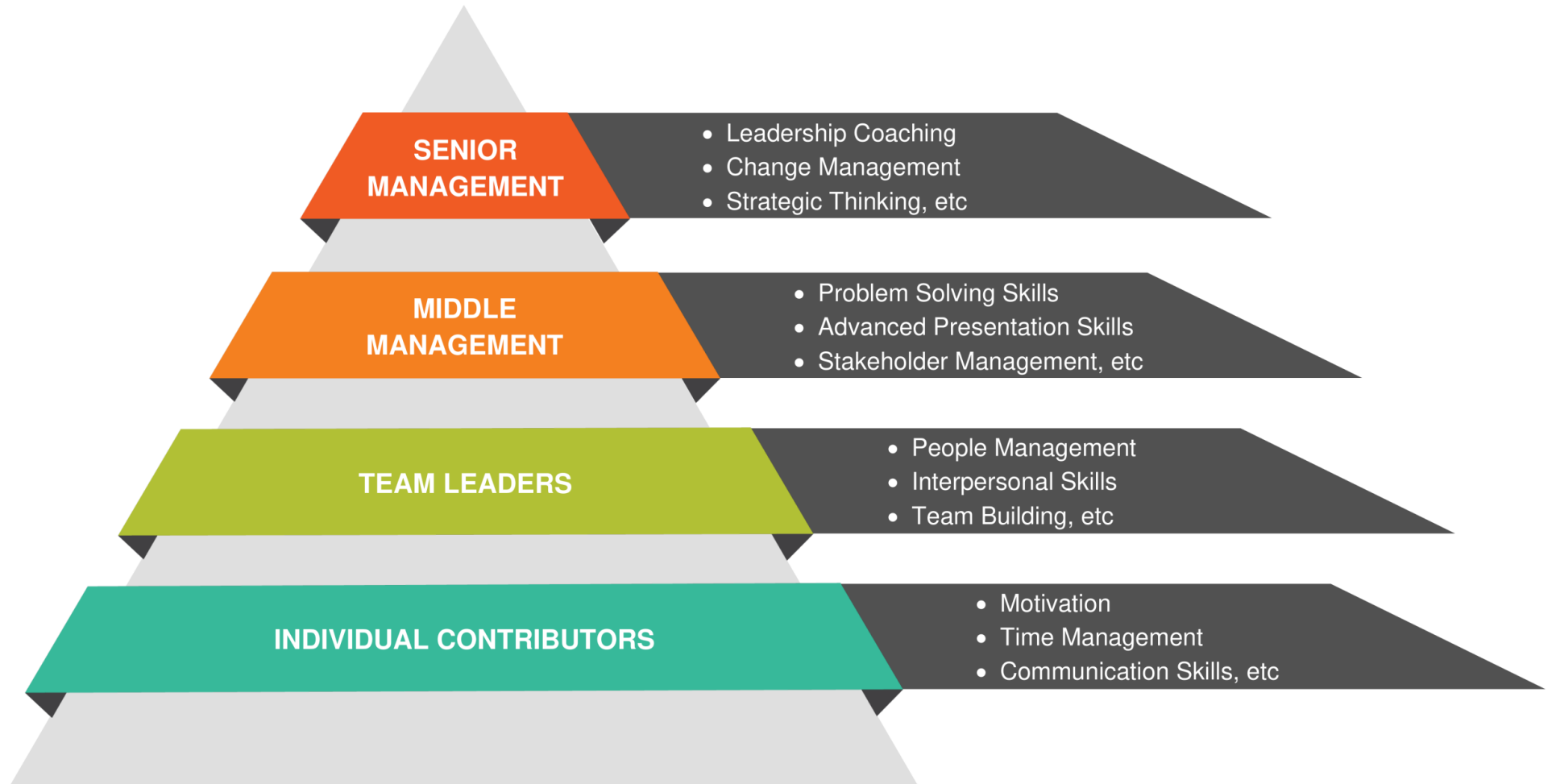


4000+ Programs

Our Offerings



Our Offerings



Flagship Programs



Program	Typical Duration
PEP-UP	1-2 days
Synergy	1-2 days
Leadership Journey	2-6 days
Personal Well-Being	1-2 days

