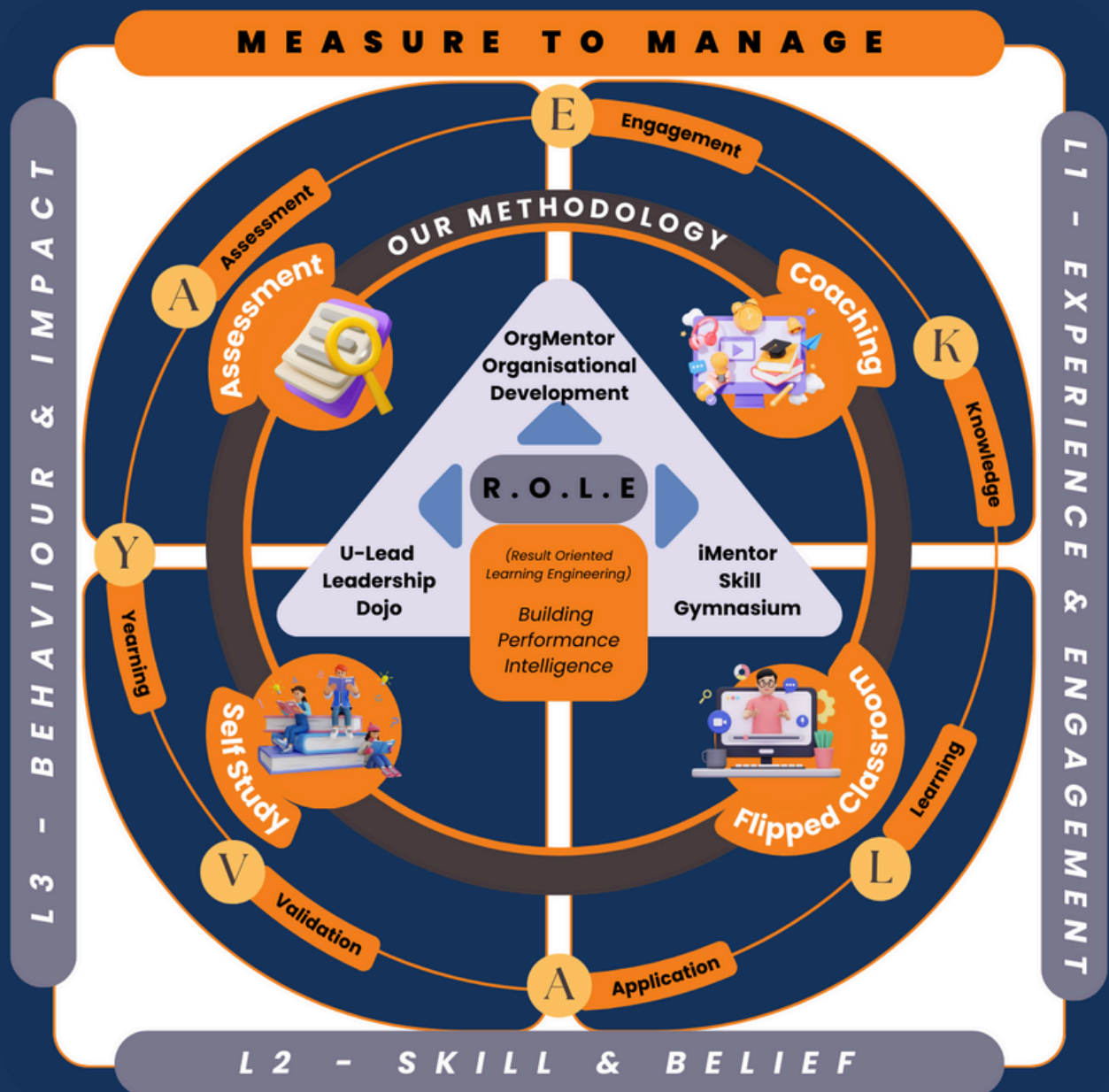


mentor

Engineering Behaviour. Delivering Results.

Give us your people, we'll transform your business





Who are we?

