

# Transformational Leadership Training Program



**ÇOCOWEAVE**

22nd of September'2018

Corporate Learning Solutions

This proposal is a forward looking document wherein we intend to align the role and responsibilities of identified leaders who can contribute towards the strategic goals and departmental effectiveness over the coming years.

## Our Background

The Corporate Learning Solutions, provided by COCOWEAVE are a suite of best-in-class training processes that enable our clients to reduce costs, sharpen their business focus and obtain quantifiable results. Our focused experience in Training, Coaching and Mentoring Services makes us a preferred training services partner for large, medium and small enterprises. Our customized learning solutions bring proven best practices into business processes and redirect surplus training capital into core business solutions.



From the very first interaction we have with our clients till they see quantifiable results, our journey is progressive, focused and forward looking, which is deeply appreciated and acknowledged by our clients. Our service interventions begin with identifying the client's learning needs, customizing the training content and approach, Preparing learning content, Identifying and implementing Learning delivery, Learning Technology, Learning Administration, Post Training Assessments and providing robust support system throughout makes us unique and special to our clients.

COCOWEAVE is established under the aegis of Stepping Stone Registered Society, registered under the Societies Registration Act of 1865 and has been contributing in the field of education, customized corporate training, executive coaching, online mentoring and consultancy services. We have successfully conducted some of the exclusive programs like Executive Development Program (EDP), Train The Trainer Program (TTT), Transformational Leadership Program (TLP), Employee Development Program, Campus to Corporate-Induction Training, etc. with few of the Premier IT, Financial, Education, Telecom, Manufacturing, Aviation, Banking and Corporate Clients.

We at COCOWEAVE work progressively towards Competency Building wherein we focus on building skills like teamwork, leadership, excellence in performance and self -development. We are Credentialed and Certified Mentors and Coaches from one of the highest International Certification Body: ICF, USA.

## Leadership Training: An Executive Development Program

When was the last time you asked yourself that 'Why are you doing, what you are doing? Why are you doing this way and not the other way? Where are you exactly heading? When did you last question your status-quo existence and decided to create the Future, Manage the present and selectively forget the Past? When did you finally realize that it is 'I' who has to initiate the change and 'We' to share the credit?



Leadership can be hard to define and it means different things to different people. We all carry a self-protecting framework of beliefs and limitations that keep us disconnected from our fundamental purpose, innate strengths, and gifts. Organizationally, we need level-5 leaders to make the organization's progress from Good to Great companies. Nevertheless it is not about successful companies, it is all about successful leadership, which is next co-related to creating successful teams. We at COCOWEAVE understand this and therefore progressively work towards it. Our one day Leadership Development Program is designed on the unique proposition of leaders first being aware of themselves and then taking the best out of them and investing in the long term progress of the organization... In the process, transitioning from Transactional to Transformational Leaders! Our program is designed to break the participants free from the barriers of their self-imposed limits and reconnect deeply to their most alive and authentic self. We would work together in exploring and working towards Executive Mindset.

## Learning Content

One major dimension that needs to be examined in respect of Leadership Training is capacity building, which primarily requires looking beyond an individual perspective and considering various measures on a system-wide basis. Competency being a function of the combination of knowledge and skills possessed by a person and how well he/she applies in the work place forms the heart of capacity building function of an organization. This success measure of capacity building can act as a hinge in the future of organization's growth.

The objective of our leadership training's is to identify the individual skill gaps and meet the diverse training requirements of today's dynamic, engaged and committed leaders. We offer both one day and three days workshop on Leadership Development Skills. Our three days Advance Leadership Training program is aimed at maximizing the competitive advantage of those identified leaders who are actively engaged in the growth and development of the organization.

## TRAINING CONTENT

### CREATING AWARENESS - EXECUTIVE MINDSET

- Identifying your Leadership Styles
- Discovering Oneself and Values
- Reframing Perspectives through Effective Communication
- How to be an emotionally intelligent leader
- Identify the team stages and which leadership style to work with

### What Topics are covered?

- ✓ Pre-assignment review
- ✓ What's your type? How about mine?
- ✓ Understanding leadership
- ✓ Managing your time and your energy
- ✓ The commitment curve
- ✓ Employee development models
- ✓ Being an emotionally intelligent leader
- ✓ What successful leaders do
- ✓ Building Productive Teams

## Course Duration

This one-day course will give you the skills in communication, coaching, and leading that you need to be successful.

## Training Sessions

Our training sessions are meticulously planned by our highly experienced trainers and are designed in a manner geared towards the maximization of efficiency. We understand the importance of time, therefore the training sessions for all the given days are prepared and planned in such a manner that each moment stands progressively utilized.

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## Customized Training Options

In case the number of participants to be nominated is more than twelve, we can customize the Training's based on your specific requirements.

## Our Current Associations

When we think of who makes us complete, we find it's you and host of other clients that we serve. We assure that our clients are not just happy but overwhelmed with their training, coaching and mentoring experiences that they have with us. Our clients help us to live to our true motto of **Adding Value... Impacting Lives!!**

Few of our current associations are:-

- **RBI-CAB**
- **NIBM, Pune**
- **NABARD; BIRD**
- **Bank of Baroda; Bank of India;**
- **State Bank of India; UCO Bank**
- **COAI ; TAIPA**
- **Proecenergy Ltd., Spinksworld**
- **Luigong, NIIT Technologies**
- **Continental Tyres, EXO Edge**
- **Maharaja Aviation, AV International**
- **Syndicate, Axis Bank, Union Bank**
- **OBC, P&S Bank, J&K Bank**
- **And Many More...**



## Our Learning Theory

We at COCOWEAVE acknowledge the fact that it is not just about training and imparting. The contents discussed during the course of training also need to be well assimilated and worked upon by the leaders being trained.