ACE Methodology

Action-Centered

Learning is transferred by translating the experience to actual work practices

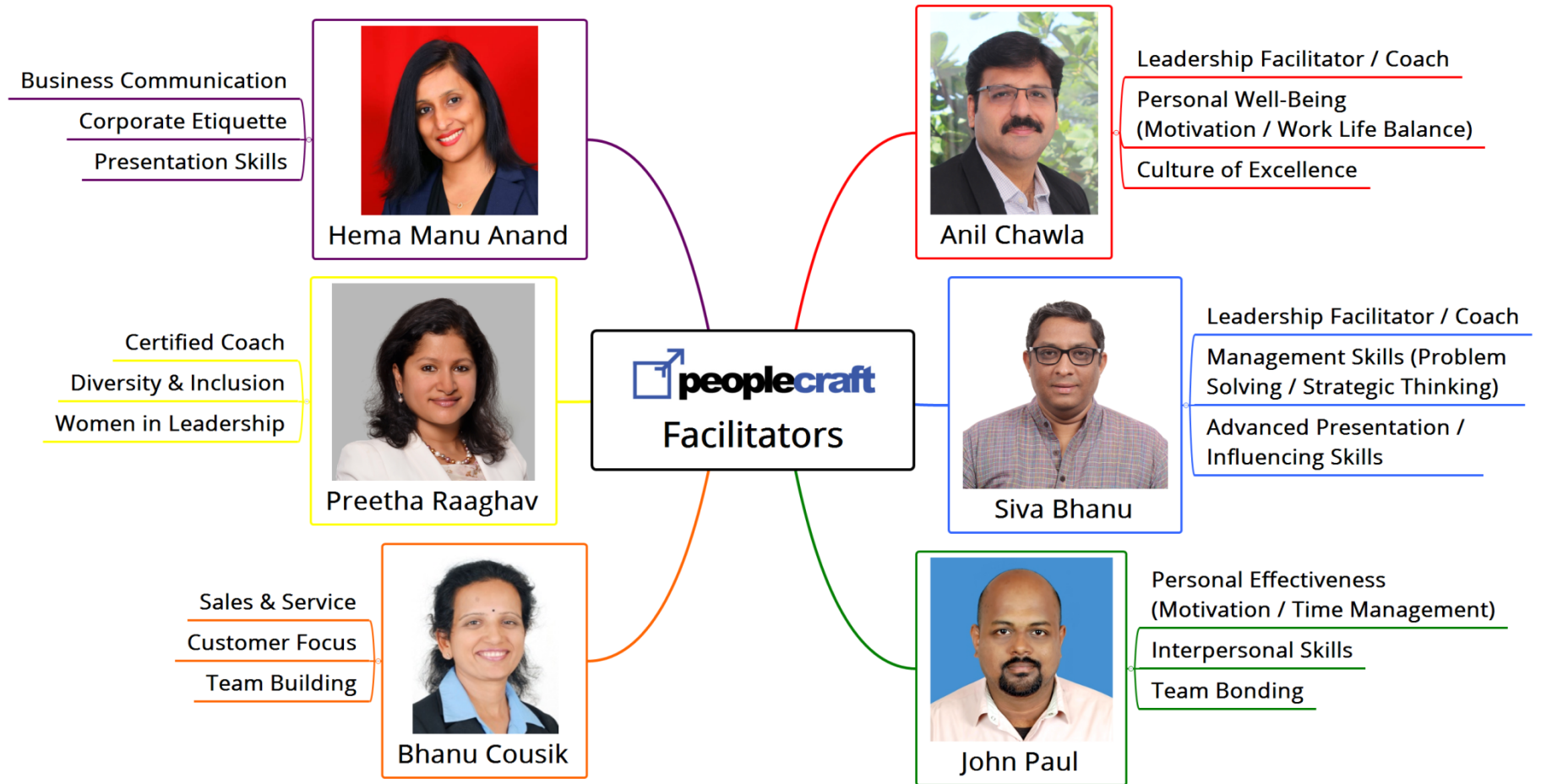
Customized Objectives

The entire learning program is tailored to our client's specific business objectives and operation needs

Experiential Learning

People learn best when it is problem-centered and action-oriented. This is the basis of experiential learning. As such our activities ensure full participation and lessons are drawn from the experience

Meet Our Team



Client Speak (Testimonials)

