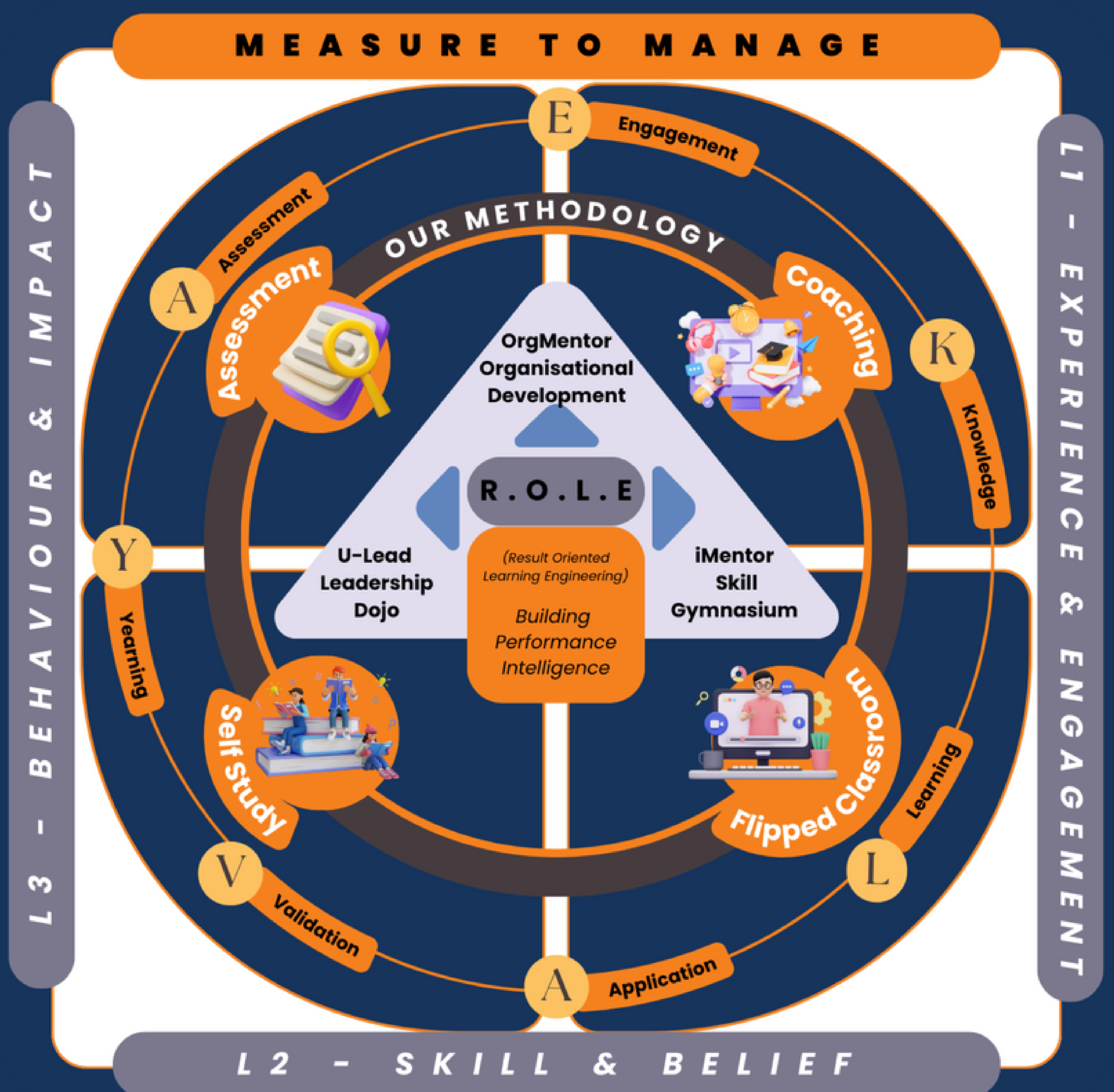


mentor

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 do 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.

