





Par Excellence – An Introduction

About Par Excellence

Par Excellence is a one-of-a-kind leadership development initiative with an integrated approach to emerging imperatives. The sheer dynamism of global influence and competition today demands business executives to be more agile and adaptable than ever before. This changing scenario, we firmly believe, calls for substantial reengineering of soft skill training to suit corporate needs of the new paradigm - a culture of learning and sustainable excellence through astute training needs analysis, customized programs and personalized coaching.

Par Excellence is enabling executives worldwide to win over rapid and unpredictable change by virtue of leadership solutions that are relevant, practical and culturally sensitive to regional compulsions. We are driven by the vision to be among the premier leadership development institutions in the world.

The Par Excellence Edge

Our CAP spells our edge

Content

Our customized offerings follow a quasi-interventionist methodology. They borrow insights from fields as diverse as Management Science and Practice, Economics, Psychology, Literature, Mythology and Business history.

Action

Astute analysis, customization, line manager participation and array of faculty for greater efficacy are essential elements of our delivery model. Our unique methodology ensures practice intensive sessions through co-facilitator intensive programs, thereby providing a healthy participant-faculty ratio.

Perspective

Our panel comprises of leading international and local facilitators who are faculty with some of the world's leading Business Schools. They bring a depth of global industry experience in Leadership Development, Team Excellence, Culture Building and Strategy Execution.

Our Learning Approach

There can never be a similar solution for two organizations only because they share the same industry or geography. Our interventionist approach appropriates the intrinsic variations in culture, strategy, people dynamics and leadership driving every training experience solely on the basis of emergent objectives.

Our training follows the “theoretical framework - practice - feedback - practice - implementation” method thus developing actionable steps and building greater result orientation. Our facilitation, similarly, leverages participants as resources and explores topics in their multi-dimensional nuances.



Custom Interventions

Par Excellence does not subscribe to off-the-self training programs with hypothesized content and case studies. Our custom-design programs address unique organizational requirements and our facilitators painstakingly develop appropriate content in the form of relevant exercises, role plays and client organization case studies. While this ensures suitable methodologies for program delivery, every program becomes an intervention with defined objectives.

Training

Leadership interventions snapshot:

- Integrated Leadership Development Program (ILDLP)
- Transformational Leadership
- Leadership Insights from World Literature
- Human Resource Leadership Development Program (HRLDP)
- Leave a Legacy: Leadership for Top Executives
- Exploring the Psychology of Leadership Failure
- Leading with Emotional Intelligence

Team Excellence interventions snapshot:

- Leading High Impact Teams
- Building and Managing Cross Cultural Teams
- Team Excellence and Synergy through Type Dynamics
- Type and Team Coaching
- Interpersonal Communication and Effectiveness for Team Excellence

Personal Effectiveness intervention snapshot:

- Developing the Winner Streak
- Knowing Self and Others
- Advanced Business Presentation Skills
- Negotiating and Decision Making for Managerial Effectiveness
- Communication and Presentation Skills – Basic
- Business Writing Skills
- Stress Management
- Time and Life Management
- Business Etiquette
- Conflict Management



Organizational Effectiveness intervention snapshot:

- Strategy and Vision: Perspectives on Opportunity Harvesting
- Creativity & Innovation: Harnessing Untapped Potential
- Ethics in Competitive World
- Client Relationship Management
- Performance Management Workshop
- Goal Setting
- Managing Radical Change in Small and Medium Size Company

Cross-cultural interventions snapshot:

- Cross-cultural Program for expatriates in India (including family members)
- Cross-cultural Management in International Joint Ventures in India
- Indian Ethos in Management: Cross cultural Perspectives
- Leadership Skills for Doing Successful Business in India
- Doing Business with India/US/China/Korea/Singapore
- Building and Managing Cross Cultural Teams

Mentoring

This program explores the rationale for mentoring, key challenges and psychological tools for better training skills. The perspective of the mentor-protégé is alternatively taken to cater to the needs of both sets of audience. This way, Mentors and Protégés become aware of the essence of the mentoring process and ways of optimizing opportunities and relationships in the organization.

The program diagnostically examines a case focusing on the EQ for unearthing hidden dimensions in mentoring. During the program, participants evolve a personalized template to drive coaching (for mentor) and learning (for protégé) in the course of their mentoring relationship.

The program runs in four parts –

- Program for Mentors and Protégés
- Personal coaching sessions for Mentors and Protégés

Mini MBA

This is a eighteen-day, high impact, intensive program that covers the essence of a one year MBA course delivered by the very best faculty drawn from the best B-schools in the world. Designed for middle to senior executives with more than 5 years work experience, the program seeks to upgrade business awareness and equip participants with the most relevant behavioural and technical skills. Built therein is the flexibility to customize organization-specific requirements.

Open Enrollment Programs

Par Excellence organizes short, focused courses as well as the longer, in-depth programs on relevant management themes under its open-enrollment programs. These programs are dynamic, intensely practical and framework-driven and offered twice a year by leading faculties.



Upcoming Programs 2008

Program Name	Month	Dates	Location
Theatre-Based Training for Trainers	October	17-18	Mumbai
Psychometric Instruments for HR Professionals	October	15-16	Delhi
Second HR Café: A Conclave for People Practice Champions	November	21 - 22	Mumbai
Train the Trainer	December	18-20	Khandala

You may get in touch with us to conduct any of these open enrollment programs in-house, customized to your requirement.