Lennox has been working with Peoplecraft since 2011. Through these years, Peoplecraft has only evolved to be a better version of themselves. The way the team came about and offered a program virtually, which we thought can only be done through personal interactions was extremely commendable. Anil Chawla, the Man behind Peoplecraft has an astute sense of participants & engages with them organically as the sessions proceed. This makes their programs highly impactful & meaningful to the participants – **Hema Mani (Director HR – Lennox)**



Peoplecraft has always been a name to look up to when it comes to contemporary training solutions and people development. With its incomparable training talent Mr. Anil Chawla and a very strong team providing end to end solutions, Siemens Gamesa has benefitted largely in meeting its talent development solutions from Peoplecraft. The training style is very unique and ensures that the learners stay engaged even through these difficult times when digital learning is inevitable – **Pragnya Acharya (Sr. Executive – HR L&D – Siemens Gamesa)**

Please share this feedback to Anil. I think he should know how much he was appreciated. I have done many external speakers at Indium but none has received this kind of overwhelming positive feedback – **Ram Sukumar (Co-Founder and CEO – Indium Software)**



Getting excellent feedback from participants. It was a good program & because it was interesting the participants wanted more of it “Yeh Dil Mange More”. I would rate the session as excellent – **CD Mathew (Head HR – Larsen & Toubro Shipbuilding)**

 **Our Clients**
Are Our Best Advertisement

Partial Client List



Delivery Methodology



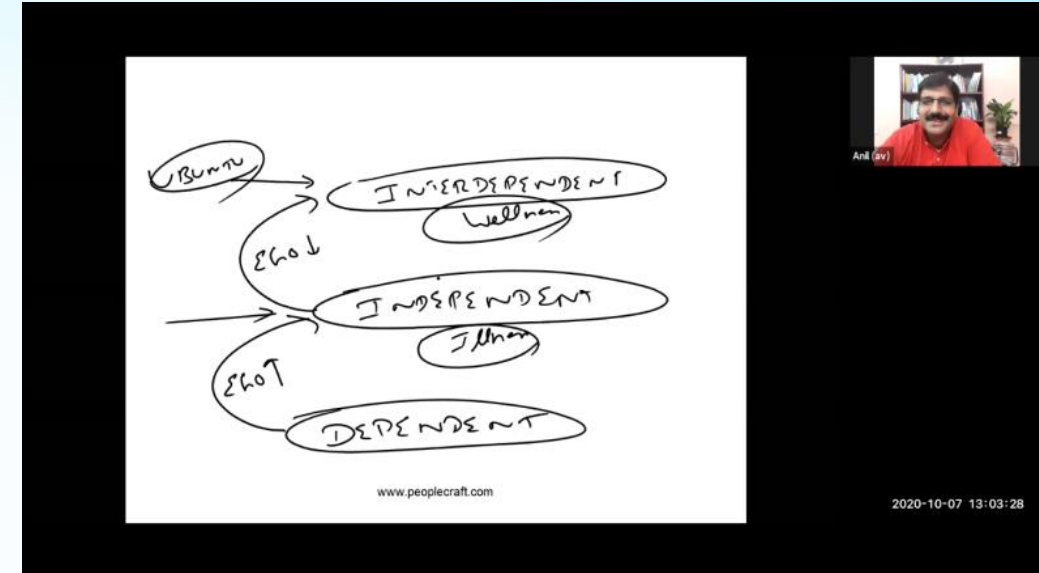
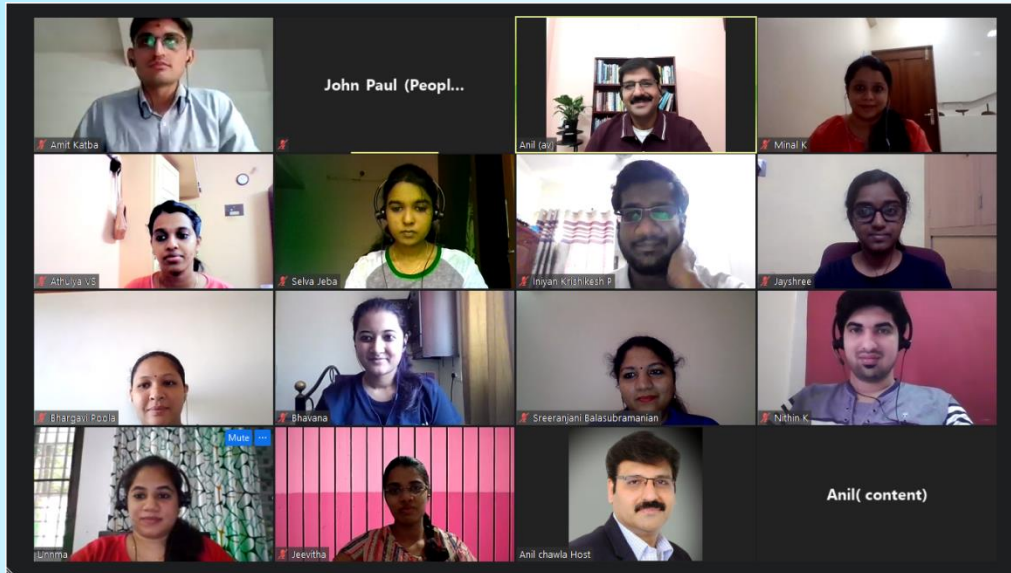
Sample Pictures (In Person Training)