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.
- **End-to-End Delivery Management:** 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.

R . RESULT ORIENTED LEARNING ENGINEERING E

Introducing Result Oriented Learning Engineering (R.O.L.E) – Mentor's ground-breaking, patented approach, perfected over 15 years, R.O.L.E seamlessly integrates insights from Neuroscience, Behavioural Economics, Psychology & Engineering Design. This transformative approach merges insights from thought leaders like Donald Kirkpatrick, Maria Montessori, Robert Gagne, Skinner and Benjamin Bloom to re-think Learning & Development in organisations and drive behaviours that deliver business objectives.

Effortless learning administration through seamless follow-up and reporting ensures a joyful and impactful learning experience while ensuring a clear, measurable return on your Learning Investment.

- 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.



OUR HABITUATION JOURNEY

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Engage,
Contract &
Commit

- Invite
- Baseline Assessment of Skills & Beliefs
- Pre-Course Reading
- Quizz
- Feedback

Learn how to
apply safely,
get feedback

- Flipped Classroom (interactive & application focused) Psychometric tools
- Reports, Learning Enabling & Application Project, Grading & Feedback of LEAP, Support
- Groups, Projects.

Apply @
Real/Work
environment

Validate -
Refine,
Consolidate

- One-on-One /Group Coaching Webinars for Support
- Post-Assessment of skills & beliefs
- Comparative feedback
- Regular Email Triggers
- FAQs

Yeam - use
spontaneously,
Repeat with
Joy

Assess
Impact -
Habituate,
Improve, Excel

- Behaviour & Impact Perception Survey
- Feedback
- Action Planning.

Mentor Offerings...



**We support our clients in SIX distinct Practices. All 6 operate with our fundamental creed...
Engineering Behaviour, Deliver Results.**

iMentor – Behaviour Academy

One Umbrella for Customized & Modular Learning delivery of Behavioural Competencies. Kirk Patrick Level 1, 2 or 3 & 4. Physical, Virtual or Hybrid Delivery, 50 Programs (Custom-Design available)



iMentor – SkillGym

Building the Employee Performance Muscle – Execution & Leadership Intelligences – Fixing Skill Gaps impacting Performance in real-time