At heart, we are a people passionate about Learning. We enable employees & corporations to perform to their potential while instilling the passion in them to become lifelong learners. Since 2002, we have been offering scientifically designed, impactful interventions in the area of Behavioural Competency Development, Leadership & Organization Development for our global clientele.

What we Believe?

- Training & Organization Development are not like prayer, Learning & Employee Behaviours can be engineered.
- We also realize that "What gets measured, gets managed."

What we do?

Through our R.O.L.E – Result Oriented Learning Engineering – powered by psychometric assessments, advanced learning design, and behaviour change metrics – we create tailored learning experiences that are transformational. Our interventions seamlessly integrate with real-time workplace environments, provide hands-on practice for habit formation, all delivered through our robust Learning Management System.

R • RESULT ORIENTED LEARNING ENGINEERING

Introducing Result Oriented Learning Engineering (R.O.L.E) – Mentor's ground-breaking, patented approach, perfected over 15 years, R.O.L.E merges seamlessly integrates insights from Neuroscience, Behavioural Economics, Psychology & Engineering Design. It empowers action in today's dynamic world, focusing on people's behaviour to drive concrete results within business objectives.

R.O.L.E enables effortless learning administration through seamless follow-up and reporting that ensures joyful as well as impactful interventions. This transformative approach merges insights from thought leaders in education like Donald Kirkpatrick, Maria Montessori, Robert Gagne, Skinner and Benjamin Bloom, seamlessly integrating neuroscience, behavioural economics, and design principles.

R.O.L.E empowers consistent action in today's dynamic world. Choose Mentor Learning for managing learning journeys in your organization aligned with business goals, fostering individual empowerment, and driving enduring success. Rethink Learning & Development with R.O.L.E.

- No more approach to training like Prayer, do it and hope something happens. Instead engineer behaviours based on desired outcomes.
- What gets measured, gets managed. Embark on a scientific learning design mode and deliver realistic, value-adding experiences to your people.



What makes Mentor different?

- **Business-Aligned Learning:** Skills that convert to behaviour & deliver business outcomes.
- **Contextualised Content:** Based on well-researched Success Hypotheses and clearly articulated, detailed Success behaviours that learners can readily adopt at their workplace.
- **Rigorous but joyful Learning Experience:** *Multi-Stimuli E.K.L.A.V.Y.A* Learning Model for effective delivery.
- **We completely manage it for You:** Interactive learning anchored by a technology platform.
- **Empowered Learning:** Instilling ownership of learning in employees, democratizing learning and engineering behaviour.
- **Tangible Returns:** Measurable Real value from your training investment.

Learning the **EKLAVYA** way

Our Learning Offerings are built on the robust E.K.L.A.V.Y.A learning process which engineers measurable behaviour change and business impact using our iMentor LMS engine.

E	Engage, Contract & Commit: Participants to actively engage in the program, understand the expectations, and commit to their personal and professional growth	<i>Invite, tease, Pre-test & feedback, Pre Read</i>
K	Know the why, what, when & how: Provide participants with a clear understanding of the program's purpose, objectives, curriculum, and schedule to set their expectations and foster motivation	<i>QWERL (Quiz), Feedback</i>
L	Learn How to apply in a safe environment: Emphasize the importance of creating a safe and supportive learning environment where participants can freely explore and apply new skills without fear of judgment	<i>Classroom, Workshop</i>
A	Apply @Work, Real Environments: Highlight the relevance of applying the learned concepts and skills in real work settings to maximize the program's impact and facilitate practical application	<i>LEAP, Support, Debrief, Feedback</i>
V	Validate - Refine, Consolidate: Emphasize the iterative process of validating newly acquired knowledge and skills, seeking feedback, and refining their application to ensure continuous improvement.	<i>Post-Test, Feedback, comparison Post-training</i>
Y	Yearn - Repeat with Joy, use spontaneously, Habituate: Encourage participants to embrace a growth mindset, yearn for continuous learning, and integrate the acquired knowledge and skills into their daily work routines with enthusiasm and spontaneity.	<i>Coach, Regular Triggers, Support Groups, Projects, FAQs</i>
A	Assess Impact - Improve, Excel: Facilitate participants' self-assessment of the impact of the training on their leadership abilities. Encourage them to identify areas for improvement and develop strategies to excel further.	<i>Behaviour Impact and Perception Survey, Chat Bot, Feedback</i>

Mentor Offerings...