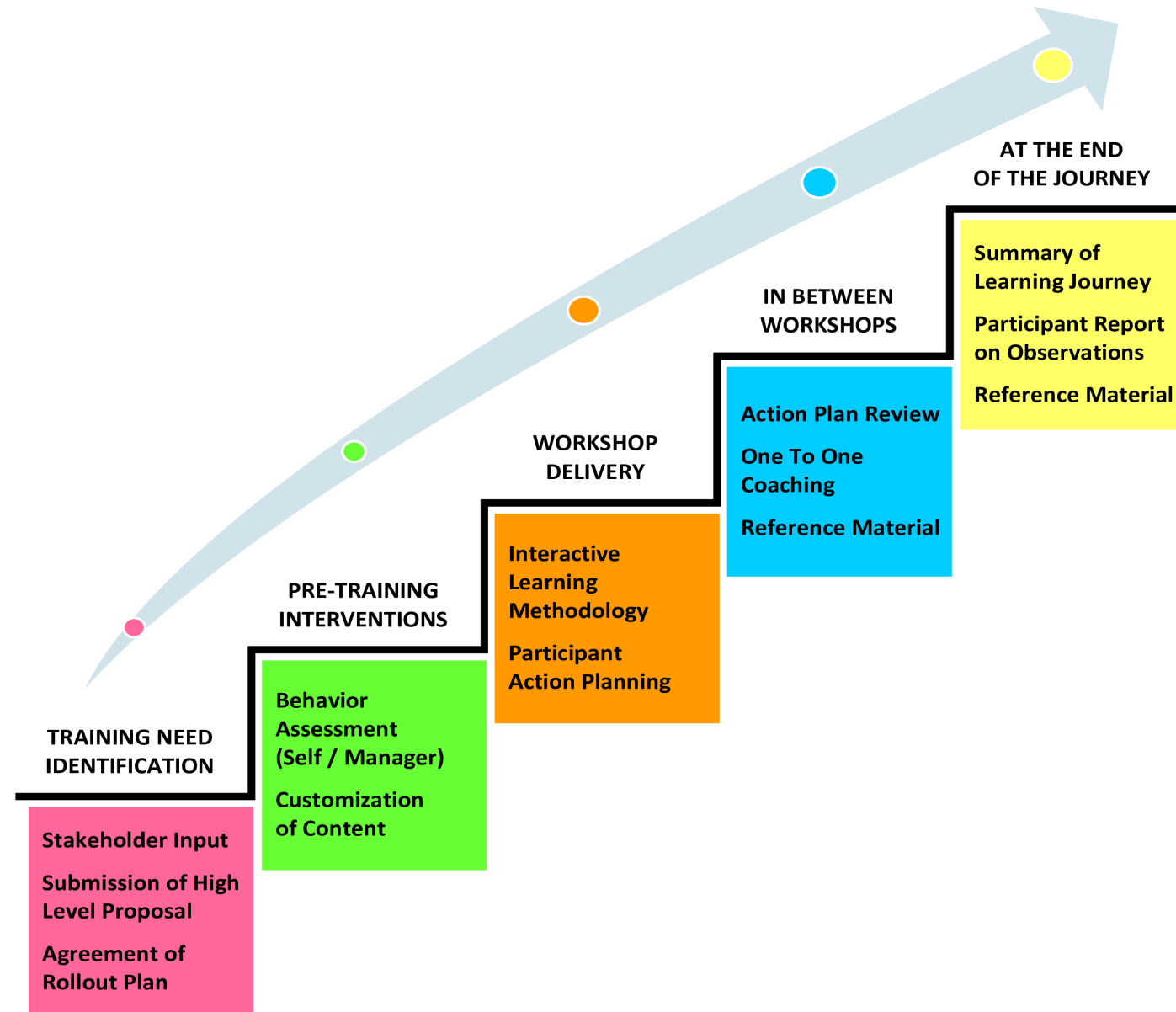
Delivery Methodology



Sample Pictures (Online Training)

