



## OUR CREDENTIALS

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**V THE PEOPLE CONSULTING** is a 3 year old organisation and working in the direction of Training and Development as well as Consulting Services in HR to leading clients.

V The People was started with a vision to provide solutions to Corporates and Govt institution.

We partner Organisation and equip career aspirants through our services and experiential training workshops. It helps the participants to grow in their respective business and careers.

Our distinctive training methodology, content and delivery systems are based on practical realities faced by participants on daily basis and sensitization is done to enhance the quality and productivity of participants and thus resulting into growth of organisation.

The focus of V The People Consulting is on

- **Change Management Solutions**
- **People Development Solutions**
- **Productivity Solutions**

**Change Management Solutions** believes in changing **HR CULTURE** and it is done through Executive Coaching for CEO's and HOD's through simple One to One meeting, listening issues and drafting solutions and working along with them on year to year basis

Change Management Solutions also means Restructuring of Organisation and Manpower Planning for SME segment and developing them as the Indian Companies to reckon with for the future

**People Development Solutions** believes that Training plays a significant role in the development of human resources. The organisation therefore provides end to end customized training solutions by supporting the individual members in an organization and helping them develop themselves and their teams, while fulfilling the organizational objectives.

We at V The People Consulting provide end-to-end customized solutions to Organizations. Our Expertise lies in the areas of:

- Personal Effectiveness / Personality Development
- Communication Skills
- Customer Service Skills
- Team Building and
- Leadership Skills



**Productivity Solutions relates to Sales Maximization and V The People Consulting specializes in:**

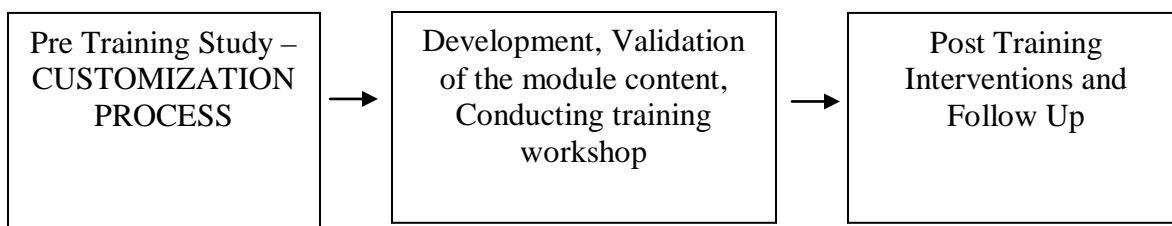
- Corporate Selling Skills
- Retail Selling Skills
- Door to Door Selling Skills
- Key Account Management
- Govt / Institution Selling Skills

### **We believe that:**

- Self is the biggest unit of change.
- Training should be a willful sharing and learning of knowledge and experience and not a knowledge dumping process.
- Training is more effective if it is a combination of both practice and experimentation.
- Learner paced, learner based and facilitator influenced programs are more effective
- Interactive, participatory sessions sustain effective actions and outcomes.

### **Our Training Methodology**

The approach that V The People Consulting takes to develop and deploy a training program is a three-stage approach.





**PRE TRAINING (Customization Process)** includes the following

1. Training Needs Analysis
  - Understand the JD, role and performance expectations.
  - Identify performance gaps, issues and concerns related to skill, knowledge and attitude
  - Participant profiling
2. Identification of Training objectives
3. Validation of Training objectives
4. Program structure and delivery methodology

