

Enablers India

Enabling Individual and Organizational Growth

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2013

The Greatest **Enabler**

Arjun had within him the superb skill to conquer Kauravas. Lord Krishna enabled him to realize and utilize it with clarity and determination. *He is the Greatest Enabler. He is our inspiration.*



Our Belief

*We believe that our clients have the strengths and potential within them needed to win in the marketplace; we **enable** them to discover the strengths and develop the potential with our advice.*

Our Mission

To enable the individuals and organizations to achieve success and meaning in their endeavours.

Enablers' Management Institute

Enablers India has two divisions – Enablers' Management Institute and Enablers Management Consultancy Services.

Enablers' Management Institute focuses on Training and Management Development Services.

- Designing and delivering customized and need-based Management Development Programmes in following areas:
 - **Strategic and General Management,**
 - **Managerial Skills**
 - **Managing Self, People and Teams**
 - **Customer Orientation, Marketing & Sales**
 - **Functional Development Programmes**

- Providing following services in Training and Development Area
 - **Conducting training need analysis**
 - **Creating and running Training Management System**
 - **Assessing training effectiveness**

Strategic & General Management Programmes

<i>Programme Title</i>	<i>For Whom</i>	
Top Leadership Development Workshop	Top Management	Have conducted these workshops for BNP Paribas Real Estate, MSM Discovery Pvt. Ltd, GKN Driveline. BSES Rajdhani and BSES Yamuna, SMS Siemag.
Managerial Effectiveness	Senior & Middle Mgmt	Have conducted more than 40 Managerial Effectiveness programmes for diverse clients such as Reserve Bank of India, ICICI Bank, BPL, Numaligarh Refinery, JK Cements R K Marbles etc.
Seize The Future	Top Management	Conducted Seize the Future workshop for a group of 100 Top Managers of various organizations at Kathmandu.
Developing Strategic Thinking	Senior Management	Have conducted programme for Top Team of Torrent Pharma, Baddi Unit.
Strategic Management	Senior Management	Have conducted this programme in NTPC many times.
Vision & Scenario Building Workshop	Top Management	Have conducted Vision & Scenario Building Workshops for prestigious organization like United States India Education Foundation and 11 Schools run by Salwan Educational Trust.
Basic Course on Management	Junior Managers	Conducted several times for different organizations. Available in distance learning mode also.
Challenge of Supervision	Supervisors	Have conducted a 2 weeklong programme for Delhi Jal Board twice at Junior Engineer level.

Competent Manager Series: Managerial Skills Programmes

The following programmes aim at developing the necessary competencies an Effective and Competent Manager.

1. Planning and Organizing Skills
2. Managing Time
3. Managing Stress
4. Problem Solving and Decision Making Skills
5. Creative Problem Solving Skills
6. Communication Skills
7. Advanced Communication Skills
8. Business Writing Skills
9. Presentation Skills
10. Managing Performance
11. Interviewing Skills
12. Leadership Skills
13. Motivating for Excellence
14. Team Working Skills
15. Team Building Skills
16. Interpersonal Skills
17. Influencing Skills
18. Assertion Skills
19. Managing Conflict
20. Negotiation Skills

The durations of these programmes range between 1 to 3 days. The programmes are designed for middle management executives.

Clients are too numerous to name. Communication Skills has been repeated for several clients like Hindustan Unilever, ICICI Bank, Patelwood etc. Presentation Skills has been conducted for HCL, NTPC and Foreign Service Institute. Negotiation Skills has been conducted as a public programme under Delhi Management Association banner. Also it has been conducted for Andritz Hydro, Foreign Service Institute and National Defence College.

Managing Self, People and Teams

- Personal and Interpersonal Effectiveness using MBTI Personal Effectiveness
- Managerial Excellence through Self Awareness
- Reinventing My "Self"
- TOP - Tapping Our Potential
- Ankuran: Hindi version of TOP - Tapping Our Potential
- Managing with Heart: A programme on Emotional Intelligence
- Leadership and Motivation
- Team Building Workshop
- Effective Team Leadership
- Harnessing Diversity
- Management of Creativity and Innovation
- Successful Innovation: Principles and practices*

The durations of these programmes range between 2 to 4 days. The programmes are designed for executives of all levels. Personal and Interpersonal Effectiveness through MBTI has been conducted as public programme and in-company programme for many clients. Several Personal Effectiveness workshops have been conducted for ICICI Bank. Programme on Emotional Intelligence has been conducted for Top Team of Lite Bites Food (A Dabur group Company), NTPC and others. Managerial Excellence through Self Awareness was conducted for Top Team of SMS Siemag a Consulting organization. Leadership and Motivation programmes have been conducted for Torrent Pharma, Airtel, Reserve Bank of India, Institute for Secretarial Training & Management and ICICI Bank many times. Team Building Workshops have been conducted for Airtel, MICO, Airport Authority and Torrent Pharma. Reinventing My Self has been conducted in NTPC. Regularly contribute to BHEL on Creativity. Have conducted Creative Problem Solving workshops for NTPC and Nuclear Power Corporation. Conducted Successful Innovation for Thomson Financials at Bangalore.