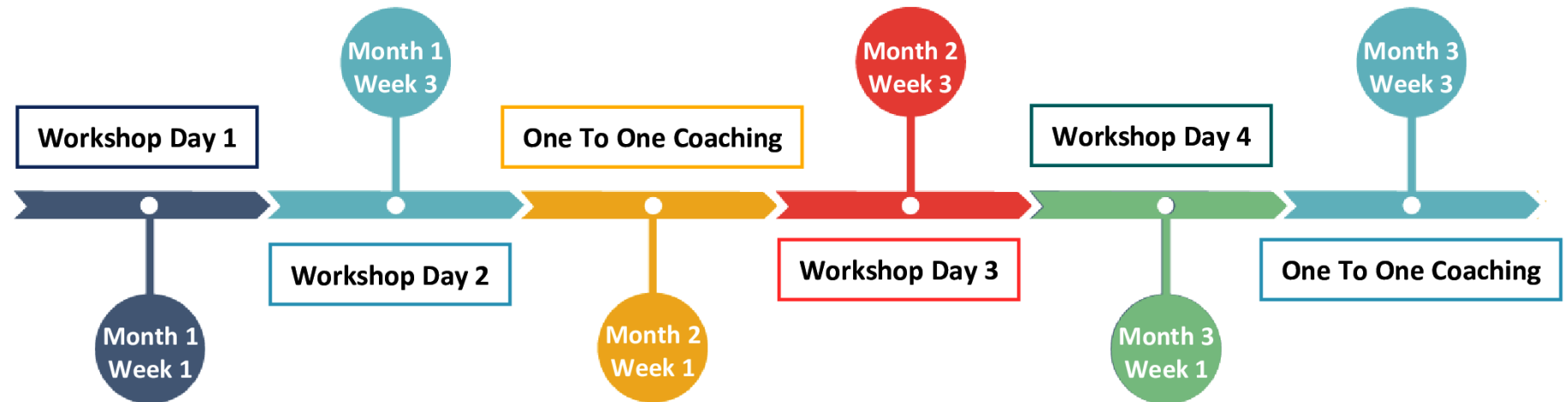


Client Engagement Model



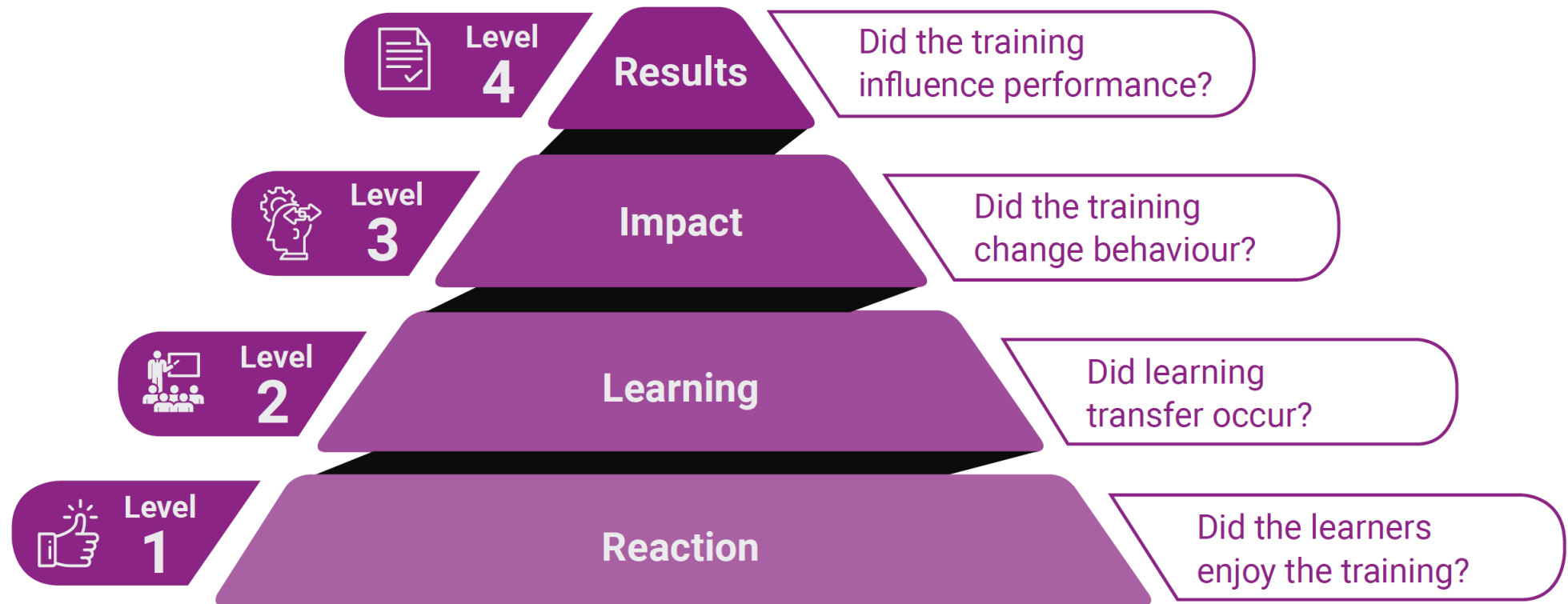
Sample Rollout Plan

The below Rollout Plan is for a 4 Day “**Leadership Journey**” training (includes Optional One To One Coaching)



Workshop To Workplace

- Peoplecraft believes in Level 3 of Kirkpatrick Model to ensure transfer of learning from workshop to workplace
- Participants will draft an Action Plan for this at the end of each workshop
- Behavior Assessments will be administered before and after the journey to evaluate behavior improvement



Sample Behavior Assessment

Displays Behavior	Not At All	Rarely	Sometimes	Often	Very Often
Score	0	2	5	8	10

No.	Focus Area	Behavior	Score
1	Motivation	* Demonstrates intrinsic motivation and strives to continuously improve / develop his learning / skills	
2	Time Management	* Uses time effectively; Plans & prioritizes tasks through introspection to focus on high value activities * Schedules blocks of commitments and sticks to the schedule / deadline by avoiding distractions	
3	Emotional Intelligence	* Able to manage his / her emotions and respond calmly (instead of reacting) during challenging / crisis situations	
4	Assertiveness / Influencing Others	* Communicates assertively to confidently express his / her point of view and influences others to create a win-win situation	
5	Trust / Rapport Building	* Builds and fosters solid relationships of trust and rapport with others	
6	People Management / Motivating Others	* Supports, motivates and empowers their team members to drive performance	
7	Conflict Management	* Identifies the purpose of conflict and understands how to benefit from their differences * Handles professional disagreements objectively without injuring dignity / sentiment	
8	Working with Multiple Personalities	* Able to adapt and work smoothly with different personalities	
9	Developing Team Members & Unleashing their Potential	* Identifies opportunities that challenge and encourage the development of people and help them to unleash their potential	
10	Inter-Team Collaboration	* Avoids silo mentality and effectively collaborates with peers / stakeholders for better results	