iMentor Behaviour Mirrors

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



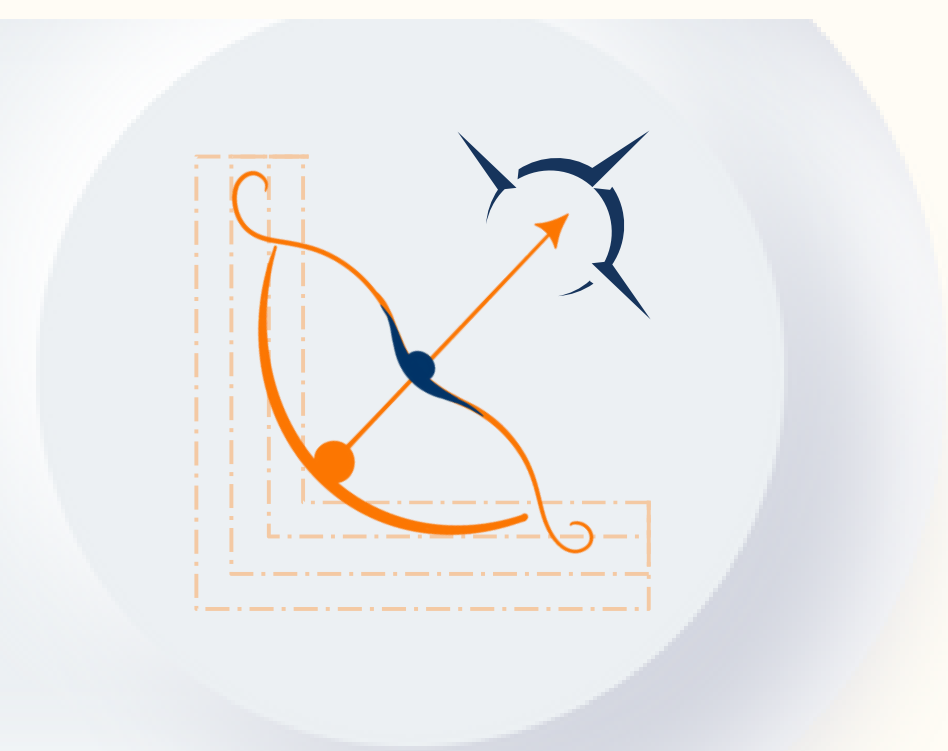
U-Lead – Leadership Dojo

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



My DhroNa – Leadership Coaching

Life Mentoring & Leadership Coaching for Hi-Pots, Senior Executives & Entrepreneurs, providing Impetus to the Future of Leadership – One-on-One Intervention



OrgMentor

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



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

Some of Our Clients Include





Desikamani Gopaladesikan (Mani), Founder & CEO

After more than a decade of experience in organisations like Widia, Advani Oerlikon, Carborundum Universal & NIS Sparta, to name a few, Mani started Mentor Learning with a mission to enable effective behaviours in people and help them live their potential.

A metallurgist by qualification, Mani's work with NIS Sparta sparked his lifelong passion for enabling people to live their potential. His work with materials (their composition and properties) made him realise that people, like materials, need the right environment, experiences, and frameworks to change their attributes/qualities and be more effective in their roles.

Thus was born Result Oriented Learning Engineering (R.O.L.E), a learning design that begins with the end in mind. "What Business Outcomes are you aiming for? What behaviours are needed to deliver those outcomes consistently?" is the question that Mani encourages his clients to answer at the start of every engagement.

Since 2002, Mentor Learning has had the privilege of transforming thousands of individuals through Result Oriented Learning Engineering and has helped develop human capital in over 250 organizations.

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 diverse group of Organization Development Consultants, learning facilitators who help deliver projects, 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.

For any queries or learning needs, you may Contact us

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iMentor The Behaviour Academy

Scientific approach to Learning design involves clear success hypothesis & success behaviours derived through research. We deliver Joyful but rigorous learning Programs that help employees habituate to evidenced Success behaviours gleaned through global research contextualized to your environment.

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	Master yourself – Leading Self to Performance	Understand why you behave the way you do, your personality and enhance your effectiveness with targeted action planning.	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	Growth Mindset	Acquire a Growth Mindset by reframing challenges as opportunities for learning and embracing setbacks.	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	Writing for Results!	Learn the science of good professional writing for the workplace. Become more effective & productive in your communication.	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	Spoken Right!	Learn the science of good professional conversations for the workplace. Become more effective in your communication and build high return relationships..	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	Present Yourself	Be an effective story teller, make high impact & engaging presentations.	5	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.
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	Being Your Best	Understand the science of personal productivity and make the optimal use of your time using the EGPA framework. Habituate yourself to goal-aligned actions, and do a bit of tomorrow today.	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	Execution Excellence	Execution Excellence is more a science than just an attitude. Learn all the dimensions of it – People, Projects, Priorities, Reviews – and practice it.



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	Own your Success – Master Ownership & collaboration	Develop a scientific understanding of how you take responsibility & collaborate with others, master your success through Balanced Ownership.	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
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	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.
12	Zen & the Art of Problem Solving	Don't fix, Solve! Apply frameworks that help resolve problems sustainably for the organization.	12	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!
13	Be Smart, Emotionally – Get People Ready	Become effective in dealing with people and conflicts at the workplace. Enhance your emotional intelligence.	13	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.
14	The Art of Virtual Collaboration	Improve the efficacy of virtual teams by establishing clear feedback loops and accountability. Use the TAME framework for meeting preparation, and overcoming challenges in the virtual environment.	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 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.	15	Win-Win Negotiations	Negotiating is complex, and win-win is a tough call. Learn the science of Planning & Preparation – the difference between the two. Learn Verbal Behaviours that work.
16	Different is Different – Get Culture Ready	Learn frameworks to understand and 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.



