DIGITAL MODULES – BEHAVIOURAL AND INTEGRATING THE SYSTEM AND PROCESS

THE CLIENT

An Indian Manufacturing conglomerate with 7 companies and over 15000 employees

TARGET AUDIENCE

Mid-level and senior managers across various verticals

THE NEED

- Develop e-learning modules for employees on the following topics
  - Interviewing Skills
  - Performance Planning Enabling Counseling(PPEC)
  - Strategic Thinking
  - Analytical Thinking
- Integrate their process/ systems with our managerial soft skills

THE INTERVENTION

- 4 modules created
- Conceptualized and designed modules
- Each module had interactivity to help learn and practice the learning points – Show and Tell, Practice with real life application
- Interview Skills – Hiring at Amara Raja, Before , during and after the interview
- PPEC Module – was divided into 2 parts, first part about the available system they have and what to observe and capture in the system, second part was about conversations (feedback, appraisal discussion and coaching) along with their appraisal system and process that they need to follow
- Strategic Thinking – VUCA, Future skills, Stakeholder Management, Conversations and Change Management
- Analytical Thinking – Thinking skills PESTLE, SWOT, Competitor Analysis

THE RESULTS

- Participants found the techniques simple, relevant and applicable
- Initially the client had only 1 modules for Strategic and Analytical Thinking. Based on our design they agreed to make it into 2 modules.