11	Aligning to Organization's Vision, Mission, Values	* Focuses on the common goal / big picture and aligns to organizational vision, mission, values	
12	Customer Focus	* Satisfies customers by meeting commitments / deadlines without any follow ups and reminders * Goes above and beyond what is expected of him / her to create customer delight	

Sample Action Plan

Discussion / Activity	Main Learning Points	Action Points	Time Frame
DOPE Bird Personality	I realize that I am an EAGLE / OWL personality and hence I need to work on my relationship skills.	- To start with, I will appreciate at least two people every day.	Immediate
Emotional Bank Account – Empathetic Listening	- When I make emotional deposits into someone's bank account, their fondness, trust, and confidence in me grows	- I will increase my trust deposits through empathetic listening (L5 Listening) by having one to one sessions with my team members (once every 2 weeks)	Immediate
Assertiveness	- I realize that I do not express myself confidently and display Submissive Behavior	- I will move from submissive to assertive behavior by being prepared with facts and data to negotiate for a win-win situation during my weekly review meetings with my managers & directors.	Immediate
Situational Leadership (Directing, Coaching, Supporting, Delegating)	- I need to develop my team through the 4 stages of situational leadership so that I can make them run their own show	- I will understand my team member's development level for a specific task and apply the right leadership style to help them move to expert level - I will create a delegation plan and discuss it with my team member and my supervisor	Immediate
JoHari Window	- I realize that I need to expand my open area into blind spot and hidden area to have effective work relationships and I need to try new ways of thinking and actions to reduce my unknown area.	- I will receive feedback from my team members and manager by asking the following 3 questions: What should I keep doing? What should I start doing? What should I stop doing? - I will regularly keep my team and team mates informed about my top two priorities for the upcoming week	Immediate

