

PEOPLECRAFT



**ACTION
CENTERED**



**CUSTOMIZED
OBJECTIVES**



**EXPERIENTIAL
LEARNING**



CORPORATE BROCHURE



www.peoplecraft.com

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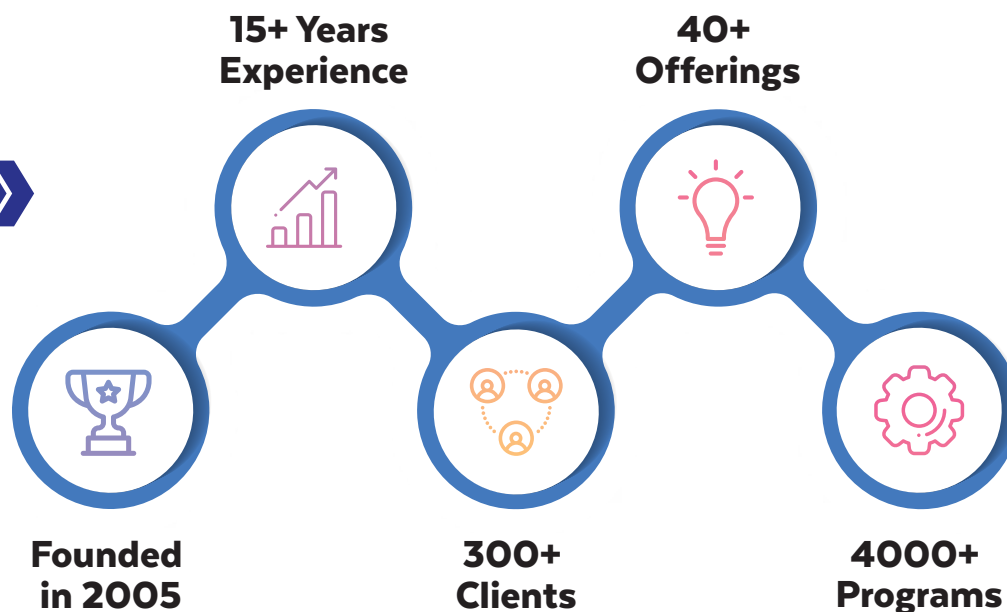
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ABOUT PEOPLECRAFT

Peoplecraft is a High-impact Softskills/Behavioural/ Leadership Learning Partner



QUICK FACTS



OUR OFFERINGS

All our programs are broadly categorized under
Self, Relationship, Team, Organization & Customer

SELF



- Personal Effectiveness
- Unleash Potential
- Time/Stress Management

RELATIONSHIP



- Communication & Interpersonal Skills
- Assertiveness
- Conflict Management

TEAM



- Team Building
- High Performance Teams
- Inter-Team Collaboration

ORGANIZATION



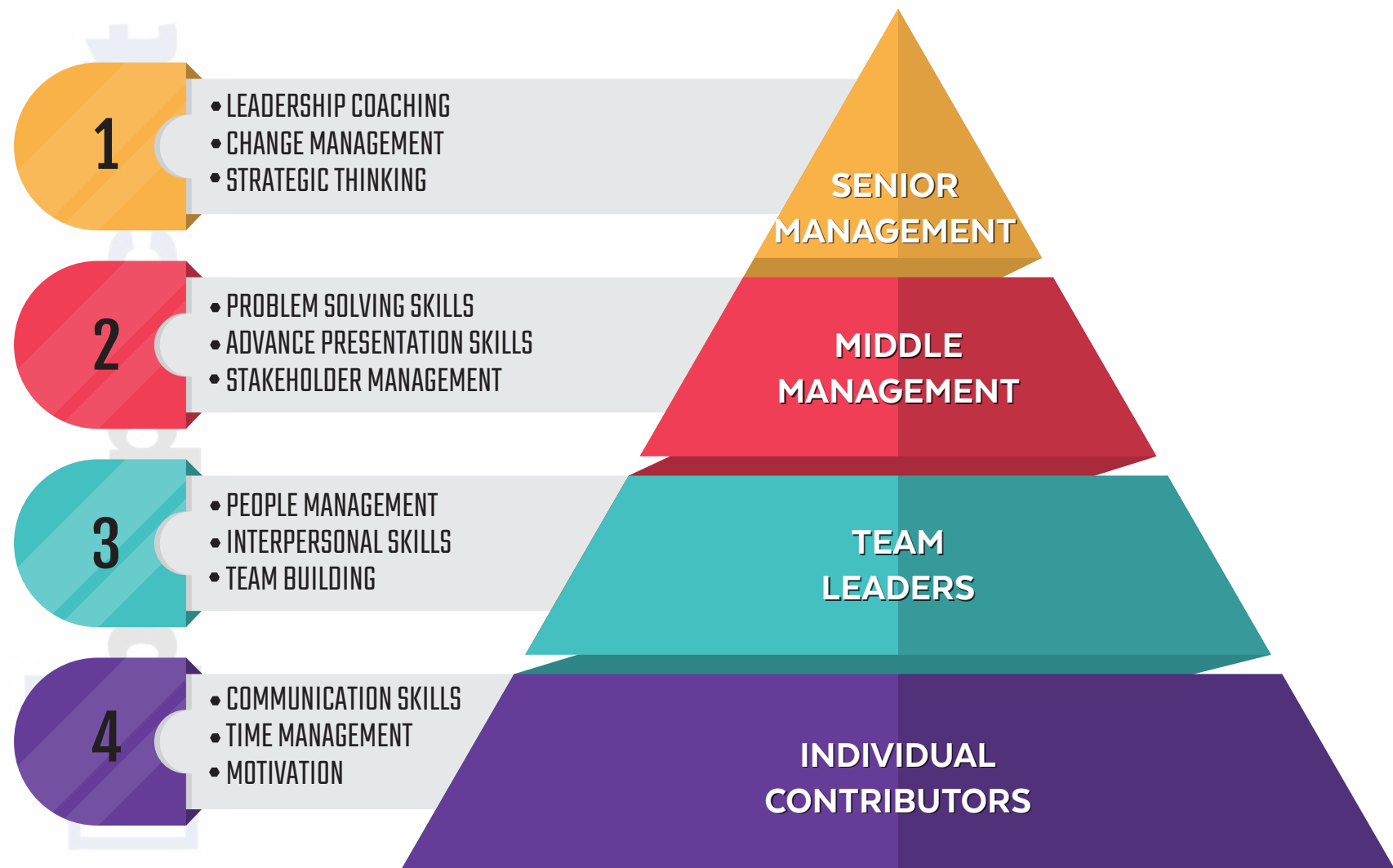
- Leadership Journey
- Creative Thinking & Innovation
- Creating a culture of Excellence

