



#### What are my Options?

We have different options for Corporate which could be 1 day workshop to a 2N/3D workshop, mostly outbound. And we will appreciate if you can indicate your concern areas which then we can address in our workshops.

#### Can we do offsite training?

Yes. We have specific workshops for Middle and Senior level staff/officers which is a typical 1N/2D workshop at our identified locations.

#### Can the offsite location be decided by us?

Yes, of course. You name the place and the duration and we would work around it with our team as per your objectives and specifications.

#### Who all can participate?

Members from all functional areas and cross-functional groups can participate.

#### What should be group size?

To ensure optimum personal attention to all participants, a group size will be restricted to 30.

#### Why Engage People Live?

- Because we are equally committed to YOUR growth.
- And we align our training with your business objective.

## OUR TEAM



Jayent Mishra, FCA and GMP from IIM Indore, started his career with Shalimar Paints Ltd as a Management Trainee. He has also worked in TATA International Ltd before venturing on his own as a Management & HR Consultant in RSMS (P) Ltd where he was the CEO. This was the first Management Consultancy in Central India way back in 1988.

His last stint was with DB Corp Ltd (Dainik Bhaskar Group) where he donned many hats, but the longest stint was as CHRO (Chief Human Resource Officer) with over 10000 employees at 60 locations within the country.

Widely travelled, he has attended international conferences and is a prolific writer in daily newspapers, knowledge/media sites and magazines. He blogs at <http://peoplelive.wordpress.com>

He is assisted by experienced HR and Marketing professionals, a Senior Coordinator for all outbound experiential training and a team of Research Analysts.

Col Pranav Mishra, Principal Consultant is ex-Armed Forces, an alumnus of XLRI, Jamshedpur having done specialization in HR with over 10 years of experience in core HR functions viz talent acquisition and corporate training. He is also a visiting faculty at various educational institutions.



#### Contact Us

Our endeavour is to 'Redefine Human Capital'. If you are interested, please connect with us.

Our coordinates are:

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**We keep things Simple**

**People Live**  
HR Solutions. Customised

*"The real voyage of discovery consists not in seeking new lands but in seeking with new eyes"*

*And we at People Live are determined to show you a different aspect of HR as function which will impact your bottom line.*



**We keep things Simple**



- The true value of a company is No longer in its tangible assets or technological processes BUT LIES IN ITS HUMAN CAPITAL. Given the dynamic/uncertain business environment globally, what you need is a "Resilient" workforce. "You cannot build a resilient organization without a resilient workforce".
- We at People Live mainly focus on customized HR Solutions which include Talent Engagement and corporate learning

#### Advantage People Live

Our services would result in a positive impact on your bottom line and ROI through

- Highly engaged employees
- Improved productivity
- Increase in sales.
- Reduced attrition.
- Innovations at workplace.

## CONSULTANCY MODULES

### A. Talent Engagement

#### Retainer Consulting

Under this module you can engage our service for a period of 1 year with a monthly retainer fees. Under this, People Live will provide complete HR solutions from the concept stage to the execution of the HR Transformation plan.

The above would include the following services:-

- HR opportunity/ Engagement analysis.
- Formulating the HR Roadmap of the company.
- Developing the customized HR systems and procedures.
- Talent Engagement strategy.
- Talent Retention strategy

#### Project Consultancy

Instead of taking the entire gamut of services, you could choose a specific module OR a combination thereof to plan and implement specific tasks as per your priorities ( except Module 1 which is mandatory).

##### Module 1 – HR Opportunity/ Engagement analysis

- Current Environment scan
- HR Plan development (Roadmap in brief)

##### Module 2 Detailed HR Roadmap for the next 3 years which inter-alia would involve:

- Strategy for Talent Acquisition/ Recruitment
- Formulating HR systems & processes
  - Formulating the HR processes and systems customized to organization's needs.
  - Handhold the HR team for rolling out the processes.

##### Module 3- Formulating Talent Engagement Strategy

##### Module 4- Advanced Talent Retention Strategy

In this we would also help you to identify top talent and lay out their growth-path so as to retain them in the organization.



### B. Corporate Learning Workshops

#### Why do we need such workshops?

Our daily work pressures leave little time to contemplate, analyze, review our strengths and weaknesses and stay on a path of continuous self development. This lack of periodic review leads to a setting in of complacency and affects the overall performance of an organization.

#### Why People Live ?

The resource team at People Live Consulting has been actively involved in guiding and helping professionals bridge the gap between their potential and their performance.

Our focus areas are Communication, Leadership and Team Management.

As Mr Stephen Covey puts it, "Team building is fundamental, particularly in developing complementary teams where people's strengths are made productive and their weaknesses are made irrelevant by the strength of others".

The main objective would be to enhance the performance of teams and individuals and to assist them in dealing constructively with the ever increasing work pressure

*We keep things Simple*

#### What do we do?

Our customized corporate learning modules are a blend of class room and experiential, and aim to build skills that will unlock the employee potential. As they say, "experiencing is the best form of learning"

We conduct the following workshops:-

- Smart Training Solutions for Managers
- Smart Training Solutions for Sales/ Marketing Executives.
- Smart learning for Leaders/Potential Leaders

We do not believe in a 'one-size-fit-all' approach. Therefore for every assignment we would collaborate with the process-owners within the organisation to identify the learning needs and customize our modules accordingly.