We support our clients in four distinct practices. All the four operate with our fundamental creed... Engineering Behaviour, Deliver Results.

iMentor **The Behaviour Academy**

*Building Employee Performance Muscle:
Develop Performance Intelligence.
Focus on Execution and leadership competencies
across the organizational pyramid.*



U-Lead – **Leadership Dojo**

*Developing Leadership Intelligence, Building
a Leadership Pipeline through structured
interventions for all crucial leader
segments.*



iMentor **Behaviour Mirrors**

*Developing Performance Consciousness
& Self Awareness through scientific
psychometric assessments & tools.*



OrgMentor

*Measurement Driven Organization
Development Interventions.
Strengthening Organizational Performance
Muscle through Nurturing of Human
Processes.*



**click on the button to know more about each offerings*

Some of Our Clients...



ADITYA BIRLA GROUP



TATA COMMUNICATIONS



The Mentor Ecosystem

Mentor's biggest pillar of strength in delivering high quality result-oriented services is its Ecosystem. With over 100 people & firms, it consists of a wide variety of Organization Development Consultants, learning facilitators who help in delivering projects along with Learning Designers & Content developers, Technology Vendors and Academicians who support in Research & New product development. We invest significantly in recruiting, inducting, training & engaging this ecosystem systematically & proactively.

Mentor Organization works with the ecosystem partners using scientific processes, certification mechanisms and technology enablement to ensure that our Customers always get the best experiences & outcomes in a Reliable & Predictable manner.

Mentor Leadership

Desikamani Gopaladesikan (Mani), Founder & CEO

Mani, graduated as a metallurgist from National Institute of Technology, Jamshedpur. Having worked closely with different materials and their compositions, it was only natural for him to transition into identifying human compositions, properties and outcomes. He pursues passionately his research in Result Oriented Learning Engineering, attempting to engineer behaviours, deliver results & enable performance.

With more than a decade of experience in organizations like Widia, Advani Oerlikon, Carborundum Universal & NIS Sparta, to name a few, Mani has had the privilege of transforming thousands of individuals through Result Oriented Learning Engineering and has helped develop human capital in over 250 organizations.

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iMentor The Behaviour Academy

Assessment /Coaching led Learning, Flipped Classrooms – Physical, Virtual or Hybrid, Self Study ProgramsLearners & their Managers can diagnose skill gaps, nominate themselves and take ownership of their learning. We will deliver Joyful but rigorous learning Programs.