CUSTOMER

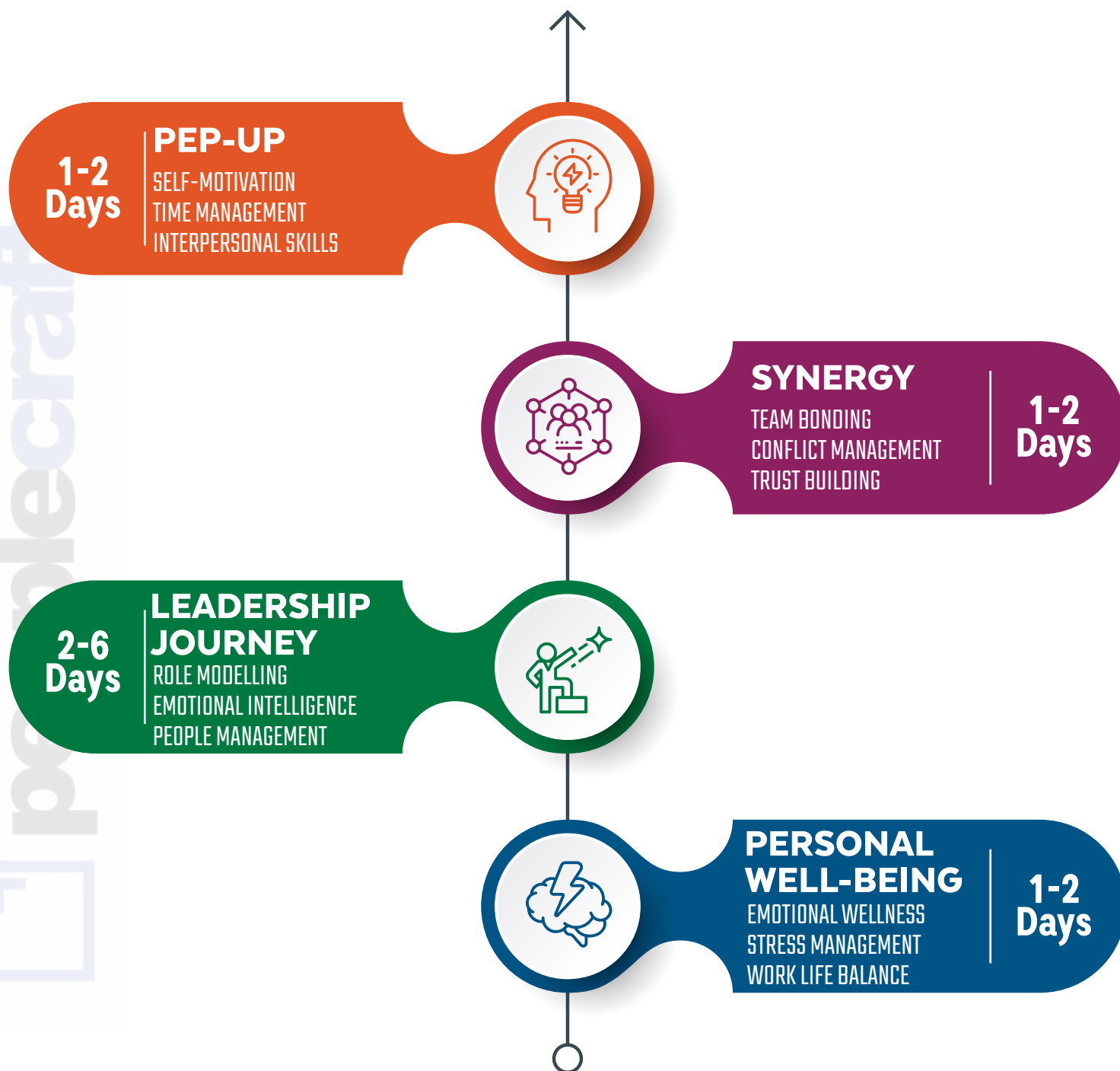


- Spirit To Serve
- Internal Customer Focus/Delight
- Stakeholder Management

OUR OFFERINGS - LEVEL WISE



FLAGSHIP PROGRAMS



ACE METHODOLOGY



A

**ACTION
CENTERED**

LEARNING IS TRANSFERRED
BY TRANSLATING THE
EXPERIENCE TO ACTUAL
WORK PRACTICES



C

**CUSTOMIZED
OBJECTIVES**

THE ENTIRE LEARNING
PROGRAM IS TAILORED TO
OUR CLIENT'S SPECIFIC
BUSINESS OBJECTIVES
AND OPERATION NEEDS



E

**EXPERIENTIAL
LEARNING**

PEOPLE LEARN BEST WHEN
IT IS PROBLEM-CENTERED
AND ACTION ORIENTED.
THIS IS THE BASIS OF
EXPERIENTIAL LEARNING.
AS SUCH OUR ACTIVITIES
ENSURE FULL PARTICIPA-
TION AND LESSONS ARE
DRAWN FROM THE
EXPERIENCE

PEOPLECRAFT FACILITATORS



ANIL CHAWLA

Leadership Facilitator / Coach,
Personal Well-Being
(Motivation / Work Life Balance),
Culture of Excellence



SIVA BHANU

Leadership Facilitator / Coach,
Management Skills
(Problem Solving/Strategic
Thinking),
Advanced Presentation/
Influencing Skills



HEMA MANU ANAND

Business Communication,
Corporate Etiquette,
Presentation Skills



JOHN PAUL

Personal Effectiveness
(Motivation/Time Management),
Interpersonal Skills,
Team Bonding



PREETHA RAAGHAV

Certified Coach,
Diversity & Inclusion,
Women in Leadership



BHANU COUSIK

Sales & Service,
Customer Focus,
Team Building

LIST OF OFFERINGS (IN PERSON / ONLINE)

No.	Training Programs	No. of Days	Staff	Team Leader	Middle Manager	Senior Manager
1	<u>Personal Effectiveness</u>	2	✓			
2	<u>Time Management</u>	1	✓	✓		
3	<u>Business Communication</u>	2	✓	✓		
4	<u>Campus 2 Corporate</u>	1	✓			
5	<u>Assertiveness</u>	1	✓	✓		
6	<u>Working In Teams</u>	1	✓	✓		
7	<u>Interpersonal Skills</u>	1	✓	✓		
8	<u>Leadership Essentials</u>	2		✓		
9	<u>Culture of Excellence / Customer Focus</u>	1	✓	✓	✓	
10	<u>Creativity and Innovation</u>	1	✓	✓	✓	
11	<u>Team Bonding</u>	1	✓	✓	✓	
12	<u>Team Building</u>	1	✓	✓	✓	
13	<u>Work Life Balance & Stress Management</u>	1	✓	✓	✓	✓
14	<u>Diversity and Inclusion</u>	1	✓	✓	✓	✓
15	<u>Presentation Skills</u>	2		✓	✓	
16	<u>Problem Solving and Decision Making</u>	2		✓	✓	
17	<u>Performance Appraisal and Feedback</u>	1		✓	✓	
18	<u>Conflict Management</u>	1		✓	✓	
19	<u>First Time Managers</u>	2			✓	
20	<u>Interviewing Skills</u>	1			✓	
21	<u>Influencing Skills</u>	1			✓	✓
22	<u>Leadership Journey / Coaching</u>	6			✓	✓
23	<u>Change Management</u>	1			✓	✓
24	<u>Delegation Skills</u>	1			✓	✓
25	<u>Emotional Intelligence</u>	1			✓	✓