Summary / Reference Materials

SGP - A-Z Summary - Reference Materials - Day 1 To Day 10 - Hapag Chennai - Dec-Jan-2018-19 - Peoplecraft

John Paul (PeopleCraft) [john@peoplecraft.com]

Sent: Mon 21-Jan-19 4:18 PM

To: 'Avinash.Baskaran@hlag.com'; 'GaneshKumar.GopalRao@hlag.com'; 'KarthikKumar.Nambikumaran@hlag.com'; 'Mageswari.Thanigachalam@hlag.com'; 'Manikandan.Sivagurunathan@hlag.com'; 'Priya.Aravindachan@hlag.com'; 'Sabarinathan.Thangaraj@hlag.com'; 'Sathish.Srinivasan@hlag.com'; 'Williams.John@hlag.com'; 'Yuvaraj.Kuppusamy@hlag.com'

Cc: 'Anil Chawla'; 'Venkatesan, Karthikeyan'; 'Sathyamoorthy, Priyadharshini'; 'Dalal, Anisha'

Message |  A-Z Summary - SGP - Hapag Chennai - Day 1 to Day 10 - Dec-Jan, 2018-19.pdf (410 KB)
 Mind Maps.pdf (693 KB)
 Assertiveness.pdf (488 KB)

Thank you for your valuable participation in the SGP Journey.

Please find the A-Z Summary of Concepts / Topics covered in "SGP" attached with this mail for your perusal. Have also attached the reference materials on some of the key concepts / topics.

- o Mind Maps
- o Assertiveness
- o Emotional Bank Account
- o 4As of Stress Management
- o Tip Sheet – Interpersonal Skills
- o The 3 Gunas (Tamas, Rajas, Sattva)
- o Stepping Outside Your Comfort Zone
- o Circle of Influence Vs Circle of Concern
- o Tip Sheet – People Management & Conflict Management
- o Team Building Process – Forming, Storming, Norming, Performing
- o Situational Leadership – Directing, Coaching, Supporting, Delegating

Kindly feel free to contact me anytime for any queries.

List of Training Programs (In Person / Online)

No.	Training Programs	No. of Days	Staff	Team Leader	Middle Manager	Senior Manager
1	Personal Effectiveness	2	✓			
2	Time Management	1	✓	✓		
3	Business Communication	2	✓	✓		
4	Campus 2 Corporate	1	✓			
5	Assertiveness	1	✓	✓		
6	Working In Teams	1	✓	✓		
7	Interpersonal Skills	1	✓	✓		
8	Leadership Essentials	2		✓		
9	Culture of Excellence / Customer Focus	1	✓	✓	✓	
10	Creativity and Innovation	1	✓	✓	✓	
11	Team Bonding	1	✓	✓	✓	
12	Team Building	1	✓	✓	✓	

*Course Outlines can be provided on request

List of Training Programs (In Person / Online)

No.	Training Programs	No. of Days	Staff	Team Leader	Middle Manager	Senior Manager
13	Work Life Balance & Stress Management	1	✓	✓	✓	✓
14	Presentation Skills	2		✓	✓	
15	Problem Solving & Decision Making	2		✓	✓	
16	Performance Appraisal and Feedback	1		✓	✓	
17	Conflict Management	1		✓	✓	
18	First Time Managers	2			✓	
19	Interviewing Skills	1			✓	
20	Influencing Skills	1			✓	✓
21	Leadership Journey / Coaching	6			✓	✓
22	Change Management	1			✓	✓
23	Delegation Skills	1			✓	✓
24	Emotional Intelligence	1			✓	✓

*Course Outlines can be provided on request

Contact Details

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Thank You