* In association with Mr. David Wittenberg, CEO, The Innovation Workgroup.

Customer Orientation, Marketing and Sales Training

<i>Programme Title</i>	<i>For Whom</i>
○ Focusing on Customer	All levels
○ Customer Service Excellence	Customer Care Staff
○ Introduction to Marketing	All levels
○ Marketing Management	Marketing Team
○ Professional Selling Skills	Sales Executives
○ Achieving Sales Excellence	Sales Managers
○ Transaction Analysis for Effective Selling	Sales Executives
○ TA for Effective Sales Management	Sales Managers
○ Core Selling Skills	Frontline Salesmen
○ Merchandising Skills	Merchandisers
○ Showroom Selling Skills	Salesmen

More than 100 programmes have been conducted on Sales Training for Hindustan Unilever, Honda City, Central Cottage Emporium etc. Customer Focus programmes have been conducted for HCL Tech, NTPC and Punjab National Bank etc. Marketing Management Programmes have been conducted for Crompton Greaves, NTPC, HUL and ITC.

Functional Development Programmes

<i>Programme Title</i>	<i>For Whom</i>
○ MBTI for Training Effectiveness	Trainers
○ Train The Trainer (Experiential Methods)	Trainers
○ Learning and Development	L&D Managers
○ Warehouse Management	Warehouse Managers

Have conducted several Train the Trainer programmes for Hindustan Unilever. MBTI for Training Effectiveness has been conducted as a public programme under ISTD banner. We regularly contribute to Train the Trainer Programmes at Indian Society for Training and Development. Warehouse Management Programme has been conducted for Singer India Ltd.

Enablers Management Consultancy Services

Enablers India has undertaken several management consulting assignments. We currently offer consulting in following main areas:

Strategy

- *Creating Organizational Vision, Mission and Identifying Core Values*
- *Developing Strategic thinking amongst Senior Management levels*
- *Instituting Strategic Planning processes and systems*
- *Creating Alignment*

People

- *Diagnostic studies – Employee Satisfaction Surveys, Organization Culture studies,*
- *OD Interventions*
- *Designing Competency Framework*
- *Creating Performance Culture*
- *Designing Performance Management Systems*
- *360 degree feedback*
- *Psychometric Assessment*
- *Competency Assessment*
- *Conducting Development Centre*
- *Improving Salesforce performance*
- *Recasting Compensation Structure and Incentives*
- *Executive Coaching*

Innovation

- *Creating Innovation Culture*
- *Identification and Elimination of Innovations Blocks*
- *Knowledge Management - Cross fertilization of Creativity*

Systems and Processes

- *Benchmarking studies*
- *Process Improvement*
- *Continuous Performance Improvement Process*
- *Improving tactical performance of the organization*

Major Consulting-cum-development assignments

- ❑ *Management Audit of a Bank.* During early 2005, we led the Management Audit of a mid sized well performing Bank having national presence with more than 1100 branches. We gave 35 recommendations for further improving the Bank in its strategy, structure etc. These were well received.
- ❑ *Cultural assimilation of staff of different divisions for a leading FMCG company, Hindustan Lever Ltd., through 9 week long Communication Intervention.* The entire staff of different Divisions of HLL Regional Office had started working together at a new office location in Gurgaon. Due to different history of the Divisions, there were serious issues in working together. Our intervention on the surface was to provide communication skills. However, the objective of the intervention went far beyond the skill acquisition. We were able to bring about a better cohesion, melted the resistance to new methods and reduced the negativity in the work environment.
- ❑ *360-degree feedback for the top team of a unit of a leading Consumer Electronics Firm.* The Executive Director of BPL Display Devices Ltd. was looking for ways to enhance the effectiveness of his Top Team. We intervened by conducting workshops on understanding individual and group behaviour followed by 360-degree feedback. The feedback on each of the 17 members of the top team was collected from 7 to 10 persons, - his superior(s), colleagues and his direct reports. A consolidated report based on feedback was given to the person concerned. This report became the basis for his individual development, improvement in relations with colleagues and better team functioning. Specific and observable changes took place resulting in reduction of interpersonal & inter-functional conflicts, better team environment and faster group decision-making.
- ❑ *Designing Performance Management Systems*
 - *Designing Competency based Performance Management System for a company of a leading Automobile company.* A company of Hero Honda group, Easy Bill Ltd. had commissioned us to help in energizing and forming of the team during March-April 2003. We systematized the functioning of the team by conducting 'Role Workshops', '180-degree feedback' and 'Designing Competency based Performance Management System.'
 - *Designing Performance Management System for a Dalmia Group Company.* Performance Management System was designed by involvement and commitment of all the functional heads. A comprehensive manual was prepared.