Enhancing Execution Series for Execution Excellence Perform Tasks Effectively, Comply with Process Easily, Deliver outcomes Joyfully!			Leadership Intelligence Series for Leading Effectively Oversee teams effortlessly, Design and implement strategy effectively, Build a culture that ensures outcomes are delivered sustainably		
#	Program Title	Focus of the Program	#	Program Title	Focus of the Program
1	Be a Professional	Understand the attributes that make a professional. Develop the professional mindset and the habits that convey professionalism in any role that you perform.	1	Art of Performance Dialogue – Engaging People Effectively	Develop your skills in Setting Goals, Delivering Performance Feedback, Managing Conflicts and engage your teams effectively. Achieve high productivity!
2	Get Digitally Smart	Become proficient in using digital tools and get ready for the new age workplace! Be digital-ready and enhance your productivity!	2	Art of Writing for Influence – Make your writing count	Writing is not about informing, it is about influencing. Write to get results, not to inform & pray!
3	Achieve LURning Mastery	Develop the mindsets & skills required to be an effective learner at the workplace. Learn Unlearn Relearn on the fly with ease!Get LURning Ready and grow in your career!	3	Art of Being a Mentor – Transform People without authority	Being a Mentor is an art. Influencing & transforming without authority is a tough act. Learn the science of it!
4	Writing for Results!	Learn the science of good professional writing for the workplace. Become more effective & productive in your communication.	4	Being Your Best – Master your Personal Productivity	Personal Productivity for a Leader is a multi-dimensional challenge. Learn Prioritizing, Goal Alignment, Managing Procrastination & Minimizing Conflicts.
5	Spoken Right!	Learn the science of good professional conversations for the workplace. Become more effective in your communication and build high return relationships..	5	Mastering Meetings – Get things done in Meetings	Meetings are a big challenge for a leader in managing productivity, morale and execution. Learn the science of timing, designing & managing meetings – physically or virtually.
6	Joining Together!	Develop the capability to be an effective collaborator and team player who gets things done.	6	Coaching for Skill Development – Mastering Delegation	Delegating without competence is a disaster. But delegation is a must for speed in leadership. Master the art of coaching with a structure & plan
7	AchieveTime Mastery!	Understand the science of personal productivity and get maximum done with your time. Habituate yourself to Success behaviours that lead to goal aligned actions, avoiding procrastination & interruptions and doing a bit of tomorrow today always.	7	Conflict Management – Resolve Conflicts Sustainably	Conflicts are a big drain on energy, resources & time. Understanding and managing your approach to conflict management makes a leader effective, engaging & successful.
8	Achieving Life Balance	Master Coping with Stress! Manage Stress, achieve high satisfaction by developing your coping resources.	8	Leading Others to Performance – Be a master of your leadership style	Using an appropriate leadership style is often a nightmare for leaders. They lack measurements, awareness on their styles.

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Enhancing Execution Series for Execution Excellence Perform Tasks Effectively, Comply with Process Easily, Deliver outcomes Joyfully!			Leadership Intelligence Series for Leading Effectively Oversee teams effortlessly, Design and implement strategy effectively, Build a culture that ensures outcomes are delivered sustainably		
#	Program Title	Focus of the Program	#	Program Title	Focus of the Program
9	Present Yourself	Be an effective story teller, make high impact & engaging presentations.	9	Building a High-Performance Team	Putting together a high performance team involves scientific understanding of matching the right people with right roles, establishing a culture of performance. It can be learnt here!
10	Discoveree! – An adventure in Attitudes	Understand your attitudes, develop deep self-awareness, identify the changes needed to enhance your personal efficacy.	10	Communication Edge – High impact presentations	Presentations are not about style. They are about understanding people and putting together an experience that drives them towards a targeted behaviour. Learn this science.
11	Customer First – Achieve Service Mastery!	Understand working with Customers and demonstrate excellence in customer service.	11	Execution Excellence – Managing Performance through Projects	Execution Excellence is more a science than just an attitude. Learn all the dimensions of it – People, Projects, Priorities, Reviews – and practice it.
12	Own your Success – Master Ownership & collaboration	Develop a scientific understanding of how you take responsibility & collaborate with others, master your success through ownership.	12	Mastering Influencing	We all have our preferred influencing styles. They don't work all the time. Understanding and mastering flexibility in influencing styles is a winning skill for a leader.
13	Get it done through Projects – Execution Mastery!	Develop your skills in execution through scientific project management techniques.	13	Managing Millennials	Millennials are a big challenge to today's leaders. Getting a sense of their expectations, attitude to life and picking up the knack of managing them productively can be learnt here.
14	Bulls' eye – Problem-Solving & Decision Making	Make decisions & solve problems effortlessly & sustainably using insights from neuroscience	14	Sales Management	Sales is a Science. Managing it requires a thorough understanding of a structured approach to putting together various components of it. Systems, reviews, coaching – all of it comes together here.
15	Be Smart, Emotionally – Get People Ready	Become effective in dealing with people and conflicts at the workplace. Enhance your emotional intelligence	15	Win-Win Negotiations	Planning & Preparation – the difference, Verbal Behaviours that work, Dirty tricks that need to be dealt with – Negotiating is complex and win-win is a tough call. Learn the science.
16	Different is Different – Get Culture Ready	Adapt to new cultures without much anxiety. Quickly learn how to be effective in new environments.	16	Building & Managing Culture	Culture eats strategy for breakfast. Deconstructing & Reconstructing culture aligned to performance is a science that leaders need to master. Results Pyramid approach works wonders and can be learnt here.