ENGAGEMENT MODEL

Peoplecraft strongly believes in long term interventions to ensure transfer of learning from workshop to workplace. Hence we always recommend a journey based learning intervention (instead of an event based approach). We have successfully completed journey based interventions like “Leadership Journey” with various prestigious clients like Photon, Lennox, Hapag-Lloyd, Caterpillar, etc. Please find the engagement model of “Leadership Journey” below (refer next page for more details):



ENGAGEMENT MODEL

STEP 01

- Discussion with stakeholders (Head HR, Head Training, Head Business Operation) to understand specific need
- Submission of high level proposal by Peoplecraft for review and approval by client
- Agreement on rollout plan (includes workshops and one to one coaching) (Refer Appendix E)

TRAINING NEED IDENTIFICATION

STEP 02

- Focus group discussion with participants to understand current reality (skill set/knowledge/behavior)
- Behaviour Assessment (self-assessment/manager assessment) (Refer Appendix G)
- Customization of detailed design/methodology for content development

PRE-TRAINING INTERVENTIONS

STEP 03

- Interactive delivery using various learning methodologies (in person/online) (Refer Appendix C & D)
- At the end of each workshop participants will fill their action plan (softcopy) in a common folder which would be accessible to the facilitator, manager & training coordinator (Refer Appendix H)

WORKSHOP DELIVERY

STEP 04

- Manager Reviews Participant Action Plan and helps him/her to fine tune/correct and apply action plan
- Peoplecraft will send relevant reference materials, mini assignments & regular reminders to participants
- Peoplecraft strongly recommends one to one review with participants (after every 2 workshops) to fine tune the action plans, identify challenges/obstacles faced by participants and the way forward to overcome them

IN BETWEEN SUBSEQUENT WORKSHOPS

STEP 05

- Peoplecraft will send a report to management on individual observations (strengths/areas of improvement) and team/organization dynamics
- Behaviour Assessment (L3 of Kirkpatrick Model - Refer Appendix F) will be rolled out internally by the training coordinator (1 month after the completion of journey) to evaluate training effectiveness (Refer Appendix G)
- Peoplecraft will be available on E-Mail support for conceptual clarification/additional reference material

AT THE END OF THE JOURNEY

CLIENT SPEAK (TESTIMONIALS)

“

Mercedes Benz

In Peoplecraft & Anil we truly have a partner that is living up to its namesake crafting people! The incessant & abundant flow of practical and very meaningful techniques, solutions to personal mastery is of immense value for all. The trainings offer deep food thought and provocative questioning of formed habits around leading self & teams. While the enforcement of attendees having action plans ensures reflection, review & stickiness to the learnt concepts.

Most certainly worth all the invest & more.
Working with Anil has been absolutely fantastic!

Thank You.

Mr. Brendon | MD
Benz, Pune



Mercedes-Benz

June 22, 2022

“

Lennox

Lennox India team has been working with Peoplecraft since 2011. Through all these years, the team at Peoplecraft have only evolved year on year to be a better version of themselves. The way the team came about and offered a program virtually, which we thought can only be done through personal interactions was extremely commendable. Anil Chawla, the Man behind Peoplecraft has an astute sense of participants and engages with them organically as the sessions proceed. This makes their programs highly impactful and meaningful to the participants

Mrs. Hema Mani | Director - HR
Lennox India



June 22, 2022

“

Siemens Gamesa

Peoplecraft has always been a name to look up to when it comes to contemporary training solutions & people development. With its incomparable training talent Mr. Anil Chawla & a very strong team providing end to end solutions, Siemens Gamesa has benefitted largely in meeting its talent development solutions from Peoplecraft. The training style is very unique & ensures that the learners stay engaged even through these difficult times when digital learning is inevitable.

Mrs. Pragnya Acharya | Sr. Executive - HR
Siemens Gamesa



June 22, 2022

CLIENT SPEAK (TESTIMONIALS)

“

Daimler Financial Services India Private Limited

Dear Anil,

At the outset thank you for your session from the bottom of my heart!!!

- In India, in my view, we are generally passionate at criticizing when things aren't good / right. However, we do not appreciate the "good" with equal amount of passion. I would not want to lose out on such an opportunity in your case.

- It was just a "Fantastic" experience. I must say that over the last 22 years of my career, I have attended several such leadership programs and in most of them, I would have gone drowsy post lunch (for sure J) with several PPTs, materials, group sessions etc.

- "You" stand out as an extraordinary exception to all my training experiences not only in terms of your skill set but also the way you conduct the whole session with continuous "eye contact", the composure, the humor and the excellent observations that you gather in a short span. The "organized chaos" from your session was just too good. May be that's one of the reasons, the concepts you mentioned, just got registered so well. In spite of the organized chaos, I never felt that this was missing the ship at any point in time, though I never thought that the "chaos" can ever be organized. J

- Again, this is the first time I felt "relieved from stress" in the activities that you conducted. Normally, these team activities, would most of the times, in training sessions, tend to create additional pressure.

- I also clearly see that you live your words and not merely preach. The best example that I already see and would learn from you is that - You did not ask for a feedback at the end of the session. Normally, I have seen that at the end of such sessions there will almost be a compulsion to give a feedback. This in a way, in my view, is already working towards "Still Power" (the 5%) - Focus on Process, don't bother about the result or so to say do not have expectations of feedback. If the process was super, result would automatically come.

- This also is a saying in "Shrimad Bhagwat Geeta" - Karma kiye jaa phal ki ichha mat kar, phal apne aap milega - meaning do your duty/job and do not expect benefits out of it, as they would automatically come.

- I have never written such a lengthy mail appreciating a training session. Thank you once again and sorry if I bored you with such a lengthy one.

Mr. Harish | CFO
DFSI, Pune



March 07, 2022

CLIENT SPEAK (TESTIMONIALS)

“

Banca Sella IT

We as a team enjoyed thoroughly every single moment of the day, and felt the Saturday from personal life was worth every moment. On behalf of my entire team, I want to thank you very much for what you brought forth for us. We have started to understand each other better, know hidden talents and treasures in our group. I am sure this will help us see each other in a different perspective, and move ahead towards a better future. And I am very happy that each of the objectives that I listed were amply covered and felt by us. Thanks for giving us a great day, from all of us in my group

Mr. - Barath Kumar | Manager
Banca Sella IT



November 18, 2020

“

Aspire Systems

It has been almost 6 weeks since we had attended your last session, but your training still seems fresh in our mind. I feel positive transformation happening inside me daily. Things around are becoming very tranquil, Work stress is reducing day by day. I still remember when you said, Self-leadership is very important to lead others. I have a team of 58 people, never had a time to talk to them about how are they, apart from work, but now, We create ideas in fun ways, just like kids learn to build block, play in sand, running here and there, we enjoy our day to the fullest