- ❑ *Conducting Competency Assessment for Sales force for a leading FMCG company.* We have handled the competency assessment for selection of Sales Officers and Territory Sales Incharges of Hindustan Lever Ltd., Northern Region. The results were very good. More than 50% candidates recommended by us were selected in the final round. Subsequent tracking showed that the selected candidates were turning in excellent performance.
- ❑ *Development Centers.* We design and conduct Development Centers. Organizations where our experts have contributed to Development Centers are Honda Siel Car Company, Jindal Steel and Power, Indian Oil Corporation, SMS Siemag, HPCL Mittal Energy and Astra Zeneca.
- ❑ *Achieving HR Functional Excellence through mapping existing HR Processes and designing new HR processes for creating an HR Shared Service centre for an MNC.* Gillette India was looking for achieving further Functional Excellence in HR. The existing HR processes were mapped. After rigorous analysis and brainstorming new HR processes were designed and the Department was reorganized by creating an HR Shared Service Centre and a Centre of Expertise and Excellence.
- ❑ *Making HR function Process Driven.* Mapped HR processes and improved them for Cargill India, subsidiary of the 2nd largest privately held Company Cargill Inc. in the world. Complete Employee Life Cycle processes from Staffing, Compensation & Benefits, Employee Services, Performance Management, Employee Development and Separation have been documented and improved.
- ❑ *Empowering Rural Women through Project Shakti.* We have conducted multiple 'Train the Trainer' programmes for Hindustan Lever Ltd.'s Rural Marketing Division, which is promoting the empowerment of rural women throughout India. Coverage included Uttar Pradesh, Orissa, Punjab and Rajasthan states.
- ❑ *Employee Satisfaction Survey.* For Ayurvet Ltd., (A Company in Dabur group) we have conducted Employee Satisfaction Survey. We designed the survey using focused group discussion technique. After analysis, it is forming a base for further managerial decisions and actions for propelling the organization towards an ambitious Vision 2010.

Coaching

Enablers India provide three types of Coaching

- 1. Executive Coaching,**
- 2. Career Coaching, and**
- 3. Life Coaching**

Executive Coaching

Executive Coaching is targeted development support to high performing Senior Executives. Coaching is particularly useful if

- You wish to achieve unprecedented excellence
- You need to develop Strategic Thinking
- You have come to a General Management position and you want to shed your functional orientation
- Your role has changed because of promotion or transfer.

Please visit our Coaching Page on our website for details of the process. [www.enablersindia.com/coaching] Our Executive Coaches are seasoned Industry veterans. A few assignments are as follows:

1. Coached Managing Director of an auto component British MNC to develop strategic thinking
2. Coached a Product Supply Director of a US MNC in FMCG sector to make a smooth transition from technical manager's role to a business role and develop better cross cultural communication capability.
3. Coached a President having highly acclaimed career in overcoming 'fear of authority' and participate in meetings with owner with greater confidence
4. Coached Senior Executives of a Service Company. Personality profiling through psychometric testing formed the basis of Self-Analysis. It involved guidance in setting monthly targets, identifying interdependencies, being responsive and accountable to each other, developing a personal vision in consonance with organizational vision, solving performance problems and doing self-appraisal of their monthly performance.
5. Coached an entrepreneur in translating his vision of growth into reality by systematic planning in different functions and introducing managerial processes
6. Coached a Vice President in charge of an independent Manufacturing plant in developing his second line of command
7. Coached a VP (having self-image of less qualified) in adjusting to influx of more professionally qualified colleagues and developing a professional network for greater process orientation
8. Coached a young woman manager in manufacturing environment in enlarging her leadership style so that she can move from pure task orientation to develop people orientation for overcoming retention issue.

9. Coached a VP in redefining his role as Process Champion. His 'Sensing' is strong. (in MBTI terminology.) He saw his role as a collage of too many responsibilities. Helped him create a unified picture and move forward in his career.