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	Executive Presence	Leaders need to be felt. Their presence is not automatic or inborn. One can develop it with a scientific understanding.
18	Break Free! - Master your Creativity!	Develop your creative abilities through a scientific understanding of Creativity as a process.			
19	Winning in Sales	Become an ace salesperson in any environment by understanding & skilling yourself in the science of selling.			
20	C2C	Jumpstart your fresh hires with essential skills to succeed in the workplace			
21	ProcommGym	Identify gaps and equip your Voice service providers with essential interaction skills			





iMentor – SkillGym

- Building the Employee Performance Muscle – Execution & Leadership Intelligences – Fixing Skill Gaps impacting Performance in real-time
- Custom Design learning across Competencies in Multiple Learning options – Assessment, Master-Class, Flipped Classrooms
- Democratizing Learning, transferring learning ownership to the employee, Optimizing L&D effort at Kirk Patrick Level 3&4

Accurate Diagnostics	We facilitate Learning Needs to be identified through an assessment tool based on Self and/or Manager inputs. It creates learning Intentionality.
Promotion & Nomination Management	Employees can nominate themselves to Assessments, Flipped Classrooms or Master-Classes based on published schedules. Managers can authorize. This process is smoothly managed through the iMentor LMS portal
Rigorous Learning Management	Each program is delivered rigorously through the E.K.L.A.V.Y.A Stages seamlessly using the iMentor LMS Portal. Client, Learners can track their progress
Ownership for Learning & Accountability	Learners are Graduated based on a weighted evaluation of Knowledge Demonstration, Learning Engagement, Skill & Belief Assessment & Learning Application Projects. They get their certificate on graduation.
Data Driven L&D Management & Analytics	L&D Management receives accurate data & insightful analytics on learning engagement, learning performance, behaviour change & impact on performance

*** iMentor SkillGym can be customized & contextualized for client organizations. All Gym programs come with Kirkpatrick Level 3&4 measurements built in. The entire configuration of the SkillGym can be tailored to organizational needs.

Given the constraints on L&D Function’s bandwidth, the SkillGym is a great option for organizations to ensure adequate coverage of learning, in terms of width & depth, in a timely & cost-effective manner across the organization.

A true attempt at democratizing learning in organizations.

Continued.



iMentor – SkillGym

Mentor’s research reveals the following Competency Spectrum which act as Greatest Common Denominator Skill Sets that can be called ‘FOREVER SKILLS’

Personal Efficacy	Interpersonal Effectiveness	Managerial Effectiveness	Organization Building
Change Readiness	Understanding Others	People Management	Holistic & Aligned Hiring
Creativity & Innovation	Collaboration/ Teamworking	Execution Management	Problem-Solving
Growth Mindset	Culture Adaptation	Mentoring	Negotiating Sustainably
Ownership & Accountability	Speaking/Conversations	Situational Leadership	Building Teams
Personal Productivity	Story Telling/Presenting Ideas	Coaching	
Self-Leadership	Virtual Collaboration	Conflict Resolution	
Stress Coping	Writing effectively	Influencing	
	Emotional Intelligence	Executive Presence	
	Professional Selling		

**iMentor SkillGym can be customized & contextualised for client organizations by choosing the Competencies that are relevant to focus on.





iMentor Behaviour Mirrors

Showing a mirror to someone is a great way to develop their consciousness. iMentor Psychometric instruments provide clear & actionable reports. Mirrors provide a scientific but private space for employees to reflect and identify areas of development. Debriefing sessions and coaching, wherever necessary, enhance consciousness and address person-specific dilemma and challenges.

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 and 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 with a clear idea of which of these are your preferred styles, how flexible you are in using the four, and most importantly, how effective you are in diagnosing the right style for the situation. There is actionable feedback on all 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 performance factor. 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 many coping resources you may have across the 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 behavioural compatibility with the role. There is actionable feedback on the good fit behaviours, stretch & redirect required for the role to be performed effectively.

