



PROJECT PERCEIVE TRANSFORM



CORPORATE LEARNING PROGRAMS, OUTBOUND WORKSHOPS AND LEARN CORPORATE SKILLS THROUGH ART WORKSHOPS.

the3rdi

PROJECT PERCEIVE TRANSFORM

Project Perceive Transform

Almost every individual wishes to experience life by exploiting the opportunities that are available to the maximum potential. One always wants to project the best in oneself even as we are bogged down by the ghosts of perceptions others may have of us. Given an opportunity, and the right guidance, we are waiting to transform ourselves into the person who has used their talents, understood and overcome their shortcomings and lived life to the fullest – personal and professional.

The Third – i, is a passion project born out of the desire to help every individual to do so by enabling learning that challenges limitations and supports strengths in achieving goals. We are the place where exploring new ideas is not a waste of time as it allows us to push our boundaries, committing a mistake is acceptable because it makes us learn, questions are important as they break myths or make us certain of what we know and the possibility that learning may be more about unlearning something old than learning something new.

We apply these principles to facilitate greater growth of the business of our partners through our customized and complete solutions, people innovation and operations excellence. Our strength lies in our ability to assess training needs, and consequently develop, deliver and administer corporate solutions to the challenges faced by our business partners.

No mile is the extra one for us to go as everything we can do to provide integrated solutions is considered part of the program.



The path

The 3rd – i considers training programs as opportunities for each of the participants to explore any number of challenges or opportunities. They could relate to any of the skills that come under the umbrella of ‘Organizational Behaviour’.

Any number of paths can be taken for this exploration of individual potential, some more conventional and some roads less taken. The path chosen is usually dependent on the goals that are set by our business partners. These are also customized taken into consideration time available, budget, and space constraints.

Usually when the programs do not require outdoor spaces or an off-site is not mandated, the 3rd – i conducts **Modular Corporate Learning Workshops** either onsite or at our own offices. These are 1 or 2 day workshops addressing specific topics. The programs are a blend of learning through training delivery, case studies, role play and discussions. The modular workshops can be conducted as standalone workshops or part of an overall program. A list of the workshops that we conduct is included in attachment A.

Sometimes though the skills that are to be developed or fine-tuned are best explored without the constraints of the office space and demand a combination of open and closed spaces. There may also be the need for long discussions or development of understanding of people and topics that best happen when there is food and leisure involved. Our **Outbound Learning Workshops** are most appropriate in such cases as they also provide opportunities to test limitations and develop strengths while dealing with elements of nature. These workshops are usually based

on activities that can be complex, elaborate with a need for many props and designed to take the maximum advantage of the environment and time available to achieve the set goals.

Sometimes though, the road less travelled is the best option to shake us out of our ennui and plunge into new, unexplored territories and perspectives to tackle the same old challenges. Our **I Learn Through Art Workshops (ILTA)** offer this exact opportunity to learn corporate skills through art. This program consists of a series of workshops using various art mediums such as photography, painting, theatre and gardening.

The **I Learn Through Art** workshops are conducted by an artist who is skilled at the art form and the learning Specialist who helps connects the dots. Through Art we cover Business Communication, Time Management, Goal Setting, Team Building and other key areas of Organizational Development.

The Learning Solutions

Even on the same path, different people can have different journeys. To address this important truth, the 3rd – i usually recommend and conduct a **Training Need Analysis (TNA)**, a pre training exercise to better understand the goals of our partners and profiles and perspectives of the participants in order to deliver focused, effective programs. The TNA also helps understand employee perspectives, and the environment in which the participants will be applying the training in the real world.

The TNA allows us to chalk out the learning plan, the workshop that would allow the best exploration of the challenges faced and opportunities available by creating and customizing content. The creation or customization of content follows the principles of the **Experiential Learning approach** and is designed based on **Adult Learning Principles**. In this method, the learning/ insights/understanding takes place as a result of participation in activities and interaction with the content and other participants. As part of this approach, each of the workshops is a blend of carefully chosen **exercises, games, case studies, role plays and topics of discussion** that encourages the participants to address themselves to the issues and develop problem solving abilities rather than take away typical solutions.

Along the way, many a tools including **flash cards, workbooks, hand-outs, audio/video tools** are used to supplement and enhance the experience.

No approach is complete without evaluations and final

reflections. The understandings and insights gained during the learning are only important when they become an integral part of the regular daily life. The 3rd – i usually summarizes the learning in the form of **interim and final reports** that use both **qualitative and quantitative parameters** to evaluate progress. Philosophically, it is said that the journey of the mind continues even after the journey of the body ends. For us, the learning begins when the training ends. To make this possible we recommend and conduct **follow up refresher sessions** over a period of 3 to 6 months after training. If that is not a possibility, we offer a complimentary 3 hour follow up session 30 days within the delivery of the workshop as we owe it to participants and ourselves to check on the implementation of learning.

“we offer a complimentary 3 hour follow up session 30 days within the delivery of the workshop”



Case Study / Innovative training solutions

THE CLIENT

A global leader in the software Industry

WORKFORCE

5000+ spread over 4 campuses.

THE NEED

The software company had been conducting training programs for their employees in business communication, etiquette; management skills and many such similar programs for a period of time and faced the following challenges -

1. The enrolment for the programs was steadily declining.
2. The training programs were not exciting enough and the learning process was dull.
3. Most of the employees were already exposed to the usual training programs and wanted to see something new.
4. The employee feedback for the training programs was low.