Career Coaching

Coaching at Career Entry level: Our flagship programme in this area is "Putting Best Foot Forward". Coachee is coached on how to succeed in Group Discussions and Interviews. Coaching is custom designed. Psychometric profiling is available as optional.

Mid-career coaching: This coaching is to tackle career slowdown, jamming and similar crises. Coaching is totally individualized. Have conducted pre-promotion career coaching for Officers of Reserve Bank of India.

Planning for Retirement: Any time beyond the age of 45 years, one should plan for active retirement that is working meaningfully and with satisfaction at self-determined pace beyond the usual retiring age of 60 years. This work could be for money or honorary. Have provided this coaching to Officers of Airport Authority of India.

Life Coaching

To deal with various crises that life may throw on us, we need guidance and support. Managing Self is one of the most challenging tasks before a person. We offer coaching for handling transitions in life such as getting into a career or change of a career, marrying, mid-life crisis, separation/ divorce, retirement. Our flagship programme in this area is "Reinventing My Self". To know the details click on www.enablersindia.com/reinvent.htm. We have conducted Personal Growth Lab for final year students of MBA at FORE School of Management.

Management Team

Y N Kaushal

Kaushal is Director of Enablers' Management Institute. He has an MBA (PostGraduate Diploma in Management) from Indian Institute of Management, Ahmedabad.

He attended a 12-weeklong Training for Trainers in United Kingdom. He received a fellowship from USAID for a study of best HR practices in United States of America. He is qualified as an administrator and trainer for programmes using MBTI (Myers Briggs Type Indicator).

Kaushal is Management Consultant, Management Trainer and Executive Coach. His clientele is from different industry sectors - Power, Manufacturing, Petroleum, Banking, Trading, FMCG, IT, Service and NGOs. Kaushal contributes to developing Educational Institutions.

Kaushal has designed and delivered more than 700 Management Development Programmes in diverse areas of Management. He has designed and coordinated several programmes for General Managers and Executive Directors. He was on the Faculty of Power Management Institute of National Thermal Power Corporation for 16 years. He also headed the Management Faculty and led a competent team of Faculty Members. He also discharged several managerial roles in Business Development, Project Management and Institutional Development.

Pritima Kaushal

Mrs. Pritima Kaushal is Director of Enablers Management Consultancy Services. She is a Gold Medallist in BA (Hons) and an MBA in first class.

Mrs. Pritima Kaushal is an acknowledged Trainer and Consultant to various Multi-National Corporations and Large & Medium sized Industries. She has conducted more than 300 Training programmes and trained Thousands of professionals. Apart from undertaking a number of In-company training and consultancy assignments, she is also a guest Faculty in various Management Institutes in New Delhi for Communication, Marketing Management, Sales management, Distribution Management and Human Resource Management.

During more than 20 years of her professional experience, she has also worked in private, multinational and public sector organizations like Methodex Systems, Modi Xerox and Tribal Co-operative Marketing Federation.

Our Network of Experts

B B Chadha

Mr. Chadha is Ex-Chairman cum Managing Director of leading Telecom Manufacturer ITI. He has long experience in steel industry. He has been Advisor to some leading Private sector companies and serves as Independent Director on selected Company Boards. Currently he is advising companies in renewal and transformation.

Ajay Gupta

Ajay is President of Corporate Leadership Institute. He did his MBA from IIM, Ahmedabad and worked in Advertising field with leading Agencies. His areas of interest are Strategic Management and Marketing. He has brought leading International thinkers to India.

Pushkal Pandey

Pushkal obtained his BTech and MTech both from IIT Delhi and MBA from IIM Bangalore. He has worked in Senior Positions in Government of India. Left the Government career to pursue his passion in Consulting and Teaching. He is an expert in Quantitative Techniques in Management (Statistics and Operations Research), Economics and Financial Management. He teaches International Students online.

Abhijit Roy

Roy is an expert in Banking and Financial Management. He studied at St Stephens College and obtained MA in Economics from Delhi School of Management. Had a long career in State Bank of India. Currently he divides his time between advising National and International organizations and teaching MBA students.

Deepti Sehgal

Deepti has over twenty two years of experience in the financial services sector with top-tier financial institutions in India (ANZ Grindlays, GE and American Express). Her expertise is in the domain of retail financial services, relationship marketing, P & L management, apart from in depth knowledge of banking operations including BPO Operations. Deepti holds an MBA from IIM, Ahmedabad and a first class Commerce degree from Shri Ram College of Commerce, Delhi University.

