

Brochure
Organization Development
Programs



Innovation workshop in
progress

*Organization
Development
Programs*



- *Organizational Surveys*
- *Large Scale Interactive Process on Quality*
- *Team Building intervention.*
- *Appreciative Inquiry*
- *Training Audit*
- *Performance consulting*
- *Customer Centricity*
- *5S organizing*
- *Strategy and business modeling*

Organization Development Programs

"Insycon conducts organizational diagnosis, identifies organizational strengths, enables new vision formulation and strategy for vision achievement and performance enhancement."

Objectives:

- To unleash positive energy in the organization and to enhance organizational health.
- To enhance customer focus.
- To identify organizational problems and trigger their solutions.
- To enhance the effectiveness of critical teams.
- To enhance the performance of strategic positions in the organization.



Key features:

- Organizational diagnosis.
- From diagnosis to solution design
- Large scale involvement of stakeholders in diagnosis as well as solution design.

Impact:

- Performance enhancement.
- Team effectiveness.
- KPIs in KPAs

*HRD
Programs*



- . *Strategic HR*
- . *Competency Mapping*
- . *Role analysis for enhancing performance*
- . *HR Retention*
- . *Training the trainer*
- . *Training Sales Trainers*
- . *Facilitating instruction design of functional training.*
- . *Training audit*
- . *Virtual Learning Environment*

HRD Programs:

"Insycon conducts HRD programs which develop the competencies that directly impact performance.

Program design:

- Learner analysis
- Competency profiling
- Role analysis
- Context analysis



Pedagogy:

- Learner centered
- Activity based

Key features:

- Cutting edge professional competency in HRD.
- HRD Tools and systems.

Deliverables:

- Strategic HR competency and capability.
- Transformation of HR from operational to strategic.
- Formulation of the strategic role of the HR department.
- Competency of the HR professional to impact organizational performance.
- HR metrics.

Program Assessment:

- *Pre and post test*
- *Learning index*

Workshop on, "Strategy and Business Modeling"

Objectives:

- To appreciate the criticality of the competency of, "Strategy" for organizational survival or success.

To synthesize the

- components and building blocks of, "Strategy".

To assimilate and apply

- the strategy tools which have to be utilized in the, "Strategic Management Process".



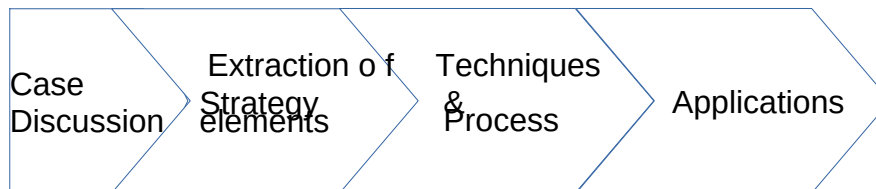
To examine strategic innovation and value chain innovation for

- outperforming competition.

To apply business modeling.

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Process:



Duration : 2 days

Deliverables: Participants shall be able to:

- Consolidate the elements of the strategic management process.
- Generate strategic alternatives and practice strategic decision making.

- Map the value chain and identify areas for value chain innovation which would create and sustain competitive advantages.
- Formulate a strategy execution plan.
- Utilize tools and techniques for formulating an effective strategy.

Clients

Mahindra & Mahindra	NHPC-SewaII
VMware	Alpla
Accenture	NHPC
NHPC-SewaII	NTPC-PMI
Alcatel Lucent	Fidelity
Maruti-Suzuki	Damco Software
Airtel	IBM Research Labs
Powergrid	British Council
ST Micro-electronics	NTPC-Dadri
Nestle	POSO
Gillette	Case Construction
Gillette(Shanghai)	NTPC-PMI
GSK	SOS Children's villages
Ranbaxy	BPCL
Rico Auto	SPCNL
Goa Institute of Management	Piramal Healthcare
British Council	Power HR Forum
IBM Research Labs	Fujitsu
Wipro	World Vision

Trainer's profile

Sanjiv Narang

Chosen Clients

Accenture
Maruti Suzuki
Gillette Shanghai
Gillette India
Adobe Systems
Nestle
Glaxo-
SmithKline
ST
Microelectronics
Fidelity
Mindshare
(M & M
Advertising)
Airtel
HCL Technologies
Siemens
Mahindra &
Mahindra
IBM Research Labs
SOS Children's
villages
NTPC
NHPC
Alcatel-Lucent

Expertise

Sanjiv Narang is a Corporate Trainer in the areas of innovation, strategy leadership, HRD and Soft Skills.



Experience

Sanjiv Narang, has been a Corporate Trainer for 20 years.

He has conducted workshops, OD interventions and Management Consulting projects across Power, FMCG, IT, Finance and Telecom sectors.

Publications

He is the author of the book, "Innovation: Why, What and How" published by Vitasta Publishing. It is available on [Amazon.in](https://www.amazon.in) or [flipkart.com](https://www.flipkart.com), in addition to retail.

Qualifications

Sanjiv Narang is a MBA(HR) from Panjab University, Chandigarh and a LLB from Faculty of Law, University of Delhi.

Certification

Sanjiv Narang is a ACT*
(AIMA Certified Trainer)

*Certification by AIMA & NOCN(UK).



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