### C. Experiential Training

*"Failure is only possible when NO learning occurs".*

#### What is Experiential Training?

'Experiential' per se means 'by experiencing action and reflection'. Experiential learning is enjoyable as well as educative. It is a medium or tool by which practical knowledge and skills can be acquired which can be used in the workplace. It is said to "Never underestimate the power of play".

#### Why Experiential Training ?

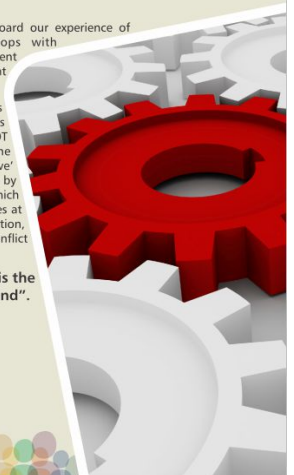
To bring about a significant change in employee behaviour and attitude, Experiential training is preferred over class room training.

#### Why People Live?

At People Live, we bring on board our experience of conducting over 50 workshops with different objectives for different levels to achieve a significant change in the mindset.

In Experiential Learning, games are customized to suit the client's business objectives and it is NOT the games which impact the participants but the 'extensive' debrief sessions after the games by our professional facilitators which brings to the fore several issues at work place including communication, collaborative management, conflict resolution and leadership.

*"A playful frame of mind is the MOST creative frame of mind".*







# Experiential Workshops

The objective is to make individual more acceptable in a group situation which allows them to understand the perspective of their colleagues.

Experiential Learning Workshop promotes and provokes development of people as individuals. The "takeaways" would be Team building & bonding, reinforcing trust between employees, developing leadership skills and engaging in Conflict Resolution.

We have indoor and outdoor workshops which is 1Day/1N 2D/2N3D depending upon the requirement and priorities of the Company. It creates a favorable platform for the participants to respond positively to the future training programs which the company wishes to undertake.

The training has a mix of classroom and outdoor/indoor exercises which makes the entire experience enjoyable and educational. The companies which have undergone such training in the past vouch for its positive impact on the group and individual performance. We have basic and Advanced level modules depending on the skill sets and past training.

**IMPORTANT** : It is NOT the game or the exercise but the 'Learning' from the exercise which will improve productivity in real time.

Research and feedback from the management and participants reveal its impact on individual confidence and self-esteem and improves the trust quotient & team work and finally the problem solving approach. Ideal batch size is 20 but we can always extend it to 30 participants.

For off-site training, the client company has to decide on the venue and the logistics. And if you feel we should organize this for you, we would offer all possible assistance. Safety issues in outdoor training would be handled by our experts.

#### **Who can participate?**

All employees but to begin with, the senior and middle management having direct reports.

We try and keep the physical activities for subsequent outings.

#### **Our Facilitators**

Jayent Mishra, ex-CHRO of one of the largest media house in the country with an experience of mentoring around 50 outdoor experiential workshops will be the key facilitator. He would be supported by Col Pranav Mishra, an alumnus of XLRI, who would take the workshop to its logical end. Elmar Jadhav with over 15 years of experience in TATA group in HR/Administration would be your outdoor facilitator.

We bring on board loads of experience and our effort would be 'to change the very mindset'.

Please call on us at/or send an email to us and we would be happy to present our case to you.

**"Never Underestimate the POWER OF PLAY"**



HR Solutions. Customised

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# Smart Sales Learning Workshop

## The Experiential Way

Our focus is not what we can provide BUT WHAT YOU WANT

We offer a unique sales training/learning workshop for your senior and middle level executives which if required can be customized to your priorities and objective. In this workshop, the participants examine, learn and improve their personal attitude which is so important for any sales professional. This has a direct impact on individual performance and affects the sales volume and yield. We take the participants to a site away from the office and put them through a series of exercises and games to make them realize what their true potential is. The workshop has a mix of classroom and outdoor exercises which creates a deeper engagement with the participants. In a relaxed and fun environment, there is high involvement and you will be amazed by the results.

We address all issues which is desired from the selling point of view viz. effective communication, sound product knowledge, research on the customer requirement and expectations before making a call, solution to be offered ie adequate planning and research before a sales pitch, persistent sales approach(not pushy),passion and sales closure which involves negotiations. And above all, team building and working in a group as nothing can be achieved in isolation.

The modules have been developed after interacting with more than 1000 sales professionals at all levels of management and also after several discussions with the CEOs of different companies with different products and services both in B2B and B2C segments. We have devised an effective blend of classroom and outdoor learning module to have the desired change in attitude in your sales force. Our emphasis is on what the customers want and not what you can give.

As the Founder and CEO of PEOPLE LIVE, I assure you of positive results.

We have an option of a full day workshop and/OR offsite 1n/2d to achieve the desired results. We will be glad to share any of your inputs to make the workshop more meaningful to your objectives and aligned to your business plan.

Please call on us or write to us for further details.(min and max participant size 20-30)



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