

Offerings

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Acknowledging the fact that leadership is not the sole domain of top executives, our leadership interventions range from courses in basic leadership skills aimed at middle level executives to tailored programs for senior executives towards a robust leadership pipeline through our flagship offering – Integrated Leadership Development Program (ILDP). We also specialize in conducting high-end leadership development programs for top management on various leadership issues.

Our leadership interventions focus on helping participants develop their own leadership approach through growing personal awareness. This self-realization is achieved during the course of a fulfilling voyage exploring leadership styles, organizational and personal goals, working relationships and underlying complexities.

Leadership interventions snapshot:

Integrated Leadership Development Program (ILDP)

Integrated Leadership Development Program (ILDP) is a thematically cogent, four-part training input delivered in an increasing level of complexity and participation. Each part of the program is divided into four modules comprehensively addressing participant requirements as individuals, groups and industry. The Program operates on the conviction that when a 'critical mass' of executives are fed similar inputs over a sustained period through a built-in feedback mechanism, the learning becomes more profound.

Transformational Leadership

The Transformational Leadership program is designed for senior executives. The program strives to convert transactional functions into transformational roles that inspire and motivate followers to transcend personal aspirations in favour of organizational goals. There is an attempt to explore charisma among senior executives that can be gainfully employed to enhance capabilities to influence and inspire subordinates. The program is a mix of intense conceptual and framework-driven sessions – a soul-searching exercise that explores not only what gives one wings but also what nails one's feet to the floor.

Leadership Insights from World Literature

To use some of the best-written books to cull out the meaning of leadership and our roles as professionals is an overarching objective of this program. The program by virtue of the subject at hand is socio-psychological in orientation. There's a deliberate attempt to correlate the traditional with the modern and the ancient with the contemporary in the hope of deciphering the leitmotif in the human condition. And what abiding principles of leadership may these then reveal! The purpose of the "Insights" is to set out on a journey of personal excellence by following 'knowledge beyond the utmost bound of human thought'.

Human Resource Leadership Development Program (HRLDP)

This is a unique offering from Par Excellence that redefines the essence of a Human Resources Leader in today's complex business environment. The Program develops new frameworks commensurate with the modern HR leadership role while focusing on holistic HR leadership competency development that can dramatically impact organizational outcomes and competitiveness. The program seeks to transcend the role of HR managers from functional business partners to true business leaders – as the People CEOs.

Leave a Legacy: Leadership for Top Executives

The program provides a cognitive and an emotional rationale for evolving from present roles, developing people and leaving behind a lasting legacy. It outlines the journey of a corporation from the “good” to the “great” destination and lessons for internalization. Developing trust and rapport for building strong teams for global excellence are the cornerstones of this program. The learning, decidedly action oriented, is emotionally intelligent and spiritually evocative based on the belief that service and leadership excellence is the manifestation of one’s own highest potential.

Exploring the Psychology of Leadership Failure

This program is designed for the top management representatives - leaders in their own right who act as role models for others. The focus is on, deciphering the self-destructive elements that leaders invariably become heir to, preemptively taking steps to neutralize those propensities. The tragedies of Shakespeare provide a blueprint for exploring the failure archetype. Delivered in three modules, the program enhances both Emotional and Spiritual Intelligence in the pursuit of greater achievement and fulfillment. The program concludes with decoding the “Trishanku myth” and drawing personalized insights.

Leading with Emotional Intelligence

This program is an attempt to address the "new yardstick" to evaluate leaders– emotional intelligence. The driving point of this program is the credence that an organization thrives on the energy and enthusiasm of a leader. In contrast, it flounders if the leader spreads negativity and dissonance. The program seeks to employ this breakthrough concept to drive emotions in the right direction for positive impact on organizational growth. Motivational in design, the program offers to expand individual potential by introducing elements of Spiritual Quotient – the basic ‘inside-out’ logic.

Our team excellence programs view synergy as a consequence of one's understanding of self and others, ability to appreciate differences, tenacity to manage conflict and the skill to leverage strengths in the context of common goals. Precisely why our team excellence programs focus on relatedness that comprises the imperative for teamwork and team development in the context of explicit goals.

We offer team excellence program across organizational levels – from shop-floor workers and field sales executives to high-profile CEOs and Directors. Governed by specific client requirements, the programs cover the entire spectrum of building, managing and leading teams. Responding to the increasing diversity at workplace, we also offer cross-cultural team excellence programs.

Team Excellence interventions snapshot:

Leading High Impact Teams

Designed for senior executives, the program looks at leadership and team issues in one conceptual seamlessness as the mainstay of collective outstanding and performance. Borrowing from business history and contemporary live examples, this framework-driven program accommodates numerous variables that impact outcomes with the objective to hone basic executive skills, enhance self awareness, explore relatedness, discuss case-studies, and develop some high impact models for collective excellence. The explorative learning, as a result, allows for situational transferability.