Mr. Vikram Gusain | Project Manager
Aspire Systems



September 22, 2020

“

Siemens Gamesa

Peoplecraft has always been a name to look up to when it comes to contemporary training solutions and people development. With its incomparable training talent Mr. Anil Chawla and a very strong team providing end to end solutions, Siemens Gamesa has benefitted largely in meeting its talent development solutions from Peoplecraft. The training style is very unique & ensures that the learners stay engaged even through these difficult times when digital learning is inevitable

Ms. Pragnya Acharya | Sr. Executive - HR - L & D
Siemens Gamesa



August 3, 2020

“

Lennox India

Lennox India team has been working with Peoplecraft since 2011. Through all these years, the team at Peoplecraft have only evolved year on year to be a better version of themselves. The way the team came about and offered a program virtually, which we thought can only be done through personal interactions was extremely commendable. Anil Chawla, the Man behind Peoplecraft has an astute sense of participants and engages with them organically as the sessions proceed. This makes their programs highly impactful and meaningful to the participants

Ms. Hema Mani | Director - HR
Lennox India



November 18, 2020

“

Indium Software

Please share this feedback to Anil. I think he should know how much he was appreciated. I have done many external speakers at Indium but none has received this kind of overwhelming positive feedback

Mr. Ram Sukumar | Co-Founder & CEO
Indium Software



September 22, 2020

“

Larsen & Toubro Shipbuilding

Getting excellent feedback from participants. It was a good program & because it was interesting the participants wanted more of it “Yeh Dil Mange More”. I would rate the session as excellent

Mr. CD Mathew | Head HR
Larsen & Toubro Shipbuilding



August 3, 2020



**Our Clients aren't just satisfied,
they're delighted.**

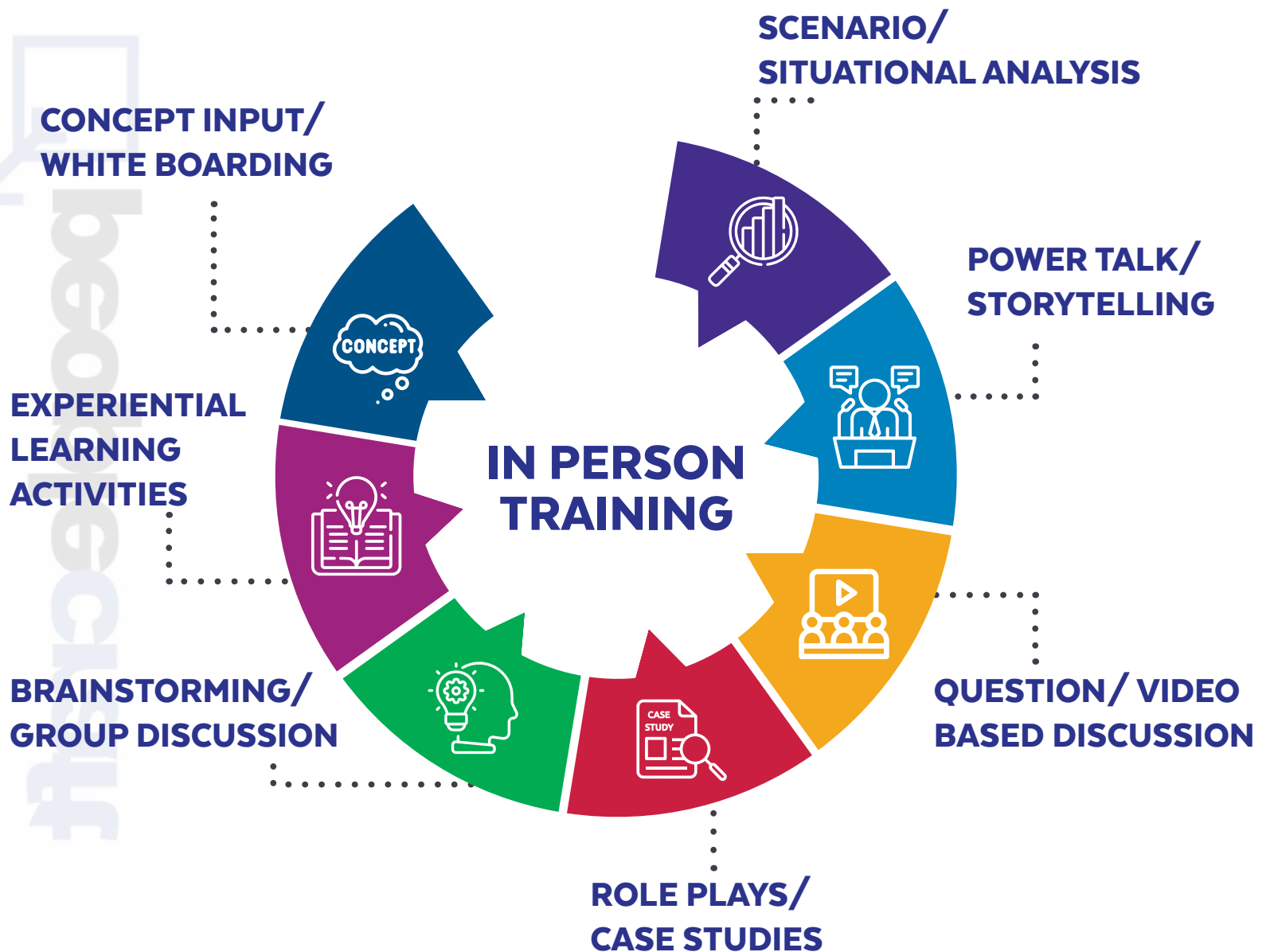
OUR PARTIAL CLIENT LIST

At Peoplecraft, we are perennially on the lookout for engaging, energizing and captivating experiences for our clients. The best proof of quality is through the experience and words of our existing clients, who keep coming back for more!



APPENDIX A

Delivery Methodology (In Person Training)



APPENDIX B

Sample Pictures (In Person Training)