HR Café: A Conclave for People Practice Champions

The HR Café was born with the explicit purpose of providing in an entertaining and an involving manner forum for HR professionals and people-practice champions to discuss issues both general and specific to their industry.

The format is chatty, informal, casual and facilitative. There was a keen desire to avoid lectures, downloads, paper presentations and other pretentiously profound conventional conclave practices, but disastrous mechanism of knowledge sharing.

HR Café believes wisdom is nobody's singular monopoly!

HR Cafés are organized periodically in which various themes/ topics are discussed, most of them relating to people-practices. The overarching need of HR Café is to create indigenous frameworks to resolve existing and emergent issues, given their industry specificity.

The next HR Café is scheduled for 21-22 November 2008 in Mumbai for Financial Services and Pharmaceutical industries.

TOPS: Transitioning to Professionalism

The TOPS program is designed for fresh Graduates, Engineers and MBAs who are about to make the transition from students to professionals. The program aims at anticipating the challenges faced by fresh professionals and facilitating an easier transition through ways of overcoming the same.

Delivered in four modules, TOPS program helps 'freshers' develop a rounded approach and outlook to corporate challenges. The program builds a conceptual basis to understand the nuances of working environment and key to professional excellence and provides the context in which the skills can be developed. This is followed by a personal profiling and skills development matrix broad based on academic-professional gap analysis. The last two modules help participants build professional competence.

Lecture Series

Our lecture series, of 90 minute duration, is designed to fit into the 'learning hour' of organizations as an interesting complement to offsite meetings and senior executive gatherings. The whole idea is to expand the awareness horizon of listeners through freewheeling discussion on relevant-yet-unique topics. Organizations have the option of choosing from more than 25 available topics or request specific themes.

Some of our well received Lectures:



- A Superficial History of the World in 90 Minutes
- Tipping Point Leadership for Corporate Executives
- Authentic Leadership
- Leadership is Not for Everyone - Escaping the Mediocrity Trap
- Why Leaders Fail: The Self Destruction Archetype
- Blue Ocean at the Bottom of the Pyramid: The Mother of All Strategies

Coaching

Our Coaching Program echoes the words of Socrates "I cannot teach anybody anything; I can only make them think". Our Coaching sessions take executives beyond the humdrum of personal and professional life. It empowering people to help identify targets and facilitate positive actions to achieve those.

Our highly experienced coaches help organizations develop current and future leaders through tailored training programs.

Executives Coaching:

Our executive coaching program offer a mirror for clarity of interpretation, through probing questions, judicious psychometric instruments, simulated role plays and plain conversations – pre-meditated, theme-driven, people-centric dialogues that seek to optimize an executive's potential, energy and motivation.

We provide personal coaching to –

- Top Management including CEOs
- Senior Executives
- High Potential employees ('STAR' performers)

Performance Coaching:

Through our Performance Coaching sessions, we help executives explore performance issues, leverage their strengths, recognize obstacles to success, and help identify a course of action to maximize performance. Our coaches also help relieve stress, low confidence, unfounded fear and career confusion. As Performance Coaches, our experts assume multiple roles ranging from facilitators counselors and moderators to cheerleaders, pot stirrers and devil's advocate.

Consulting

Our offerings are robust, practical and integrated in nature that strive to institutionalize processes by developing synergies between organizational competencies and its vision, values and culture. Our services are provided on-site, off-site or through a combination that best meets client needs.

- Transforming Organization Culture
- Multi-rater Feedback
- Cross-cultural Teambuilding
- Competency Modeling & Mapping
- Employees Satisfaction Survey
- HR Interventions Efficacy Study



Outsource Your Learning

Our Outsource Your Learning (OYL) offering is in response to the growing corporate need to outsource non-core functions to specialists to better focus on business. As learning specialists, we offer greater depth and breadth of services that would be difficult to emanate from in-house effort.

We offer end-to-end learning solutions - from thorough requirements analysis of learning goals, gap analysis, solution design, training calendar preparation, faculty deployment, feedback analysis and effectiveness measurement.

- OYL-B: Outsource Your Learning – Behavioural
- OYL-T&F: Outsource Your Learning – Technical & Functional

Clients

Our clients include international and Indian organizations spread across industries – Finance and Accounting, Information Technology, Engineering, Media & Entertainment, Telecom, Oil & Gas, Manufacturing, Pharmaceuticals and Healthcare, FMCG, Market Research, and Education.

Partial list of our clients (arranged alphabetically)

- Adfactors PR
- Aegis BPO
- Ambit RSM
- Automartindia
- BARC
- Barclays Bank
- BHEL
- BPL
- Bristlecone
- British Gas
- BSE
- Clariant
- CRISIL
- CDAC
- Deutsche Equity
- eBay
- Essar Group
- Eureka Forbes
- Fidelity Investments
- HLL
- IFS
- Indian School of Business
- Irevna Research
- Johnson & Johnson
- JohnsonDiversey, Singapore
- KAIST, Korea
- Lehman Brothers
- Lowe Lintas
- Magic Bus
- MBT
- MSEB
- Maytas Properties
- Nicholas Piramal
- NEC India
- ONGC
- RPG
- Reliance Equities
- Satyam Computers
- Tata Motors
- Thunderbird
- Veritas Software
- Videojet
- Virtusa
- Voltas
- Walt Disney
- You Telecom
- Zensar Technologies

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