



RDI Integrated Approach To Developing Competencies





Working from Individual Competencies

Competence Development



e.g. guitar, language, etc.



ELEMENTS OF COMPETENCIES

1. **SENSITISATION** : KNOW-WHAT
2. **SKILLS** : KNOW-HOW
3. **WILLINGNESS** : WILL TO DO
4. **APPROPRIATE RESOURCES** : ENVIRONMENT, SYSTEM & TOOLS

TO BUILD SENSITISATION, SKILLS & WILLINGNESS...

1. GROUP WORKSHOPS
2. ONE-TO-ONE SESSIONS
3. ASSIGNMENTS
4. ASSESSMENTS & TESTS
5. MENTORING MECHANISM
6. TRIPARTITE LEARNING AGREEMENT
7. LEARNING GROUP

1. GROUP WORKSHOPS

METHODOLOGY:

1. CONTEXTUAL TEXT PRESENTATIONS
2. CASE / EPISODES
3. INDIVIDUAL EVALUATIVE EXERCISES
4. EXERCISES IN PAIRS
5. GROUP DISCUSSIONS
6. ROLE PLAYS, etc.

2. ONE-TO-ONE SESSIONS

- Face2face
- Telephone
- Internet

3. ASSIGNMENTS

- Mini-projects related to work & theme which ensures self monitoring that could involve reading, writing & doing

E.g. Identifying/ revisiting one's key result areas & finding out daily measurables for each key area

4. ASSESSMENTS & TESTS

- Specially designed tests
- Structured interviews
- Assessments by Self & Senior Colleague/Mentor
- Identified Key Performance Indicators
- 10% weightage of performance appraisal to be attached to scores in assessments, attendance in self-help group/ mentoring, etc.

5. MENTORING MECHANISM

- SELECTION OF MENTOR
 - In consultation with Mentee, identified Mentor & senior management/ HR
- PUTTING SYSTEM IN PLACE
 - Structured monthly interaction
 - Performance parameters for Mentor to be decided & linked with Mentee's progress
 - To be driven by HR

6. TRIPARTITE LEARNING AGREEMENT

- The objective of the learning agreement is to integrate the needs, the inputs and the actualisation of learning from the programme.
- BEFORE & AFTER WORKSHOP
- WRITTEN AGREEMENT INVOLVING
 - THE LEARNER
 - IMMEDIATE SENIOR OF PARTICIPANT &
 - PROGRAM DIRECTOR/ FACULTY

7. LEARNING GROUP

- INFORMAL SELF LEARNING GROUP
- MONTHLY INTERACTION



Accredited Modular Series

- Module 1: Personal Effectiveness
- Module 2: Effective Communication
- Module 3: Leadership Skills
- Module 4: High Performance Teams
- Module 5: The Manager's Toolkit
- Module 6: Managing Organisations for Change
- Module 7: Quality & Excellence
- Module 8: IT in Business
- Module 9: Perceptive Marketing and Sales Management
- Module 10: Finance for Non- Finance Managers

SOME MORE NEEDBASED MODULES

1. INNOVATION & CREATIVITY FOR COMPETITIVE EDGE
2. MANAGING STRESS FOR HEALTH, RENEWAL & GROWTH
3. POSITIVE ATTITUDE AND MOTIVATION
4. COACHING & COUNSELLING SKILLS
5. EMOTIONAL INTELLIGENCE AT WORK
6. NEGOTIATING FOR WIN-WIN OUTCOME
7. WORK LIFE BALANCE
8. HR FOR LINE MANAGERS
9. LATERAL THINKING
10. DRIVE 4 RESULT & EXCELLENCE
11. GOAL-SETTING
12. HOW TO INVOLVE & INFLUENCE YOUR SUBORDINATES
13. MENTORING SKILL
14. HOW TO DESIGN & DELIVER EFFECTIVE PRESENTATIONS
15. HOW TO LEAD & CONDUCT MEETINGS
16. PLANNING, ORGANISING & CONTROL



SNAPSHOT OF SELECTIVE TRAINING & DEVELOPMENT WORK DONE EARLIER

TRAINING

1. Leadership Training & Coaching

(Elcome, 3i Infotech)

2. Culture change & values inculcation

(JK Tyres, SMS Siemag, etc.)