OUR SOLUTION

Innovate and Invigorate

The 3rd – I developed and implemented a completely new training program that seamlessly incorporated the learning's of business communication, etiquette, personnel management, time management and change management into workshops on art!!!

The program included highly interactive workshops on various creative hobbies conducted by a two person team of a trainer and an artist. While the artist helped the participants develop creative skills by working individually or as a team, the trainer simulated situations challenges

from everyday work life in the areas of concern and allowed participants to come up with solutions from inside in a highly experiential manner. Since the setting and parameters were different, participants were forced to bring fresh thinking as they learnt a skill and address situations using innovative techniques. Since most participants were novices in the skills being taught, it also helped them shed inhibitions and build confidence.

To generate buzz and interest in the program, the 3rd – I also set up a bazaar to create a carnival like atmosphere to help participants relax and enjoy the training program.

RESULTS

1. As the program progressed, the enrolment in the workshops steadily increased and people asked for more such programs.
2. The employees enjoyed the training.
3. The feedback ratings were as high as a 6 out of a 5 in one area and 5 out of a 5 in a number of areas.
4. The employees were happy that the training team listened to their input and responded with a program that they liked.

Case Study / Innovative training solutions

THE CLIENT

A prestigious fortune 100 Automobile Company having its R&D Unit in Bangalore.

WORKFORCE

1000+ in the Bangalore unit.

THE CHALLENGE

The 1000+ workforce travel to various international locations to meet their internal customers and have faced issues with the various demands of being a truly global professional.

THE NEED

The client expressed that there were many issues in the area of communication, establishing and fostering interpersonal rapport within the organization, establishing a connect with internal customers and meeting deadlines. What the client needed most urgently was an overall professional change and to help the team understand the underlying sensitivities of handling business at a global level.

OUR SOLUTION

Impact and Transform

The 3rd – i after conducting a 2 day learner analysis, picked the top 3 areas that needed to be addressed.

Over a month 3 workshops were designed and developed to address the top 3 challenges faced by the team. In addition, a calendar for the year was put in place to ensure that every month the team was being trained on various skill sets. An action plan was designed for each participant that had to be adhered to and checked by their team managers to ensure implementation of the learning session.

The following workshops were designed and delivered to address the aforementioned challenges faced:

1. The Business Communication Skills Workshop was more of an open Q&A Forum that saw participants interact and take away solutions to address their specific work needs.
2. The two day business etiquette workshop covered everything from doing business with different cultures, dining etiquette, Power Dressing, Rapport Building & Social Skills that gave the team an insight into the essentials of being a true global professional.
3. The Time Management Workshop addressed managing oneself better and ones work schedule more than time.

RESULTS

1. Team Members found it easier to handle internal customers, understand them better and build a rapport with them which in turn resulted in better communication between team members and customers.
2. With an organized action plan to follow, Managers felt they had more time to guide and build the team.
3. The Team began to organize their work lives better and hence was able to meet deadlines on time.
4. The Escalation mails reduced. team listened to their input and responded with a program that they liked.

Associations

As an Independent Training Consultant, we have been associated with the following companies –

ANZ India Private Limited

ACS India Private Limited – A Xerox Company

Oracle Financial Services Private Limited

Mercedes-Benz Research and Development India Private Limited

Webex Communications (Cisco) – India

Honeywell India Private Limited

Sascovo India Private Limited

Aces Air Consulting Private Limited

METRO Cash & Carry India

Netscout System Software India Private Limited

J.P Morgan - India

Timken India Limited



Sanjay Vaswani



He has spent a little over a decade in the corporate arena and has had the opportunity to work with companies like HP, IBM and SAP. But noting a holistic approach to training, he felt it was time to consolidate his experience and start – The 3rd – I, a corporate training organisation.

He is a facilitator and an executive coach passionate about Organizational Development and Personal Effectiveness. In the past 11 years, Sanjay has imparted learning to more than 25,000 individuals and has over 9000 platform hours of stand-up training delivery. He is known for his engaging, high-energy, humorous style and the ability to make learning fun.

He specializes in developing learning concepts, designing and delivering Learning Workshops. All his programs are a blend of learning through case studies, role play exercises, and discussions, stories that stay games, but the lessons imparted hope to change notions in the practical.

His strength lies in assessing training needs, designing & developing content material, delivering and evaluating Corporate Learning Solutions.

What Sanjay says about his Training Delivery?

My Learning Approach is ‘experiential’, so people are on their feet ‘doing’ it. They aren’t sitting and taking notes at events. My workshops encourage participants to address their individual needs for learning and there is always something more to offer.

I don’t use 643 PowerPoint slides to get the message across. I work with energy, passion and commitment to ensure high standards of quality and results.

Besides delivery, his breakthrough work in the learning space include successfully using Accelerated & Adult Learning Methodologies and excellence modelling projects to impact measurable performance.



Workshops

LEARNING WORKSHOPS	LEARN CORPORATE SKILLS THROUGH ART	OUTBOUND
Business Communication	Environmental Awareness	Communication Skills
Business Etiquette	Gardening	Team Building
Team Dynamics	Theatre	Goal Setting
Presentation Skills	Sculpting	
Time Management	Glass Painting	
Business Orientation	Lampshade Design	
Interpersonal Skills	Jewellery Design	
Power Dressing	Creative Writing Workshop	
Goal Setting	Photography	
Change Management		
Conflict Resolution		
Sales Workshop		

All our workshops are custom made. Besides the above list we could develop and design learning programs to suit your business needs.



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