



- **Leadership**
- **Engagement**
- **Performance driven culture**
- **Tangible results**

A very famous adage is "People are the greatest asset", we would improvise it a bit and say - Empowered people are the greatest assets. The most powerful tool to empower people is effective training.

I Can v3 is a 100 days transformational journey based on empirical wisdom gathered over 35 years after training 30000 individuals. This Program is designed for 32 participants in each batch. The objectives of this program are:

- 1) Setting the top 3 strategic goals for the team (organisation) for the next 3-5 years.
- 2) Empowering the team with an attitudinal mindset and functional skills to zoom up their productivity by 3X.
- 3) Inspiring each participant to engage in WinnSys™ - a 28 days challenge to zoom up the productivity by 3X to produce tangible results for the organisation in alignment with the Top 3 strategic goals.

How would this happen?

Phase I - Coaching



In this phase our team will have two, one hour coaching sessions with the senior management and the leaders of the team members who have to undergo the training program. The objectives of these sessions are three fold:

1. Set the Top 3 strategic goals for the team (organisation) for the next 3 -5 years
2. To decide the challenging and tangible goals for each team member, which if achieved, would set the ball rolling for the long term strategic goals, zoom up the productivity of the team by 3X and set the foundation of a performance driven culture for the organisation.
3. Organise resources necessary to facilitate the team member to achieve the goals set for them.

At the end of this phase the final list of 32 participants along with their proposed individual goals have to be finalised.

Phase II - Training

In this phase, the participants are exposed to a three days training intervention spread over three weeks with a gap of 7 days between each training day. In this phase, the participants are empowered with an attitudinal mindset and functional skills so that they are inspired to take the challenge of zooming up their productivity by 3X in a one month project which we term as WinnSys™. The following modules would be covered in the three days of training:

DAY 1

1. Wreck Survivors Challenge - The program is kicked off with this wonderful game which also acts as an ice breaker. The participants are given a group activity. All the participants pitch in to give their best yet may fail to achieve the desired objective unless all of the team is aligned to a common goal.

The game illustrates this point and derives the importance of having a Vision



2.FEP Attitude™ - According to a research done by Rescue Time, the modern day worker accomplishes more by switching tasks several times a day, not including the the distractions caused by smart phones. This module brings home importance of focussing on excellence with passion.

The participant will be given a lot of activities. This will help him in his personal and professional life to imbibe this attitude and change his working style.

3. Differentiation - A very insightful game is played in this module to help the trainer build rapport with the participants and teach a powerful lesson.

This game is an illustration of how our own beliefs, lack of execution and observation skills inhibit our ability to create the desired results.



4. **Communication Skills** - The most powerful tool in today's world is your ability to communicate effectively. It could be giving a presentation, a sales talk, appearing for an interview or negotiating a deal.



This is the most needed skill, professionally, which will be ingrained in the participants by a series of exercises and presentations on all the three days of the training.



5. **UBU Attitude™** - UBU Attitude™ stands for U (you) B (be) U (yourself). 'UBU' is all about treasuring your uniqueness. It means being grounded to Principles, honing your Intelligence and maturing as you adapt to the changing world.

The exercises in this module focus on nurturing your uniqueness, to make a unique contribution to your work and the Society.

DAY 2

6. **TimeSys™** - TimeSys™ is a proprietary module, which helps you optimise your time for working towards your Vision. It will help you understand how leaders focus on the core, give quality time to their family and find time for themselves and why mediocres are struggling and pressured with urgent tasks, never finding time to do what really matters to them.

In TimeSys™ we learn the process of weekly planning and execution of priorities with excellence by focussing on long term goals.



7. **WinnSys™** -

Confidence is not, knowing all the answers, but the faith in one's ability to find the answer, no matter what the challenge is. WinnSys™ is the test of your confidence.

WinnSys™ is a system, which helps you set a target, plan for it and eventually achieve it. Winners are honoured with the 'I Can' life award in the graduation ceremony.