Building and Managing Cross Cultural Teams

This intervention employs psychometric instruments as well as cultural models to bring about an organic understanding of differences amongst the varied participating cultures. The governing belief here is that in learning to appreciate others, the individual acquires a better understanding of self as well as the culture to which he belongs. Participants from two to three diverse culture categories together attempt to fathom the impact of operating dimensions on behaviour and performance while appreciating individual mindscapes.

Team Excellence and Synergy through Type Dynamics

The program addresses team dynamics, team building and team intervention skills in the context of team excellence across all levels of the organization. The focus is to develop synergy and cohesiveness for team excellence through increased awareness of self and others. The program gainfully employs psychometric instruments (including the MBTI), tests and exercises to profile team 'types' which offer insights for cohesive building, managing and leading individuals within teams.

Type and Team Coaching

This program is delivered to a small group – a maximum of 8 participants – primarily to critical team members of a business unit. The program begins with profiling of each participant using psychometric instruments, explaining ‘types’ and then a highly personalized session where the facilitator takes on the role of a coach. Depending on the issues unraveled during the program, intensive coaching follows in groups or individual sessions. This program often spills-over beyond the specified duration with follow-up sessions in many cases. Here’s an intense, but highly effective team excellence program for the organization’s core team!

Interpersonal Communication and Effectiveness for Team Excellence

This program hones interpersonal skills for effective communication and unfolds its impact on team excellence. It uses exercises and psychometric tests & instruments to decipher before-and-after scenarios in developing strategies for successful interpersonal communication. Executives during the program become familiar with the steps to develop a positive mental attitude. The behavioral techniques include building relationships, influence and power dynamics, communication in teams, team spirit and achievement orientation.

To equip executives with essential managerial competencies for professional excellence in today's business environment of cost control and high performance expectations is the main objective of this intervention. This program acknowledges that people have unlimited potential – they only need to break the shackles of self imposed conditioning that hinder their success.

Our personal effectiveness interventions assist executives to develop new competencies to leverage their resourcefulness for enhanced productivity. Programs under personal effectiveness are offered across levels catering to a vast spectrum of managerial competencies development.

Personal Effectiveness interventions snapshot:

Developing the Winner Streak

This program is an attempt to put individual achievement in perspective and to highlight the power of the self to achieving group success through determined effort. It focuses on competency development in self-management, interpersonal relationships at work, optimizing team performance and understanding the workplace context for value-added contribution. The endeavour is to institutionalize synergy such that success is not dependent on extraordinary individual achievement alone but also results from the collective team efforts.

Advanced Business Presentation Skills

This program aims at removing fear and infusing confidence and enthusiasm to the presenters' abilities through training in elements of body language, voice, delivery, preparation and handling questions. The focus remains on advanced presentation techniques including Minto Pyramid/Effective Thinking, astute business models of analysis and synthesis and lateral thinking. Six basic formats that capture the entire landscape of business scenarios are explored. Numerous practice and feedback sessions gleaned from video-recordings form an integral part of the Program.

Time Management

Neither life nor time can be acted upon without first understanding the cultural context and meaning of Kronos. This must lead to an examination of childhood scripting before any worthwhile results are obtained from a program on Time Management. The Program looks at time management holistically, founded on the belief that people do not exist in isolation and the various elements in their life have to be in meaningful balance. A skill level and a knowledge level input must lead to attempts at attitudinal change. The Program uses astute NLP techniques to achieve this along with personal analysis, mirror feedback and role-play. During the Program a serious attempt is made to re-evaluate work and life values that were hitherto taken as given and valid.

Negotiating and Decision Making for Managerial Effectiveness

This program centers on business as well as psychological components of negotiations. It highlights critical skills through intensive use of exercises, simulations, role plays and case studies. A series of engaging negotiations and decision making tasks help participants make decisions in simulated competitive environments, and get personal feedback about their negotiating strengths. The whole learning experience is virtually a comprehensive framework-driven negotiations tool kit.

Knowing Self and Others

This program is focused on increasing awareness about self and others using psychometric instruments and tests. Central to this program is the intention to drive home the need for self-awareness. The program uses combined diagnostics of FIRO-B, MBTI and Belbin exhaustively to improve participants' self-awareness and enable them to examine how they are perceived by others. Personal coaching can and does become a natural fall-out of this program.