Our focus shall be to ensure that the leaders being trained are using this learning cycle during the course of training as well as make it a part of their real time working.

We incorporate triple A, i.e. **A-A-A model** of learning as a part of coach training wherein our participants will be sensitized to the art of being Aware-Action-Anchor from being unconsciously incompetent to being unconsciously competent.

## Online Training Solution



We at COCOWEAVE, well appreciate the concept of being Glocal, wherein we work globally, yet think locally. We also understand that many of our client's participants are geographically dispersed, wherein face to face training may not always be the requisite solution, that too in the current scenario of inculcating a learning culture in an organization. In order to meet the dispersed yet inevitable training, mentoring and coaching needs of the organization, we shall work closely in providing web-based,

highly superior and cost effective learning solutions to progressive organization, like yours!

Our online training intervention is not only a "corporate" solution to meet your organization's training needs but is also an excellent means to create a 'learning culture' in your organization. The online collaborative environment shall allow your employees to connect with groups of all sizes to conduct **meetings, classes/training sessions, events** and **remote support** sessions over the web.

## What's included?

- Interactive experiential learning experience
- Instruction by an expert facilitator and Certified Coach
- Unique 3-A Model of Learning
- Small, interactive classes
- Transformational Learning opportunity
- Personalized, Pragmatic Training
- Questionnaires
- Specialized manual and course materials
- 101 Coaching Sessions for interested participants
- Personalized certificate of completion



## Special Features

- ❖ Experiential Learning
- ❖ Real World Examples
- ❖ Blended Learning
- ❖ Feedback-Intensive Interactive Activities-Role Plays, Case Studies and Scenarios
- ❖ Peer Support Learning
- ❖ Best Practices Identification

## Training Andragogy

Our trainings are based on adult learning and are truly experiential. Our trainers are highly experienced, knowledgeable and passionate about their work. Our faculty includes Coaches, Trainers and Industry Stalwarts with years of experience and strong domain knowledge in respective fields.

No wonder at the end of the training sessions, participants are highly enthused and have a clear plan of action to put their learning's to practice.

Our training pedagogy is based on the journey, "From Information to Wisdom", we therefore include host of learning activities, which are inclusive but not limited to:

- Icebreakers
- Energizer
- Games
- Simulations
- Brain Teasers
- Role Plays
- Case studies
- Quiz Competitions
- Group Discussions
- Syndicated Presentations
- Cultural Activities

Training time includes 50% spent on interactive discussion of concepts and training applications relating to core human competencies through presentation, question and answers, discussion on books & videos, coaching role-plays relating to live issues, and discussion of cases.

We also work on observed/mentored coaching in dyads/triads/fishbowl formats for the remainder of the training time.

Some of the Training sessions can also be conducted via live tele class mode to familiarize participants with telephonic/audio coaching. Within a few days after the classroom training at least 2-hours are conducted via live tele class.

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## Program Details

Training Date: 22<sup>nd</sup> September... (At our Training Facility)  
Day: Saturday  
Time: 10:00 am – 6:00 pm  
Venue: COCOWEAVE-The Work Café; 11 Hargobind Enclave, Near Karkardooma Metro Station, Opposite Metro Pillar No. 118, Delhi-92  
Program Fee: INR 8500+GST

\* In case the numbers of nominees are more than 4, the 5<sup>th</sup> Pax is complementary.

## What Makes Us Unique?

- Training through Certified Coaches, Trainers and Facilitators of high repute.
- Pearls of Wisdom-by industry experts
- Overwhelming response from clients- public sector, private sector, MNC's and eminent personalities to who attend the program.
- Unique 3-A Model of Learning and PURPOSE model of coaching.
- Specialized Manuals and Training Material
- Pre and Post Training Assessments
- Use of NLP Tools in Real Life
- Video Recording of selected Participant's Event
- Conducting Special Activities to Make Training Fun
- Certificate of Completion



## Trainer's Profile



**Honey Gudh** is learning and strategic training and development partner with COCOWEAVE Work Café Pvt. Ltd. She is an eminent Speaker, Trainer and an Executive Coach who connects emotionally and intellectually with every member of the audience. She has unique advantage with academic background in economics, combined with Masters in Human Resource Development and Executive Coaching Credentialing through International Coach Federation (ICF). Being a certified trainer, she has imparted variety of training and coaching programmes to employees of many significant corporate with resounding success.

Her career spans over 12 years in leadership with entrepreneurial mindset roles across several industries and focus areas, including training, coaching, mentoring, operations, sales, marketing and finance, including serving as corporate trainer and executive coach of several large business units. Honey's expertise and experience includes organization design and development, corporate learning and development, marketing strategy (B2B and B2C), advertising, organization development, conceptual selling and sales management, strategic planning and strategic change management. She holds a bachelor's degree from Delhi University in Finance, Masters from Symbiosis and PCC from ICF, USA.

What make her distinct are her excellent communication abilities, strong domain knowledge, as also, ability to connect with her participants or clients alike. Her sessions and workshops are thought provoking and interesting. The participants of her programmes are left much more confident and inspired.

She is generous in sharing her knowledge, experiences and leadership insights, which, combined with her fascinating and unique experiences, create a truly inspirational and memorable learning experience. She is a proven leader and has worked with several blue chip companies and international conglomerates. She is known for her thought provoking ideas and very well knows how to get best from teams. She will introduce and explain a set of powerful tools to build innovation, collaboration and respect. They are straight forward and memorable as you can use them immediately. Consequently, feedback from the forum is absolutely outstanding.

She is supported with a team of talented and spirited professionals, who have excellent domain expertise and experience. They together deliver a unique learning experience through their training programmes, which sustains as a lifetime experience!

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