Continued..

Enhancing Execution Series for Execution Excellence Perform Tasks Effectively, Comply with Process Easily, Deliver outcomes Joyfully!			Leadership Intelligence Series for Leading Effectively Oversee teams effortlessly, Design and implement strategy effectively, Build a culture that ensures outcomes are delivered sustainably		
#	Program Title	Focus of the Program	#	Program Title	Focus of the Program
17	Change for Success - Achieve Change Mastery	Understand the science of change and adapt to changes with ease & effectiveness.	17	Zen & the art of Problem Solving	Problem Solving is an amalgam of attitude & skill. Bringing structure to our thinking, and habituating to it is a great way to master problem solving. It is Zen! Master it!
18	Break Free! - Master your Creativity!	Develop your creative abilities through a scientific understanding of Creativity as a process.	18	Role Aligned Hiring - Competency-Based Interviewing	Hiring for what we sense as an attitude is like fishing blind. Competency & Motivation needs scientific probing and analysis. Learn the Competency Based Interviewing approach.
19	Virtually collaborating - Getting things done in the virtual world	Master the art of working effectively in the virtual world. Become more efficient.	19	Crank the fly-wheel - Driving Innovation	Driving innovation remains a wish for leaders. Lectures & incentives don't work. A good understanding of the innovation ecosystem helps. Learn it here.
20	Master yourself - Leading Self to Performance	Understand why you behave the way you do, your personality and enhance your effectiveness with targeted action planning.	20	Financial Intelligence - Forecasting & Business Planning	Connecting human behaviour with financial objectives is an essential skill for a leader. Mastery of forecasting, business planning and behavioural finance creates an edge for you. learn it here.
21	Winning in Sales	Become an ace salesperson in any environment by understanding & skilling yourself in the science of selling.	21	Driving Process Efficacy	Designing processes is easier than getting them followed and produce results. Understand the science of process implementation.
22	Taking initiatives & Resourcefulness	Master the art of taking initiatives and being resourceful through insights from neuroscience.	22	Art of Analytics, Insighting & Pitching	Data is everywhere. But using it requires the skills of analytics, insighting and pitching for results. Learn this science here.
23	Habitual Design Thinking @Work & Life	Become a design thinker with a step-by-step approach to habituating yourself scientifically	23	Executive Presence	Leaders need to be felt. Their presence is not automatic or inborn. One can develop it with a scientific understanding.
24	Networking for Productivity	Become comfortable with networking, drop the inhibitions and get productive in your work.	24	Strategic Thinking	Strategy baffles leaders. They often mistake their opinions for strategy. It is a clever combination of analysis, intuition and risk taking. Develop the art of strategic thinking.
25	Risk Mitigation - What if - Contingency Planning	Master the art of 'What-if'ing and become a robust contingency planner.	25	Digital Leverage	The world is digital every way. Understanding & Managing Digital assets, leveraging them for productivity are no longer options for leaders. They are hygiene. Learn it here.

iMentor U-Lead – The Leadership Dojo

Leadership Development Journeys – Physical, Virtual or Hybrid Learning Programs for every level of leadership in your organization. Time-tested and scientifically curated skill models with a lot of tools, measurements and practice opportunities. We will build your leaders and enhance leadership intelligence.