Conflict Management

On one hand, our conflict management program helps executives manage differences and prevent trivial conflicts from assuming fatal proportions. On the other hand, it encourages constructive conflict for bettering organizational performance. Powerful role-plays and situational-case studies drive this program to unravel the genesis of costly conflicts while equipping executives to handle the same strategically. At the end of the program, participants take home ready-to-use techniques for effective conflict management and issue resolution – both cognitive and affective.

Communication and Presentation skills – Basic

This Program helps employees effectively communicate with each other and with the clients and make impactful presentations. Aimed towards junior and middle level executives, the Program covers the basics skills required for business communication and presentation. From understanding communication dynamics, listening, body language, tone and voice modulation to dealing with 'difficult situation' in communication and presentation. The ultimate aim of the Program is that other people take participants seriously, listen to what they have to say and engage in dialogue; they leave desired impact in presentations they make and have an increased confidence in themselves.

Business Etiquette

This Program aims at making participants aware of how to conduct themselves with confidence and ease following local and international protocol in business meetings, formal get-togethers, parties, events and lunches/dinners. The Program covers the art of grooming, greeting, body language, cultural norms and manners, social graces, telephone/mobile etiquette and dining etiquette. Depending on the requirement this program can also cover the etiquettes while traveling abroad and handling interactions with people from other countries.

Organizational Effectiveness

Offerings



Our organizational effectiveness program is a highly customized intervention offering in-depth, on-site assessment of client organization as critical input for program design and delivery. The program's strategic interventions help organizations achieve excellence through competency strengthening. Contextual imperatives, industry perspectives, business environment and competitive dynamics spell the program foundation.

The issues addressed range from vision, values, strategy to governance, sustainability and performance.

Organizational Effectiveness interventions snapshot:

Strategy and Vision: Perspectives on Opportunity Harvesting

Strategy is an exploration of business landscape in the context of mega-trends. This premise guides the program to pre-emptively prepare senior executives for the future. The program helps participants to develop relevant frameworks for meaningful prediction and understanding of latest concepts and cases in the said area of competitive strategy and intelligence. The program explores instances of value migration and organizational mortality to cognitively appreciate traps and ways of avoiding them.

Creativity & Innovation: Harnessing Untapped Potential

This is a high-impact template-driven creativity and innovation program. The focus of the program is the "people" side of the equation of innovation. It aims at developing creativity at workplaces in product, processes and system and provides an exposure to creative problem solving approaches. This highly participative program is packed with full of conceptual sessions, practical techniques to aid creative problem solving and decision making. At the end of the program, participants are equipped with techniques of generating and expressing new ideas, analyzing its 'money value' and converting ideas into action.

Ethics in Competitive World

Our ethics program is based on the premise that business integrity and fairness with equal attention to all stakeholder interests ensures sustainability of business. This program takes executives on an excursion into the world of business ethics and its social implications. Through extensive use of role plays and case studies, the program forewarns executives about the stormy seas of "anger, greed and lust". The aim is to evolve a personalized framework for universal applications while placing the business and commerce realities in perspective.

Customer/Client Relationship Management

This program is an evaluation of the customer's "Life-time value". The focus is to make executives evaluate their personal orientation to business, internal organizational network, knowledge management, customer and the competitive landscape. The program looks at the larger context and meaning of Relationships in the light of individual roles. At the end of the program, participants have a better understanding of customer loyalty, key account servicing and the need for personal motivation and expectation management.

Performance Management Workshop

This workshop enables participants to appreciate the value of the performance management system. Moving away from the 'appraisal' or 'evaluation' paradigm, the participants explore the rationale, significance and application of the concept. It covers listening, asserting, giving and receiving feedback, questioning and dialogue skills. The final module deals with objective and professional management of underperformance.

Goal Setting

Performance excellence in an environment of change and volatility is a function of setting incisive KRAs as well as building capabilities to deliver the same. This program aims to look at the organic rationale behind vision, strategy, goals and individual KRAs. This establishes the significance of meaningful, specific and measurable KRAs against fixed timelines. Targeted at managers who are a part of goal setting exercises in their organization, the program is both conceptual, framework driven and role play intensive – coupled with the intention of catering to organizational specificity for issues and concerns.

Managing Radical Change in Small and Medium Size Company

Managerial Excellence is a substantial product of leadership in the organization calling for adept at people and change management. The program focuses on fundamental challenges and attempts to design a systemic perspective for strategic triumph over the same. Developing Business Acumen and Result Orientation are key components of the program. Some of the most relevant people effectiveness frameworks are used to harness the collective wisdom and experience. This program is aimed at small and medium size companies.

Cross-cultural Offerings

Our cross-cultural training assist executives holistically understand and appreciate cultural differences beginning with awareness of differences followed by their institutionalization in attitude, thinking and behavior. The programs cover the finer cultural nuances through education, training and coaching for increased intercultural business competency.