Continued.



8	Personal Growth Mindset Profile	This Profile helps you capture your mental reaction to the challenges and setbacks you encounter in life and at work. What are the fixed mindsets that are holding you back? What actions can you take to re-frame your mindset and enable continuous learning and growth?
9	Personal Values Profile	Personal values are the yardsticks by which we determine what is a successful and meaningful life. This tool provides you with a mirror of the twelve core values that drive your approach to life and the implications thereof. The tool enables you to reflect and adapt your behavior 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.

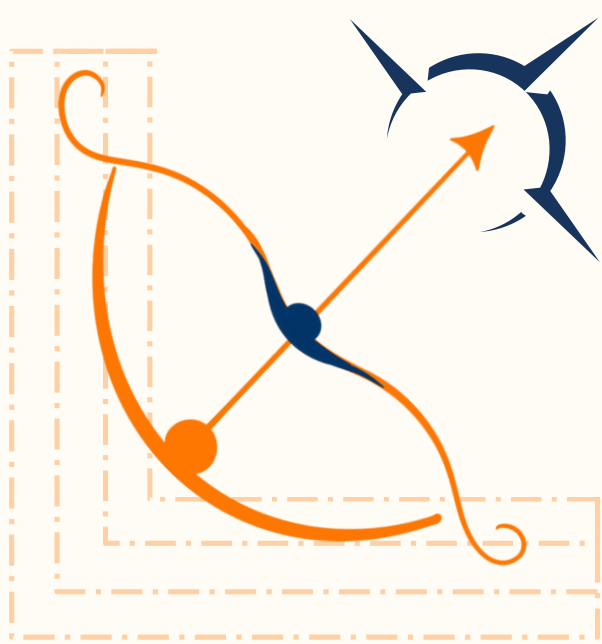




U-Lead – The Leadership Dojo	
Leadership Development Journeys – Physical, Virtual, or Hybrid Learning Programs for every level of leadership in your organization. Time-tested and scientifically curated skill models with tools, measurements, and practice to build your leaders and enhance leadership intelligence.	
Transition-5: Tenured Managers: myDiscoveree	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 (EAGLES)	Developing Functional Leaders as Business Leaders – 48 Weeks • 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 • 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 • 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 • 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.





myDhroNa	
Life Mentoring & Leadership Coaching for Senior Executives, High-Potential Talent & Entrepreneurs. Providing Impetus to the Future of Leadership.	
7 Month Intervention (7MI)	myDhroNa 7MI is a comprehensive approach to develop & communicate value to High Potential Talent & Valued Senior Talent. This is a Diagnostics-based, Psychometry-driven, One-on-One Mentoring Program with the following elements. • Diagnostics Conversations with Mentee and Sponsors leading to Performance Contracting. • 4-6 specific performance attributes are developed using a Psychometry/Assessment Lead Coaching Process. • One-on-one sessions driven by Socratic appreciative inquiry, followed by the Learning Application Process. • Reviews with Sponsors, detailed progress reports. • Final Assessment of Progress & feedback through 360 Degree Behaviour & Impact Perception Surveys An immensely valuable program for Entrepreneurs too, who feel lonely in their Enterprise Building & Leadership Journeys.
90 Minute Sessions (90MS)	Senior Managers & High Potential Employees suffer performance downtrends due to many dilemmas. Often, internal mechanisms are inadequate to help deal with these dilemmas. myDhroNa 90MS Sessions are a structured way to help these leaders deal with their dilemmas and get on the performance track. • Anyone in need of Mentoring can fill out an online form with a specific set of questions about their dilemma or help they need and schedule their 90-minute session. • A mentor reaches out and facilitates the dilemma removal session through a structured appreciative inquiry process. • A path ahead or action plans emerge from the sessions • Mentees can schedule additional sessions if required and see closure on their dilemmas.





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 the Salesforce, 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.