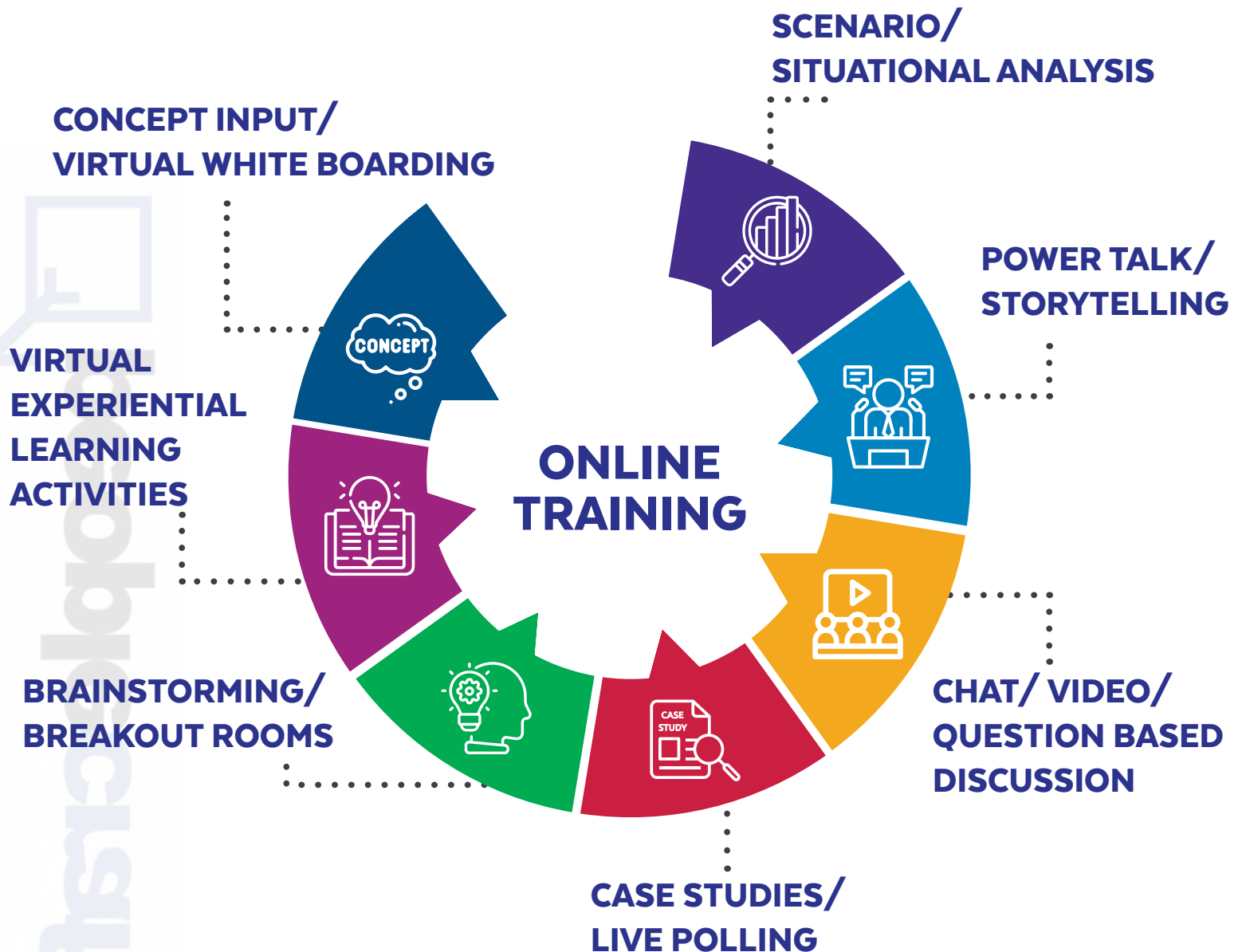


Sample Pictures (In Person Training)



APPENDIX C

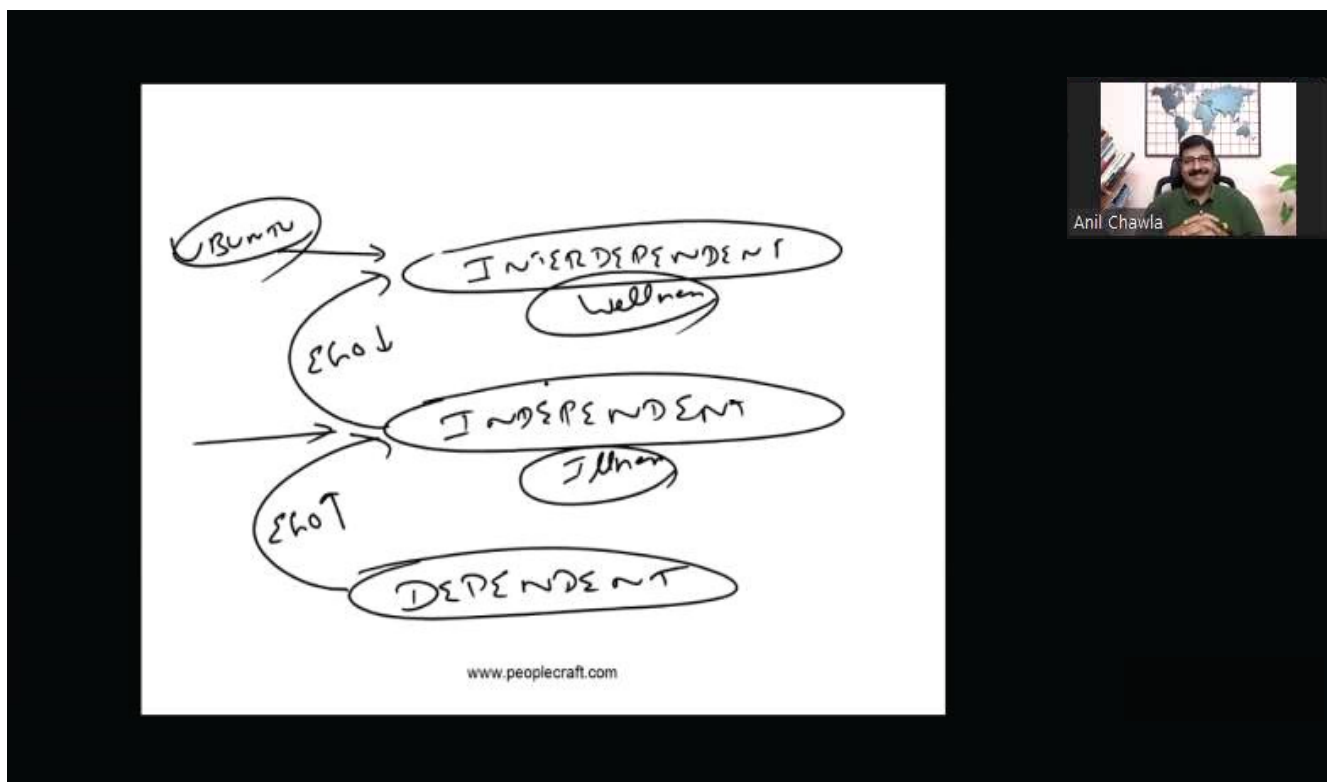
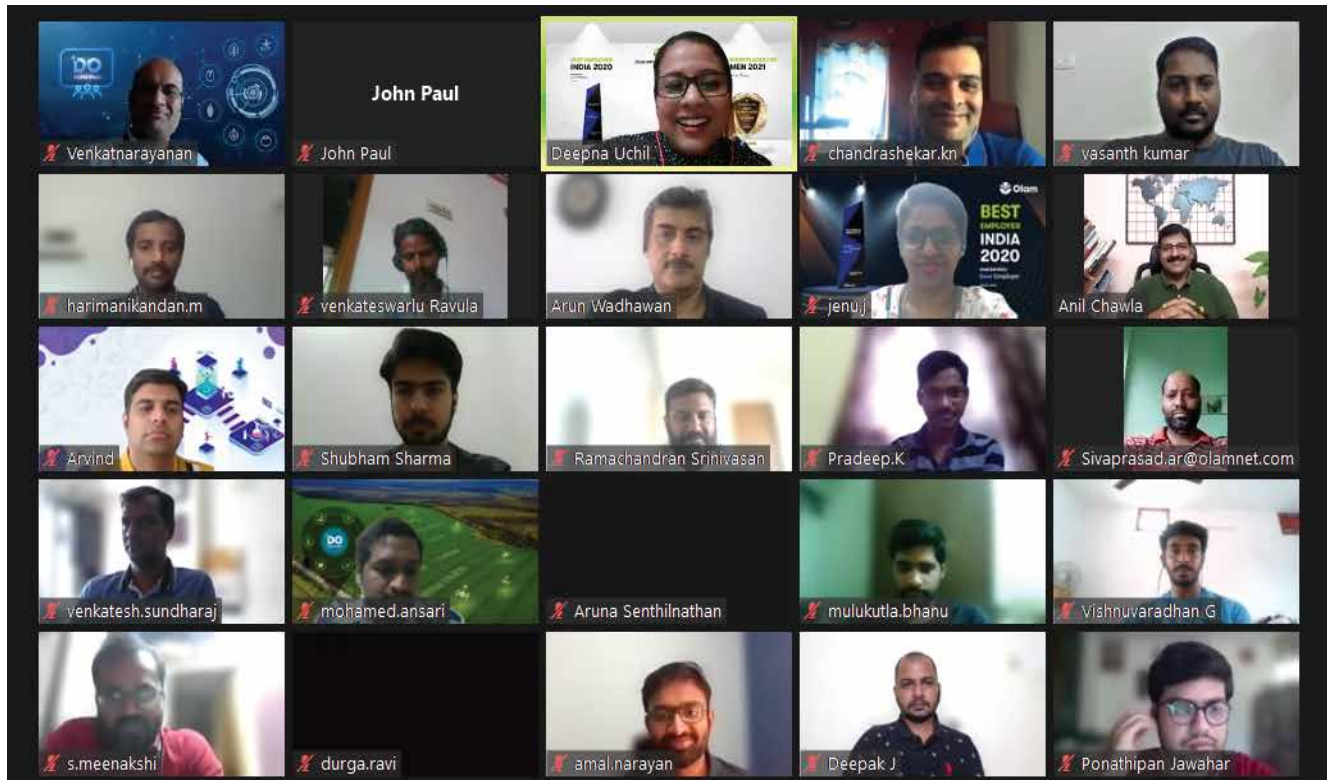
Delivery Methodology (Online Training)

