



Corporate Brochure

About Us

At Solutional, we believe that the greatest asset to every successful business is its people, as their impact extends across the entire organization. Engaging people to produce their best, driving appropriate & relevant change and creating extraordinary results are the standards of Solutional's learning solutions.

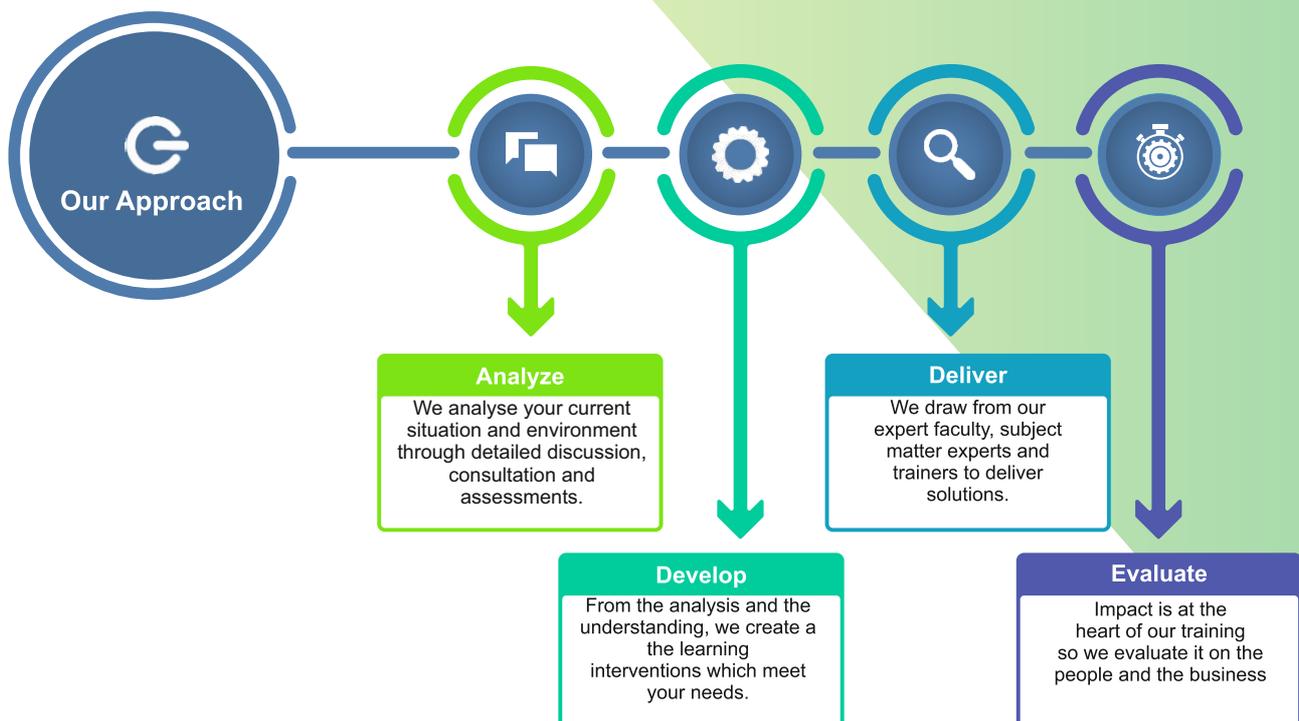
In every human transaction, someone is leading and someone is following. The connection between people, leaders and those who lead is special and full of potential. We believe that leadership development is a very personal and dynamic process and something that everyone has the right and need to pursue. There is a leader in all of us and we are committed to helping professionals lead themselves, others and their organizations more effectively.

Our solutions focus on individuals and are designed by specialists using techniques and methods from Neuro-Linguistic Programming, Cognitive Behaviour Coaching and Transactional Analysis to accelerate productivity and facilitate adoption of solutions quickly & effectively. We combine professional proficiency and experience with your business to provide practical and sustainable solutions.

Training Methodology

Our programs are created in a way that they ensure that participants are actively involved from the beginning and they are ready to apply what they have learnt as soon they get out of the sessions.

We work closely with our clients and participants to ensure that each program is delivered in a way that complements the diverse personal & professional experience and cultural diversity. Our approach is simple and positively effective as the delivery techniques are experiential and ensure that the key learning points are imbued to provide workable solutions to real life challenges faced in the environment. All of our learning solutions are focused on maximising the engagement and development of the learner. The design and quality of the interventions are paramount; everything we do focuses on driving a positive behavioural change.



Our Training Solutions

Giving your employees the opportunity to develop new skills and capabilities is an effective way to dramatically improve employee engagement and retention – two of your biggest challenges. We draw from a network of experienced, specialized facilitators to offer a comprehensive range of innovative learning and development solutions.