3. Campus to Corporate

(HMEL, JSPL)

4. Behavioural & MDPs



1. Leadership Training & Coaching

(Elcome Technologies, 3i Infotech)



1A Executive Coaching for Leadership Excellence at 3i Infotech

- Christened as *'Leaders of the Future Program'*
- It involved identifying and working on improving key leadership behaviours for select participants
- through structured assessments and group as well 1to1 coaching sessions.

1B Executive Coaching for Leadership Excellence at Elcome Technologies

- For the senior management team (average span of 10-15 years in the org) operating from the Gurgaon and other key regions.
- In the wake of the company being acquired by a global industry leader & increasing competitiveness globally, it is critical for managers to evolve accordingly.
- To enhance personal effectiveness & leadership capability through structured assessments & group as well 1to1 coaching sessions.



2. Culture change & values inculcation *(JK Tyres, SMS Siemag, etc.)*

2A

Design, development & delivery of programmes pertaining to **Change Management** at JK TYRES & INDUSTRIES

- Training Programmes designed to help JK in the change Management Process, in the wake of changed organization structure. Involved following programmes:
- Managerial Excellence
- Communication/ Presentation Skills
- Leadership Skills / Multi-skilling, proactivity

2B

Design & delivery of series of training workshops to cover all employees on **Corporate Etiquette at SMS Siemag**

- For creating a common culture of grace & polite social and interpersonal interaction

2C

METZELER AUTOMOTIVE PROFILES

- Design, delivery & development of Programmes for achieving zero defects

Involves following activities:

- Use of various assessment tools and providing them with Coaching & feedback
- Group sessions on 'Enhancing Supervisory Skills' and motivating them to achieve zero defects
- Enhancing Managerial Skills for mid level management



3. Campus to Corporate

(HMEL, JSPL)

3

Designing & delivering series of 'Campus to Corporate' workshops at HMEL, JSPL

- 'Campus to Corporate' programme for new joiners on
- Interpersonal & Team Behaviour, Work Place Business Etiquette & Personal Effectiveness
- Covering various batches of new employees (management trainees, engineer trainees, diploma trainees) joining the company



4. Behavioural & MDPs

4

Behavioural & MDPs

At ORIENTAL INSURANCE

- Oriental wanted to infuse management skills in the wake of increased competition in the insurance sector.

Involved following activities:

- Yearly Training Calendar for mid & senior level
- Management Development Programmes like :
 - Management Overview
 - Self Awareness
 - Orientation for Direct / New Recruits
 - Emotional Intelligence
 - Communication skills
 - Time Management
 - Stress Management

4

Others

CLIENT	MODULE(S)
NTPC	1. EMOTIONAL INTELLIGENCE / (2) HR FOR LINE MANAGERS (3) FOUNDATION COURSE IN GENERAL MANAGEMENT (4) GOOD LIVING
1.CHAMBAL FERTILISERS 2.ALSTOM 3.VODAFONE	• BUSINESS COMMUNICATION AND INTERPERSONAL SKILL
GAIL LTD	1. INNOVATION & CREATIVITY 2. ATTITUDE FOR ALTITUDE
MARUTI SUZUKI	• GOOD TO GREAT PERFORMANCE

THOMSON PRESS	BUSINESS COMMUNICATION AND PRESENTATION SKILL
FLEXTRONICS	1. TIME MANAGEMENT 2. INTERPERSONAL SKILL 3.SELF AWARENESS
MKM GP, RISHNA MARUTI, etc.	FOR LEADERSHIP TRAINING, TEAM BUILDING, BREAKING THE BARRIER, FACING ONE'S FEAR, ETC.

Behavioural Training & Leadership Coaching



- Attitude, Knowledge & Leadership skill building
- Building Pre & Post Training Climate
- Training Modules leading to Certification & Accreditation
- Behavioural Assessment & Psychometric Test
- Motivational & Performance Coaching
- Talent Pool identification & develop roadmap for fast track career growth



INDUSTRY ADVANTAGE

- Global Training Material
- Continuity of Training Efforts
- Top of the line Resource Pool
- Cost and Resource advantage
- Macro and micro orientation of Training Process
- One stop shop for Management Training Solutions



THANK YOU!