**Breakout Room Methodology:**

Breakout rooms enable the facilitator to separate people in a training webinar into smaller groups, where they can have their group discussion / brainstorming, and then come back to the larger meeting to share their inputs. During breakout session, any group may ask the host to join a breakout room for guidance or help. The host also may choose to drop-in on any group to listen to a discussion or gauge group progress. People in a breakout room may exit at any time to return to the main meeting. Or, if the host chooses to end the breakout session, all participants will receive an alert that indicates each group has a minute to wrap-up, after which everyone will be automatically returned to the main meeting.

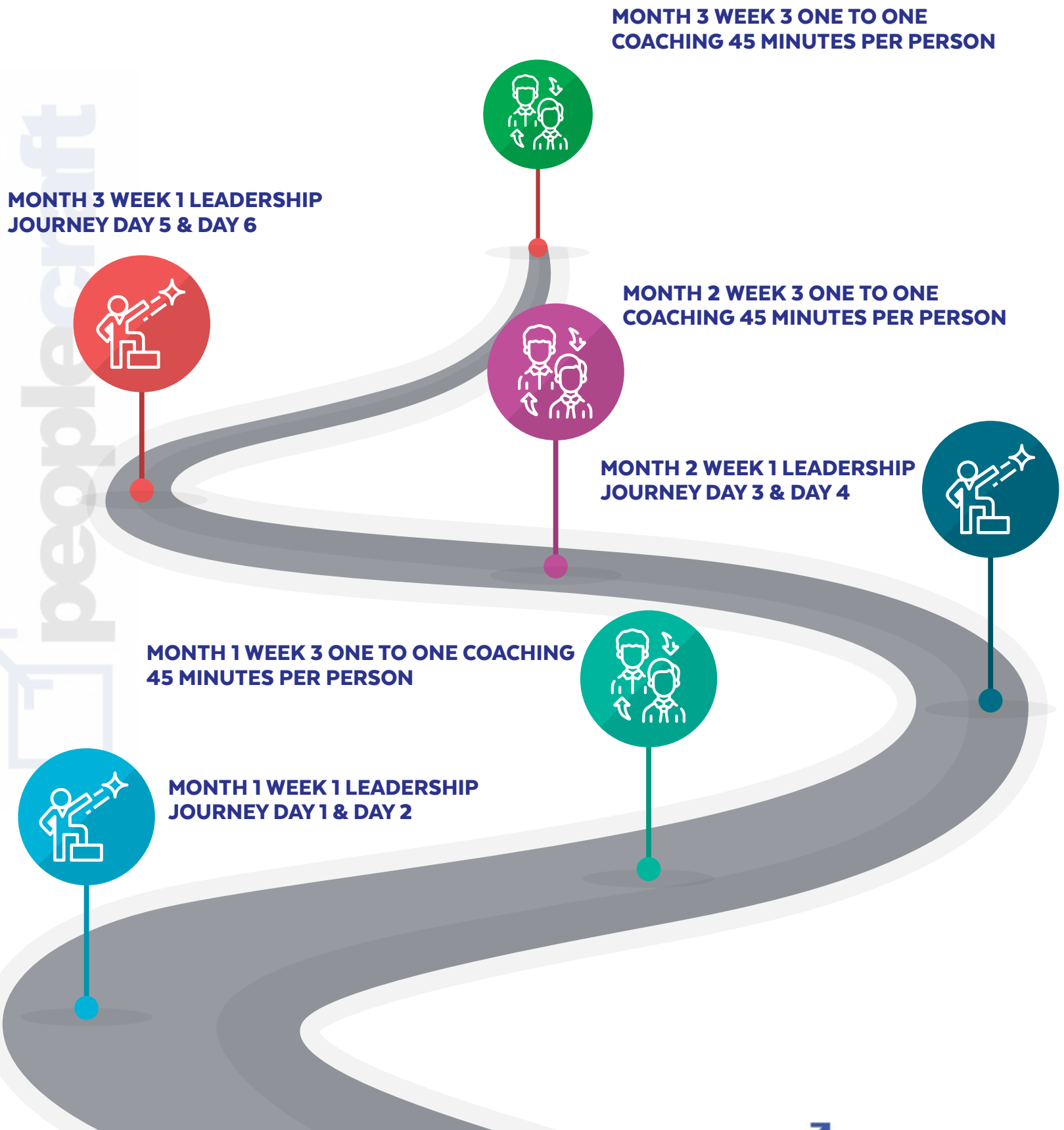
APPENDIX D

Sample Pictures (Online Training)



APPENDIX E – SAMPLE ROLLOUT PLAN

The below Rollout Plan is for a 6 Day “Leadership Journey” training (includes One To One Coaching).