We help people find the best way to enable change from the inside, and ensure that the positive changes we make are sustained long after we leave.

LEAD SELF



Lead Self begins with each of us. Before we can start leading others, we must learn to lead ourselves. At Solutional, this means developing a deeper self-awareness about your strengths and areas of development.

LEAD OTHERS



Leading Others begins with the reality of the leader. Our Lead Others learning solutions help current and potential leaders learn to energize and engage people, to lead change and to achieve or exceed desired results.

LEAD BUSINESS



Lead Business starts with the leadership realities of the organization. We work closely with key decision makers to develop and deliver effective learning solutions.

LEAD SELF

- Impactful Conversations
- Personal Effectiveness
- Presentation Skills
- Time Management

LEAD OTHERS

- Managing Conflicts
- Executive Presence
- Effective Feedback
- Effective Delegation

LEAD BUSINESS

- Emotional Intelligence
- Women in Leadership
- Diversity & Inclusion
- Storytelling

Lead Self



Personal Effectiveness

We live in a competitive environment. There are limited jobs, limited career progression opportunities, and most of all our own limiting beliefs. Every once in a while, everyone gets overwhelmed by these factors and needs a de-stressor, a stabilizer, from where they can gather themselves, and keep moving forward. Most importantly, it is imperative to find a constant source of motivation that is within us and not external.

This course helps us discover our individual, unique motivation so nothing stops us from maximizing ourselves to our full potential.

Learning Objectives

- Identify what success means to us and limiting beliefs that hinders our success.
- Understand the basic principles of managing time and making the most of it.
- Deal with and minimize burn-out and stress.
- Develop oneself to achieve desired outcome.
- Build confidence.
- Manage emotions when dealing with stressful, unwanted situation.
- Build rapport and strengthen interpersonal relationships.

Presentation Skills

No matter how good or important a message is, if it's not delivered in an interesting and effective way, chances are it won't be heard. Improve your ability to present by transforming yourself from the inexperienced speaker into a competent presenter through planning and action. Learn to hold your audience and refine your ideas with confidence, judgment and confidence in the message.

In this program, participants will learn how to conquer the podium and deliver presentations that get results. From dynamic introductions to powerful closings, participants will have an opportunity during this workshop to practice and refine their platform skills.

Learning Objectives

- Identify essential components of a presentation.
- Describe an audience analysis and why it is a needed step in a presentation.
- Organize information in a clear and concise manner.
- Create an attention-grabbing introduction.
- Implement techniques for varying vocal tones and body language.
- Develop strategies for handling hecklers, bullies, and other disruptive participants.
- Point out the benefits and pitfalls of various visual-aid options and audience seating arrangements.
- Begin implementing goals created during the session.

Time Management

Being busy isn't the same as being effective. Time management is about getting the tasks done that are the most meaningful to you. It plays an important role in business and personal development. Managing time efficiently helps you to organise your daily tasks and reduce stress.

This course focuses on techniques that produce results even when the time is tight and pressures are high. It will help you become more productive and more efficient.

Learning Objectives

- Understand your attitude towards time management
- Identify signs of poor time management
- Learn keys to effective time management
- Recognize the benefits of time management
- Set goal to manage outcome
- Schedule time for self for higher productivity

Impactful Conversations

Communication; a skill that affects all other responsibilities. Authentic, results-oriented conversations with peers, direct reports, stakeholders and bosses. Regardless of whether the conversations are positive or overly conflicting, there are key skills to master.

This course focuses on the difficult conversations and how to positively address a range of issues and behaviours with coworkers, customers, and other people in the workplace.

Learning Objectives

- To identify the range of conversations you have – positive & difficult
- Develop strategies in preparing for conversations
- Identify own strengths & barriers to communication
- Develop on-going methods to improve communication for continuous improvement

Lead Others



Executive Presence

Most of us don't learn about Executive Presence until we grow into careers that require leadership and influence. Executive Presence is the ability to connect authentically with the hearts and minds of others, encouraging them to take action towards a desired outcome. It is a quality all leaders need. Truly gifted leaders are recognized through their words and actions.

The programme is ideal for leaders who want to inspire and influence followers, gain confidence, create credibility and trust, and communicate more effectively. Attending the programme will enable you to develop your own personal style and authentic presence to help you step confidently into any situation.

Learning Objectives

- Understand key components of Executive Presence
- Understand how to communicate with impact
- Understand how beliefs, drive your behaviour
- Be Self aware at a deeper level to enhance your gravitas
- Build your personal Brand and communicate with passion

Managing Conflicts

Conflicts are inevitable and are seen everywhere. It is not necessarily a bad thing. If embraced and tackled effectively, it can solve major underlying problems and can bring about creative solutions. However, dealing with conflict can be very stressful and often leads to damaged relationships, bruised ego and disengaged people.

