



## Our Values

### Authenticity:

- Practice what you preach.
- Don't say what you don't believe in.
- Don't teach what you have not experienced.

### Empathy:

- Be mindful of the human-being.
- Seek to understand, before teaching.
- Focus on the need, not on the desire.

### Deep-Work:

- Don't give up easily on a problem.
- Give undistracted time and attention.
- Strive to learn from every experience.

### Accountability:

- Look after your client's cost-benefit.
- Don't charge more than you deserve.
- Set high-standards for your performance.

### Honour:

- Keep your commitments.
- Be worthy of your client's trust.
- Don't compromise on your dignity.



TRAINING | COACHING | CONSULTING

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# Invest in people. Invest in growth.

Powerful programs. To improve performance. To increase engagement. To bring out the best in people.



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## Training Program



### Program:

- Smartwork Training
- For Supervisors/ Teams/ Executives

### Aim:

- To improve professional performance

### Themes:

- Productivity Skills
- Thinking Skills
- Communication Skills
- Collaboration Skills
- Supervision Skills

### Format:

- Group training in role-based batches
- Customized syllabus
- Modular program

### Schedule:

- Multiday-workshops/ Weekly-sessions

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## Coaching Program



### Program:

- Leadership Coaching
- For Managers

### Aim:

- To improve operational leadership

### Themes:

- Personal Credibility
- People Management
- Operation Design
- Strategic Alignment
- Problem Solving

### Format:

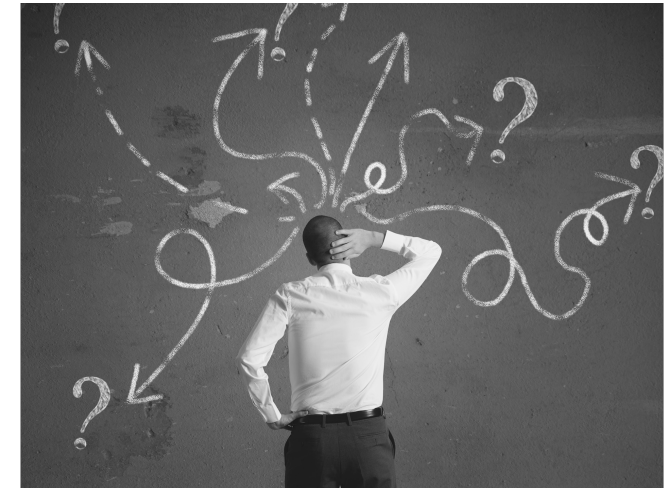
- Personal coaching to individuals
- Customized syllabus
- Modular program

### Schedule:

- Weekly-sessions

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## Consulting Program



### Program:

- HRD Consulting

### Aim:

- To develop effective HRD structures
- To develop effective HRD strategies

### Themes:

- Employee Onboarding
- Job Design & Analysis
- Performance Appraisals
- Learning & Development
- Compensation & Benefits
- Rewards & Recognition

### Format:

- Workgroup with HR Department
- Advisory with Senior Management

### Schedule:

- Weekly-sessions