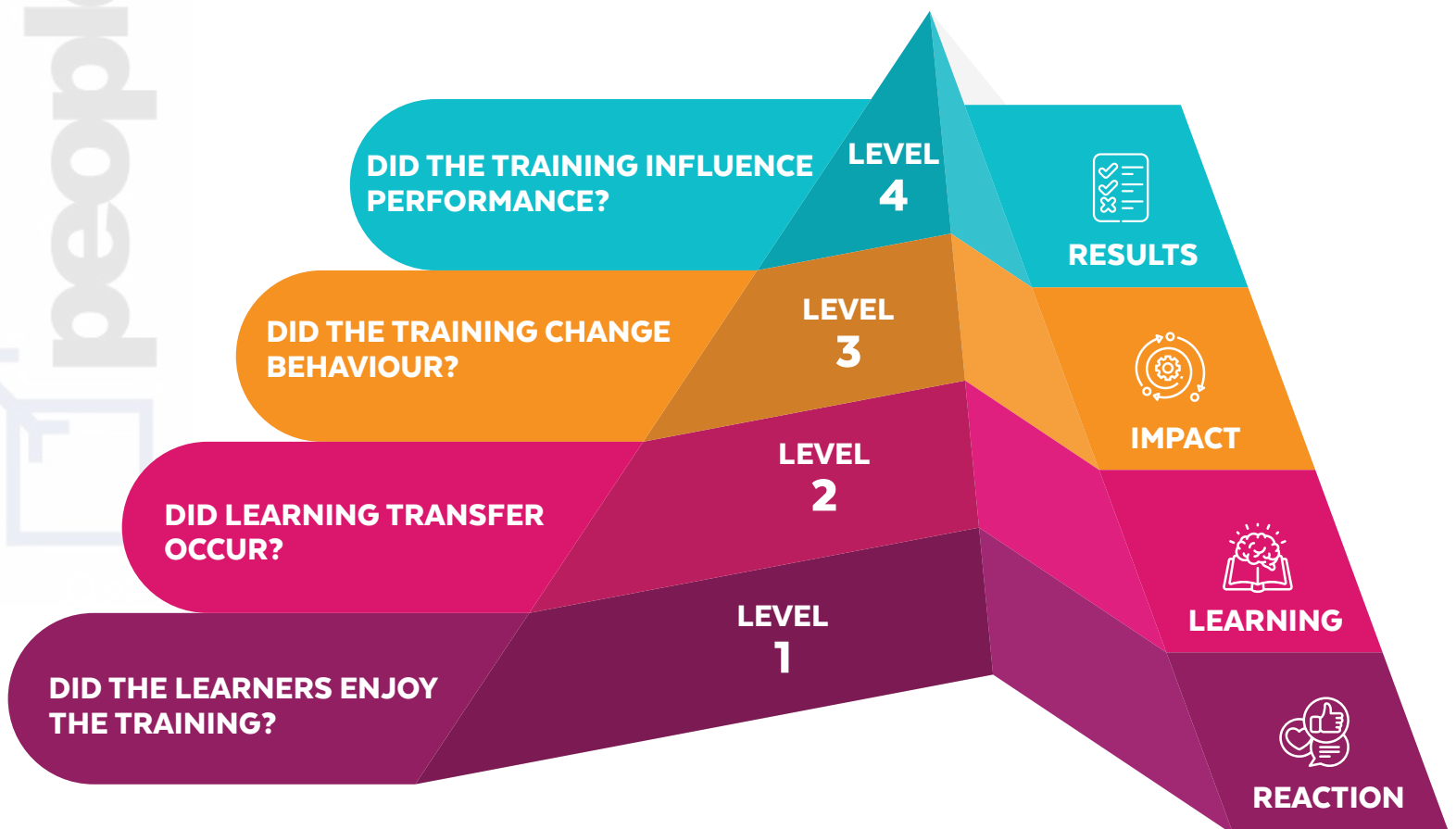
APPENDIX F – WORKSHOP TO WORKPLACE

Level 3 – Impact / Behavior – Peoplecraft believes in Level 3 of Kirkpatrick Model to ensure transfer of learning from workshop to workplace.

Participants will draft an Action Plan for this at the end of each workshop. We recommend that they discuss these action plans with their immediate supervisors after each workshop.

Behavior Assessments (Self and 360 Degree) will be administered before and after the journey to evaluate behavior improvement.

For Level 1 – Reaction – Feedback Form will be collected internally by the client after the end of the training



APPENDIX G - SAMPLE L3 BEHAVIOR ASSESSMENT

Instruction: Please rate your team member before the workshop and observe the overall score. These core behaviours will be addressed as part of the workshop. We request you to help your team member to implement these core behaviours after the program, and then rate your team member again (one month after the workshop) to ensure application of the learnings at the workplace.

Displays Behavior	Not At All	Rarely	Sometimes	Often	Very Often
Score	0	2	5	8	10

No.	Behavior		Pre Training Score
1	Self-Motivation / Unleashing Potential	Demonstrates high level of self-motivation and commitment to continuous learning, and readily moves out of comfort zone to develop new skills / knowledge	
2	Ownership	Takes responsibility for the end to end ownership of a task till its execution (without blame game / giving excuses)	
3	Time Management	Plans and prioritizes effectively to ensure timely completion of tasks without followups	
4	Assertiveness	Communicates courageously to express his / her point of view in various work situations with team members / managers / customers	
5	Listening Skills	Listens actively to internal / external customers and fulfils their stated / unstated needs	
6	Trust Building	Builds and fosters relationships with high levels of trust and rapport with team members / peers / customers / stakeholders	
7	Team Work and Collaboration	Collaborates effectively with peers / team members to achieve the common goal of the organization and also serve the customers better	
8	Customer Focus	Takes the initiative and goes above and beyond what is expected of him / her to create internal / external customer delight	
9	Emotional Intelligence	Able to manage his / her emotions and respond calmly (instead of reacting) during challenging / crisis situations	
10	People Management/ Motivating others	Supports motivates and empowers their team members to drive performance	
11	Conflict Management	Identifies the purpose of conflict and understands how to benefit from their differences Handles professional disagreements objectively without injuring dignity / sentiment	
12	Working with Multiple Personalities	Able to adapt and work smoothly with different personalities	