**TRAINING DELIVERY** and process would include

1. Develop Customized Training Module and Learning material for candidate.
2. Conducting the Training Workshop

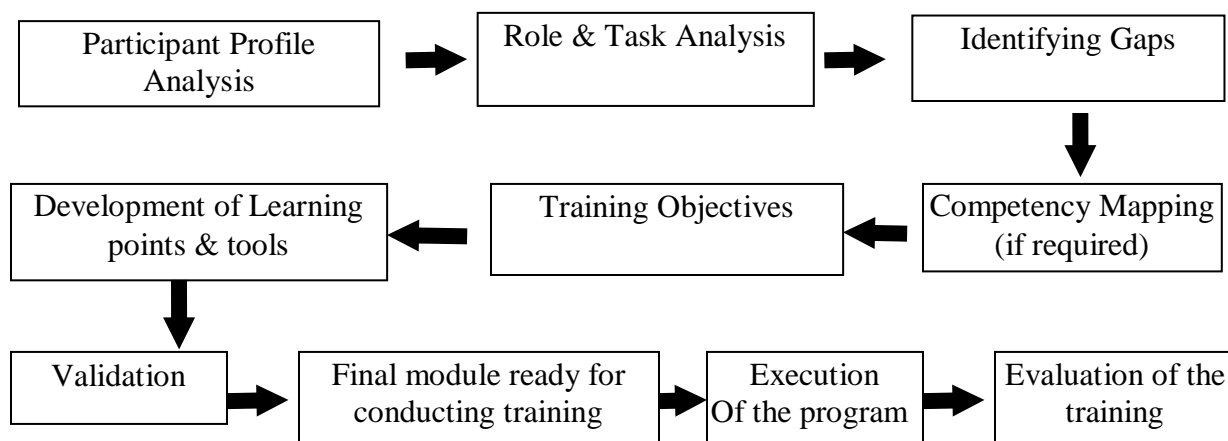
**POST TRAINING WORKSHOP** includes the following:

1. Participant Feedback.
2. Measuring Training effectiveness and the remaining gaps if any.
3. Consultant's observations and recommendations.
4. Action Plan Implementation.

**Training and Competence building methodology in V The People Consulting**

- Focus on simple, practical, relevant and result oriented approach
- Inbuilt modules for motivation as well as education
- Focus on key priorities rather than on overwhelming detail
- Training skills and principles easy to be practiced and adopted to become a way of life
- Self appraisal to identify individual strengths and areas of improvement

## The Training Cycle that we follow:



## Training Tools:

1. Business Games and exercises
2. 'Case Study's' and 'case discussions'
3. Situational Role Plays
4. Movie Clips
5. Story Telling
6. Buzz Groups
7. Focus Group Discussions.
8. Cross functional group discussions
9. Brain Storming
10. Sensitivity Training
11. Outbound Adventure based learning

The spirit of V The People Consulting has been largely defined and embodied by the dedicated and tireless pursuit of excellence by our Consultants. We have a rich base of trainers with good experience in corporate trainings and consulting spread at various locations throughout the country.

As consultants we work with you and your organization to provide holistic training solutions.



## An indicative list of Training Topics we have expertise in delivering:

- Leadership Skills
- Communication skills
- Personality Development
- Coaching & Mentoring
- Personal Effectiveness
- Interpersonal Skills
- Creativity Workshop
- Presentation skills
- Business communication
- Listening Skills
- Vision, Mission workshops
- Change Management
- Customer Service / Spirit of service
- Key account management
- Selling Skills
- Negotiation Skills
- Team building ( inbound & outbound )
- Winning ways at work

### Our Services

- **Training Delivery in Business and Soft-skills**
  - Customized training programs in business and soft skills such as Communication, Interpersonal skills, Sales, Customer Service, Leadership, Coaching etc
  - Experiential and blended learning methodology using technology and class-based approach
  - 100% Certified faculty with deep vertical and training experience
  - Rigorous pre and post-assessments for ensuring impact
- **Training Consulting**
  - Development of Learning and Knowledge management strategy and plans to support organization strategy
  - Integrated project implementation- from needs identification and analysis, to design, development, validation, measurement and evaluation
- **Custom Content Development**
  - Creation of customized training solutions and material for in-company as well as third party deployment by clients
  - Repurposing or redesigning of existing training