Transition-5: Executive Coaching	Executive Coaching for CEOs, SME Entrepreneurs, CxOs, Hi-Pot Talent <ul style="list-style-type: none"> • Workshops, One-On-One Sessions, Psychometric/Competency Assessments, Peer Learning Projects, Progress Reviews
Tenured Managers myDiscoveree	<ul style="list-style-type: none"> • Getting Tenured Managers to be energized, find a larger purpose, and become viable – 12 weeks • Self awareness & Reflection, Visioning, Creating a legacy, Leadership Wisdom
Transition-4: Emerging And Growing LeadErS	Developing Functional Leaders as Business Leaders – 48 Weeks <ul style="list-style-type: none"> • People Management, Strategy Management, Business Management • Monthly Workshops, Learning Enabling Projects, One-on-One Coaching, Assessments, Live Projects in Pods – Certification
Transition-3: The Leadership Walk	Developing Second Line Managers as Functional Leaders – 36 Weeks <ul style="list-style-type: none"> • People Management, Client Management, Execution Management, Building High-Performance Teams, Culture • Monthly Workshops, Learning Enabling Projects, One-on-One Coaching, Assessments, Live Projects in Pods – Certification
Transition-2: School for Effective Aspiring Leaders	Developing First Line Managers for Execution Excellence – 30 Weeks <ul style="list-style-type: none"> • People Management, Customer Management, Execution Management • Monthly Workshops, Learning Enabling Projects, One-on-One Coaching, Assessments, Live Projects in Pods – Certification
Transition-1: Step Up to become a Leader	Getting Aspiring Individual Contributors ready as First Line Managers – 20 Weeks <ul style="list-style-type: none"> • Self Awareness, People Management, Execution Management • Monthly Workshops, Learning Enabling Projects, One-on-One Coaching, Assessments, Live Projects in Pods – Certification

All of these offerings can be customized & contextualized for client organizations. They all come with Kirkpatrick Level 3&4 measurements built in. They can be offered as certification programs.

iMentor Behaviour Mirrors

Showing a mirror to someone is a great way to develop their consciousness. iMentor Psychometric instruments provide clear & actionable reports, debriefing sessions and coaching wherever necessary to enhance consciousness and drive to improve on specific personal attributes. We provide a scientific but private space for your employees to reflect on developing themselves.

Test, Report, Debrief, Action Plan, Coach

#	Title	Focus of the tool
1	Personal Behaviour Profile	There are many things you do in life dictated by your personality. Free will succumbs to your personality. When you understand the deeper urges inside you that drive your behaviour, your response to stimuli from the world, you feel enabled. It allows you to plan & strategise better, enhances your control over your behaviour. This instrument uses the William Marston's model to give you an accurate & insightful understanding of Who you are, Why you behave the way you do?
2	Personal Attitudes Profile	Attitudes are deeply held beliefs that guide our choices while responding to stimuli in our daily lives. Therefore they have a deep impact on our performance at work or home. Particularly of interest is the way we own our responsibility (Locus of Control) and the way we tend to collaborate with others (Arena in the Johari Window). This tool measures effectively both the aspects of our attitudes and provides actionable feedback.
3	Personal Leadership Profile	In the Hersey & Blanchard Situational Leadership Model the four typical leadership styles - Telling, Coaching, Selling & Delegating - are described. This tool provides you a clear idea of which of these are your preferred styles, how flexible you are in using the four and most importantly how effective are you in diagnosing the right style for the situation. There is actionable feedback on all the three aspects.
4	Personal Listening Profile	Listening is one of the most crucial skills to be successful in the workplace. We typically use five distinct approaches to listening. Appreciative & Empathic are feeling led approaches and Comprehensive, Discerning & Evaluative or fact-led approaches. There are three aspects to listening - how intentionally you listen to understand, how flexibly you listen to communicate and how effectively you are able to make the right listening style choice. This tool provides an accurate measure of all three aspects and actionable feedback.
5	Personal Stress Management Profile	Stress is an important factor in performance. Too much or too little - it impacts performance both ways. Dr.Olsen's model provides tremendous clarity about the connection between Stress, Coping Resources & Satisfaction. This tool provides an accurate measure of the stress you are experiencing, your satisfaction levels and how much coping resources you may have across Personal, Work, Couple & Family dimensions of your life. The report provides insights, problem areas and advice on how to improve yourself.
6	Personal Writing Effectiveness Profile	Good writing works around the TOCSE framework. This tool provides actionable feedback on how one currently approaches writing on each of the five dimensions and areas of improvement.
7	Role Compatibility Analysis	Based on the TrAP framework this tool analyzes the requirements of any given role and the respondent's compatibility with the role. There is actionable feedback on which are the good fit behaviours, stretch & redirect required if the role were to be performed effectively.