Santosh Kumar Sood

Santosh Sood is Principal Consultant with Enablers India. His main Expertise is in strategic thinking. He dons different hats. He is Corporate Advisor on Brand Strategy

and Marketing to leading organizations. He is an Executive Coach to many entrepreneurs. He conducts courses on Marketing Strategy in leading management institutes and challenges the conventional thinking on Branding.

Santosh is an MBA from IIM, Ahmedabad. He was Chief Strategy Officer at Rediffusion DZR. He had a long and satisfying career with Lintas and Lowe India.

David Wittenberg

David Wittenberg, CEO of The Innovation Workgroup, is an alumnus of one of the world's leading innovation labs, the Advanced Concepts and Technologies group of Pitney Bowes. He has completed consulting assignments for such global market leaders as American Express, Nokia, Philip Morris, Reliance Industries; Standard & Poor's and UPS. A highly-rated speaker, he is known for distilling the most valuable information concerning complex topics and presenting key concepts and facts in an engaging and memorable fashion. David holds an Honours MBA in International Management from Thunderbird. He is a US citizen.

Ashok Vashishtha

Ashok distinguished himself in his role as a Training Manager for Hindustan Unilever Ltd. He had a long successful career as Sales Manager. He has been conducting programmes in Selling Effectiveness and Managerial Effectiveness for FMCG, Telecom and Petroleum Sectors successfully.

Consulting Partners

International Partner	M/s. Kiddy and Partners, UK
Our European Partner	Ms. Anke Euschen, Pecon-net. GmbH, Germany
Outbound Programme Partner	Mr. Rana Sidhu of Go Adventure Sports (www.goadventuresports.com/)

List of Select Clients of Enablers (Alphabetical)

Business Corporations

Airport Authority of India	Jindal Steel and Power Ltd.
Airtel (Bharati Telecom)	Lanxess India
Ashoka Hotel (ITDC)	Lite Bites Food (Dabur Group Co)
Aviva Life Insurance	MICO
Ayurved Pvt. Ltd.	MSM Discovery Pvt Ltd.
Bank of Kathmandu, Nepal	National Hydroelectric Power Corporation
Bharat Heavy Electricals Limited (BHEL)	North Delhi Power Ltd. (NDPL)
BNP Paribas	NTPC Power Management Institute, Noida
BPL Display Devices Ltd., Sahibabad	NTPC's Badarpur Thermal Power Stn, New Delhi
BSES Rajdhani Ltd., Relinace Energy	and National Capital Power Project, Dadri
BSES Yamuna Ltd., Relinace Energy	Nuclear Power Corporation
Cargill India	Numaligarh Refinery Ltd.
Central Cottage Emporium.	Oriental Bank of Commerce
Continental Rico	Punj Llyod
Controls and Switchgear Group	Punjab National Bank
Crompton Greaves	Punjab State Electricity Board
Dalmia Consumer Care	Reliance Petroleum
Delhi Jal Board	RITES Ltd.
Era Constructions	SC Johnson
Feedback Ventures	Siemens Ltd.
Fidelity National Information Services	Singer India
Gillette India Ltd.	SMS Siemag India Pvt. Ltd.
GKN Driveline	Steel Authority of India Ltd.
Haryana Vidyut Prasaran Nigam	TATA Bluescope Steel
HCL Technologies	TATA Chemicals, Jamnagar, Gujrat
Hero Honda – Easy Bill Ltd.	Teva API
Hindustan Unilever Ltd.	Thomson Corporation
Hitachi	Times of India
IBM Daksh	Torrent Pharmaceuticals Ltd.
ICICI Bank	TUI (German Travel Agency)
Indian Oil Corporation	Zodiac
Jay Bharat Maruti Ltd.	

Associations, Institutions & Government Organizations

All India Management Association	National Defence College, New Delhi
Central Social Welfare Board	National Institute of Aviation Management & Research (NIAMAR)
Centre for Development of Telematics (C DOT)	National Institute of Fashion Technology (NIFT)
Council for Scientific and Industrial Research	National University of Educational Planning and Administration
Defence Institute of Psychological Research (DRDO)	National Academy for Training and Research in Social Security
Foreign Service Institute, New Delhi	New Delhi YMCA
GNA Institute of Management	PHD Chamber of Commerce
Indian Institute of Public Administration	Reserve Bank of India
IndianOil Institute of Petroleum Management	Salwan Educational Trust, New Delhi
Indian Society for Training & Development (ISTD)	Sanjivini (NGO helping people in mental distress)
Institute for Secretariat Training and Management, New Delhi	United States Educational Foundation of India (USEFI)
Management Training Institute, Ranchi	