APPENDIX H – ACTION PLAN TEMPLATE – SAMPLE ACTION PLAN

Concept / Discussion	Main Learning Points	Action Points	Time Frame
Wheel of Life	- The Wheel of Life helps me assess each area of my life, what's off balance, and which areas need more attention	- I will use the Wheel of Life to set my goals: 1. Things I will start doing to regain balance in my life, 2. Things I will stop doing, reprioritize or delegate	Immediate
Feedback Skills	I understand that Negative Feedback should be provided on the Act and not on the Actor	I will provide constructive and result oriented feedback to my team members. I will provide regular feedback as a continuous process (daily / weekly) and not as an event (yearly once). I will ensure that my feedback is very specific and directed towards the action and not towards the actor.	Immediate
The GROW Model	- I need to systematically go through a coaching conversation	- Will have one to one coaching sessions with my team members using the GROW Model	Immediate
Situational Leadership Model (Directing, Coaching, Supporting, Delegating)	I need to develop my team through the four stages of situational leadership so that I can make them run their own show	I will understand my team member's development level for a specific task and apply the right leadership style to help them move to expert level. I will create a delegation plan and discuss it with my team member and my supervisor	Immediate
Emotional Bank Account - Empathetic Listening	When I make emotional deposits into someone's bank account, their fondness, trust, and confidence in me grows	I will increase my trust deposits through empathetic listening (L5 Listening) by having one to one sessions with my team members (once every 2 weeks).	Immediate
DIKW Model	I realize that I need to give not just data and information in my reports to clients but I also need to demonstrate end to end ownership by deriving knowledge and wisdom from that data	When I am presenting a report to my stakeholder, I will ensure that I move from data and information to proactively understand the root cause and give recommended solution. I will learn about new chart types for giving information and also do a root cause analysis to derive and provide knowledge and wisdom.	Immediate
Listening Skills	- I realize that it is difficult to listen to others due to distractions, pre occupied thoughts, state of mind etc	- Will take notes, repeat what the speaker is saying and paraphrase it (say it in my own way) to ensure effective listening / communication	Immediate
DOPE Bird Personality	I realize that I am an EAGLE / OWL personality and hence I need to work on my relationship skills.	To start with, I will appreciate at least two people every day.	Immediate
JoHari Window	I realize that I need to expand my open area into blind spot and hidden area to have effective work relationships and I need to try new ways of thinking and actions to reduce my unknown area.	I will receive feedback from my team members and manager by asking the following 3 questions: What should I keep doing? What should I start doing? What should I stop doing? I will regularly keep my team and team mates informed about my top two priorities for the upcoming week	Immediate
Ownership / Intrapreneur	I realize the importance of having an intrapreneurship mindset at work	I will avoid blame game / excuses & take responsibility and ownership for my decisions, actions and results	Immediate

APPENDIX I - SAMPLE MAILS FROM PEOPLECRAFT

(The Summary / Reference Materials will be mailed directly to the participants or to the training SPOC for internal circulation)

➡ Recipients

Subject: Synergy Workshop 2nd, 3rd Mar 2022 - Notes/ Reference Materials/ Summary / DOPE

Hi All,

It was a pleasure interacting with all of you during the last 2 days.

Thank you for your wonderful participation with complete focus, openness to learning and commitment to self-development.

As a reminder of the concepts, please find attached a high-level summary document (A-Z format) and also the handwritten notes .

You can also download the reading material on some of the key concepts from the link (valid for one week)

↳ <https://we.tl/t-RS0zzTnQqW>

Have also attached your DOPE personality types as discussed in the program.

(You can revalidate it by taking the online test

- <https://richardstep.com/dope-personality-type-quiz/dope-bird-4-personality-types-test-questions-online-version/>)

All the best in implementing the learning of the workshop at your workplace.

Please feel free to reach out to me for any clarifications/ support.

Regards,

Anil Chawla

Director, Peoplecraft

www.peoplecraft.com

+91-9600016425

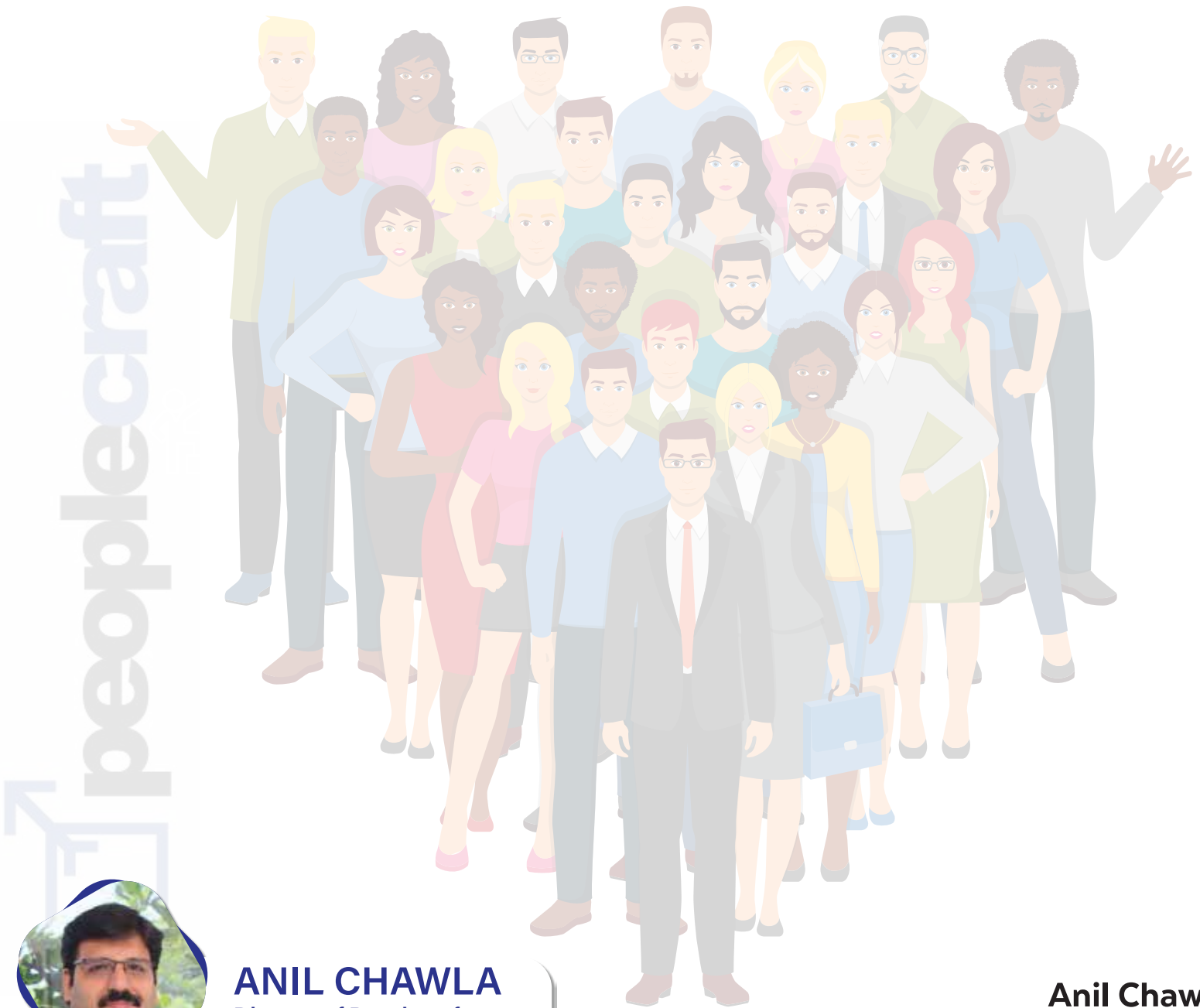
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A-Z-Summary-DFSI-Synergy-Strategy-Worksho... (419K)

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APPENDIX J - CONTACT DETAILS



ANIL CHAWLA
Director of Peoplecraft

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Anil Chawla



Linked 