DAY 3



8. Communication Skills - In this module, the participants are made to speak on stage. Each participant is made to narrate an incident of his life. After the narrations are over, the intricacies of communication skills are taught to the class, where each participant understands how one can improve.

Each participant has to make and prepare to give the presentation in the next session.

9. **ViewSys™** - Life is the best teacher for all of us, provided we are ready to learn. All experiences or events in life have no inherent meaning in them. What any event means to us depends on our perception of the event. What a mediocre views as a tragic event, for a leader is an opportunity to grow, learn and nurture his uniqueness.

ViewSys™ teaches us the art of soaking the lessons that life offers through various events and taking charge of our destiny rather than sulking by viewing these events as tragedies.



10. MindSys™ - A balanced mind is like calm, clear and transparent water. Whereas a mind loaded with emotions is like the water which is turbulent and muddy. Every time emotional energy is blocked, it takes away a small bit of the charm of the smile on your face. Over the years the smile begins to fade.

MindSys™ will train the participant to keep balance of his mind, by channelizing his emotional energy to take powerful and effective decisions in his life and keep his radiating smile



intact.

11. Art of Selling - This is one skill every person needs in his life at almost every step irrespective of his work profile. Counselling or convincing your kids about career choices, your life partner about where you invest your savings, your boss about why you are the best person to execute a project or your customer as to why you are the best person to buy from, are different faces of the art of selling.

This module will teach the participants about the basic lessons of the art of world class selling skills.



12. Presentation Skills - In this module the participants have to deliver their presentations. They would be provided with extensive training on preparation of the slides, grooming and how to frame the speech in the given time.

After each presentation is delivered every participant gets a personalised verbal written feedback about his / her performance. The winners are honoured with medals.

13. Focus - Initiation of WinnSys™ - When all participants have submitted their WinnSys™ plans they are taught the right approach of execution of the WinnSys™ plan. They are cautioned about the pitfalls in the strenuous journey of one month when they are sent out to achieve the impossible.

In this module the participants are armed with the hacks they need to keep themselves motivated and consistently work to make WinnSys™ a success.



Phase III - WinnSys™ Monitoring and Celebration.



In phase II, the training would be over and the participants would have submitted their WinnSys™ plans. In this phase, they work on their WinnSys™ for four weeks. To make them accountable for their WinnSys™ we would have four online meetings with the whole batch, once a week for all the four weeks of WinnSys™. These meetings would happen as per a predefined schedule.

After the WinnSys™ is over there would be an offline felicitation ceremony of all the achievers, where the WinnSys™ trophy would be awarded to the winners and the participation certificates are given to all the participants of the program.

Logistics



- 1.** All the arrangements of the venue, food, audio visual equipment has to be done by you at your cost.
- 2.** The venue has to be four star or five star property.
- 3.** The initial coaching session can be held in a conference at your office or our office.
- 4.** Intra city travel and conveyance expenses will be borne by us.
- 5.** In case the program is scheduled outside Mumbai, the airfare, intracity travel and stay arrangements in a four or five star property for three people has to be made by you at your cost.
- 6.** All the training material would be provided by us. The training kit would include
 - 1.** Participant Manual.
 - 2.** TimeSys™ diary.
 - 3.** ViewSys™ card.
 - 4.** Presentation skills exercise will have three winners - The Best Speech Award, The Most Improvement Award and the Achievement Award. Each awardee would be honoured with a medal.
 - 5.** There would be one UBU award winner in the whole batch who would be honoured with the UBU trophy.
 - 6.** Each participant who achieves the predefined WinnSys™ target would be honoured with the WinnSys™ trophy.
 - 7.** Resources for the Differentiation and the Wreck Survivor's Challenge game.
 - 8.** Customised, printed name badges for all the participants.
 - 9.** Voting slips for the Presentation Skills exercises.
 - 10.** Prizes for the games.