Some of the topics covered during the program include political systems and structure, socio-cultural and cross-cultural dynamics, economic imperatives, business history and negotiation and leadership style. This program is focused mainly towards expatriates into South-East Asian regions especially in India, China, Singapore, Korea, Japan and Sri Lanka.

Cross-cultural interventions snapshot:

Cross-cultural Program for expatriates in India (including family members)

This program has been designed exclusively for the expatriates working in India aimed at sensitizing them on the Indian cultural nuances. Through extensive relevant case studies, the program helps increase participants' awareness of Indian business practices, management jargon & style and people and practice related issues pertaining to India. Acknowledging the fact that family members are critical to individual success, the Program has an inbuilt option to include family on the last day of the program.

Cross-cultural Management in International Joint Ventures in India

This program believes that success or failure of joint ventures - more than business strategy, economics or even technology – is the result of people issues. This program addresses issues in terms of competencies and attitudes which stem from deep rooted values validated by the local culture. The program is aimed at enhanced understanding of the deeper abiding aspects of collective behavior and thereby exploring the cultural variations that may hinder productivity. Two distinct national cultures are examined and the discussion is framework-driven with flexibility for meaning making.

Leadership Skills for Doing Successful Business in India

This is a five day immersion program that will help participants appreciate the diversity and complexity that is India. It will bring them face to face with 1.2 billion people that pose a challenge and an opportunity at the same time. The program explores how strategic intent of organizations leverages a fulfilling and economically rewarding benefit in the long term, yet not without challenges, frustrations, pitfalls and exasperating scenarios. The program helps participants develop a framework for leadership skills for successful business in India.

Doing Business with India/US/China/Korea/Singapore

This program is for organizations that are doing business in or desirous of doing business in the said countries. The program covers crucial concepts in International Management before exploring the business, cultural and communications environment with a regional emphasis. The program is a comprehensive introduction to the above mentioned countries and is co-facilitated by specialists from the region. As an option, the program could involve a study-trip to the region under microscope where sessions are hosted by a regional B-school for interaction with leading business houses and personalities.

Building and Managing Cross Cultural Teams

This intervention employs psychometric instruments as well as cultural models to bring about an organic understanding of differences amongst the varied participating cultures. The governing belief here is that in learning to appreciate others, the individual acquires a better understanding of self as well as the culture to which he belongs. Participants from two to three diverse culture categories together attempt to fathom the impact of operating dimensions on behaviour and performance while appreciating individual mindscapes.

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

The business landscape in India has undergone fundamental changes and now stands on the threshold of being almost unrecognizable. And a trifle intimidating. Senior executives are increasingly encountering unfamiliar challenges comprising type, scale and scope. While the intellectual infrastructure to deal with the pace and unpredictability is in place, there's a growing need for a professional 'bouncing board' - for ideas, thoughts, dilemmas and a greater handle over oneself.

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

High Potential derailment is a common phenomenon. The most promising of executives could suddenly falter when it comes to delivering the goods. Worse, they become demoralized, lose all hope and the vicious circle of descent takes over.

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.

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.

List of Lectures:

- A Superficial History of the World in 90 Minutes
- Tipping Point Leadership for Corporate Executives
- Authentic Leadership
- Leadership and Followership Lessons from the Panchatantra and Jataka Tales
- Leadership is Not for Everyone - Escaping the Mediocrity Trap
- Why Leaders Fail: The Self Destruction Archetype
- Leadership Insights from the Greek Epic Odyssey
- 'Greed is Good': Ethics at Cross Roads
- Yogic Perspectives on Personal Excellence
- Zen and the Art of Personal Development
- Blue Ocean at the Bottom of the Pyramid: The Mother of All Strategies
- The Modern Mind: When Paradigms Shift
- The Wonder that was India
- How to be furiously Well-Read in One Evening!
- Oriental Intellectual Tradition
- Modernity, Schizophrenia and the Bhagwad Gita
- Ramayana and the Untutored Eye: Sex as the Liet Motif
- The Gita Beyond the Deathly Clichés: Karma, Dharma, Yoga, Nirvana,
- The Concept of Sin -- Hesitant Worldviews
- Spiritual Intelligence -- A Morphological Story of Gibberish, Garbage, Goat and God
- 'Yojimbo' -- Mefune, Krishna and Nishkama Karma
- 'Satya' -- Exploring the Landscape of Personal Failure
- Mythology and the Movie: Predator / Matrix

Offerings

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
- Program for Protégés
- Program for Mentors and Protégés together
- 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.

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.

Request for details:

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