This course helps in understanding, appreciating and steering through conflict situation, making every conflict situation lead to a positive outcome.

Learning Objectives

- Identify risk factors.
- Understand the impact of conflict and negativity in the workplace.
- Understand your preferred style of conflict resolution.
- Identify markers for negativity.
- Increase ability to prevent and resolve conflict and negativity in the work environment.
- Develop a positive work culture.

Effective Feedback

As humans, we often feel the hunger for feedback. However, many will say that when they receive feedback, it is often because they have done wrong. This one-day course is designed to help workplace managers learn how to give feedback anytime a message is due. Regardless of whether the feedback is formal or informal and whether it is provided to employees, co-workers or anyone else, there are ways to be effective and lasting.

This program will help participants learn why the way we deliver feedback is important, how to convey a message that people accept, and make the necessary changes and how to accept feedback that we are offered.

Learning Objectives

- Use feedback as an engagement tool.
- Deliver feedback comfortably and confidently.
- Develop performance solutions with the inputs.
- Provide positive reinforcement and show employees the value of their work.
- Resolve

Effective Delegation

People who are good at project management and day-to-day activities understand the value of delegation. They are able to balance workloads, focus on strengths, and improve others. This interactive workshop focuses exclusively on delegation skills.

During this program, we will look at the meaning of delegation, delegation models, barriers to successful delegation and a proven process for creating a buy-in, confirming authority, task monitoring, and rewards for good performance.

Learning Objectives

- Describe the value of delegation.
- Recognize barriers to successful delegation.
- Explain the step in effective delegation.
- Choose the right person for the right task.
- Delegate the correct level of authority.
- Use questions to generate buy-in, coach, and confirm understanding.
- Monitor delegated tasks.

Lead Business



Emotional Intelligence

Emotional Intelligence is the ability to recognize and regulate emotions. Those with this ability are more likely to avoid mis-communication, reach consensus, manage stress and resolve problems effectively.

This program explores the principles of EQ and EI. Through a variety of interactive activities, participants learn how to develop their ability to recognize and manage emotions.

Learning Objectives

- Explain the difference between EQ and IQ.
- Describe the four intelligence quadrants.
- Explain “amygdala hijacking”.
- Outline five components of emotional intelligence.
- Recognize their emotional reactions to events.
- Apply techniques for reframing how they view events.
- Empathize with others.
- Use four criteria to manage relationships.
- Integrate emotional intelligence into their daily thinking.

Women in Leadership

·We all know that there is a difference between achieving diversity in leadership roles at a level that accurately reflects the gender balance in society and actual statistics for women in leadership positions. There are many theories as to why this gap exists.

The purpose of this course is not to discuss the issue - but to provide insights and strategies to overcome restrictive behaviour and attitudes that may deter you as a female leader and a range of practical tools to help you achieve leadership potential.

Learning Objectives

- Identify risk factors.
- Understand the impact of conflict and negativity in the workplace.
- Understand your preferred style of conflict resolution.
- Identify markers for negativity.
- Increase ability to prevent and resolve conflict and negativity in the work environment.
- Develop a positive work culture.

Diversity & Inclusion

·This program is designed to start a dialogue around diversity. The program discusses the value of diverse workplaces, anti-discrimination laws, stereotypes and assumptions, tactics for dealing with uncomfortable situations, and intention against the effects of behaviour. It also focuses on generational differences, how to recognize them, and how to leverage them on a team.

The program covers key topics, tactics for adapting to the needs of different groups, and the dangers of stereotypes.

Learning Objectives

- Explain the value of a diverse workplace.
- Discuss the multitude of ways in which people can be diverse.
- Describe how stereotypes and assumptions influence them.
- Employ a range of strategies to avoid acting on false assumptions.
- Confront discrimination.
- Avoid workplace inclusion traps.
- Recognize generalizations and avoid stereotypes.
- Incorporate new communication strategies into their daily practices.
- Work better with members of different generations.

Storytelling

·Imagine having the ability to grab the attention of a group of people, connect them with your goals, and compel them to change in some way. If you can do this largely successfully, how can you and your organization benefit?

The design of the program is such that participants will learn how and when to use stories, storytelling models, storytelling mistakes, and practice delivery skills.

Learning Objectives

- Explain how and why stories enhance information transfer.
- Identify opportunities to use stories in conversation, training, or presentations.
- Avoid common story-crafting and storytelling pitfalls.
- Choose an appropriate story-crafting framework or model.
- Construct dynamic characters.
- Build a powerful narrative.
- Use a multitude of techniques to deliver stories dynamically.

MISSION

Be Better Everyday..

VALUES



CONTACT US



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