Continued..

8	Peer Compatibility	Based on the TrAP framework this tool analyzes the respondent's compatibility with the Peer or another person. There is actionable feedback on which are the potential areas of conflict, synergy and how the relationship can be managed effectively.
9	Personal Values Profile	Personal values are the measuring sticks by which we determine what is a successful and meaningful life. This tool provides you a mirror of which of the twelve core values drive your approach to life and what the implications are. The tools enables you to reflect and make adjustments to the way you behave aligned to the work environments you may be in.
10	Personal Conflict Management Profile	Using the kraybill Conflict Management Model, this tool helps you identify your preferred conflict management approach, how flexible you are in using the five different approaches and how effective you are in choosing the appropriate style for a given situation.
11	Problem Solving Profile	Each of us thinks that we have our unique problem-solving approach. Problem Solving essentially revolves around Defining the problem, Analyzing it, Refining Alternatives & Executing Actions. This tool enables you to understand where you adequately focus and where you don't. The D.A.R.E model gives you the right psychological orientation to approach problem solving both effectively & efficiently.
12	Execution Excellence Profile	Execution Excellence involves a combination of behaviours involving - Analysis, prioritizing, influencing and Controlling. This tool provides insights about your current use of success behaviours and enables action planning.
13	Personal Influencing Profile	The way we influence others involves five distinct approaches. Each of us has our preferred style. This tool provides insights on our preferred styles, how flexible we are and how effective we are in making an appropriate influencing style choice based on the situation.
14	Personal Creativity Profile	This assessment reveals your unique approach to innovation. Discover how you find inspiration, tackle problems, and bring ideas to life. Gain insights to boost your creativity, collaborate effectively, and become a more innovative thinker. By uncovering your natural strengths and tendencies, you can leverage them to gain valuable insights into your strengths and weaknesses and develop strategies to maximize your creative potential and achieve breakthroughs.

OrgMentor – Organization Development Interventions

Time-tested and process-driven Organization Development Interventions that solve specific problems that hinder organizational performance & growth. We provide a data & process-driven scientific approach to OD.

High Performance Culture Scanner	Measure the Current Organizational Culture in 12 dimensions. Analyze implications and evolve actionable insights. Develop intervention roadmaps.
Role Aligned Hiring Support -BEI, Psychometry	Support Organizations in Scaled Hiring situations through customized Psychometric tools and Behavioural Event Interviews. Delivers high-quality hires. Takes the uncertainty out of the selection process.
Writing holistic Job descriptions - PMTC	Comprehensive Job Descriptions that include Purpose, Metrics, Tasks, Competencies that enable the entire employee life cycle - hiring, induction, performance management, training needs analysis, career pathing
L&D Reengineering - ROLE	Re-engineering L&D Processes, establishing procedures, building capability in the L&D Team, facilitating systems, hand-holding
Sales Performance Improvement – B2B	Reconfiguring Sales Processes & Systems, Developing Capability of Sales force, Monitoring Performance and Establishing a successful rhythm for the organization.
Change Management Interventions	Identify the capability development or attitude engineering needs in change scenarios, build learning interventions, facilitate their execution, measure impact and change readiness.
Setting up the PMS Structure - PEDP	Customizing the PMS process for objectivity, ease of measurements, better performance dialogue and overall engagement improvement
Collaborating to win - Leadership Team Bonding	Helping leaders in uncertain phases of operations to bring their teams together using Psychometric Data Analysis, facilitation of workshops/learning, enable teams to see each other in a more scientific framework. Enables productivity, enhances business momentum.
Learning needs Analysis, Consolidation and Execution Road Map	Enable organizations to do a scientific Learning Needs Analysis through surveys, consolidate needs and help in laying execution roadmaps.
Business Mentoring for MSMEs	Providing Support to MSMEs, Entrepreneurs through Board Reviews, Visioning Facilitation, Business Planning, Executive Coaching and L&D/HR Outsourcing.