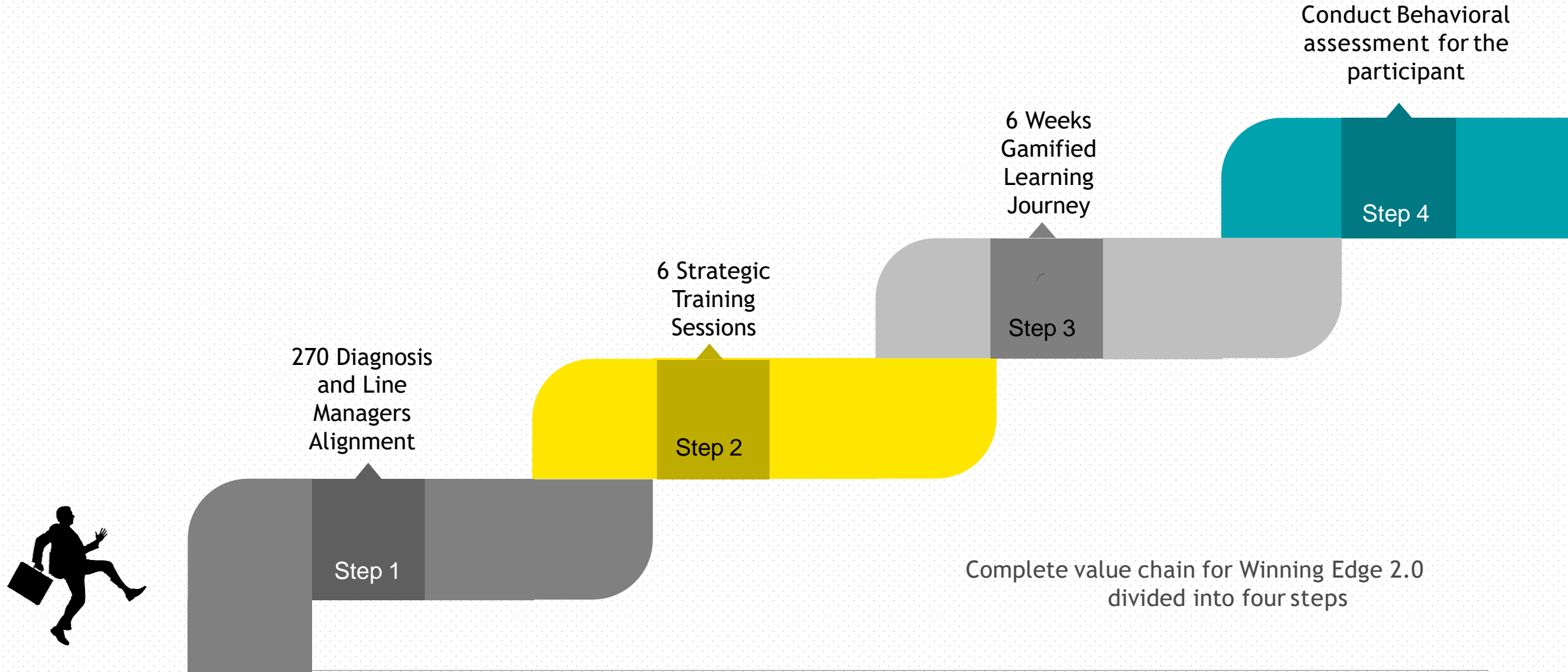


Winning Edge 2.0

Case Study : Diagnosis, Journey & Impact Assessment



Complete Value Chain for Winning Edge 2.0



270 Diagnosis



Self Assessment

Semi Structured Questionnaire
18 Factors

19 Participant's Assessments on
18 Factors



Superior Assessment

Semi Structured Questionnaire
23 Factors

7 Superior Assessments on 23
Factors



HR & Other Stakeholders

Interviews

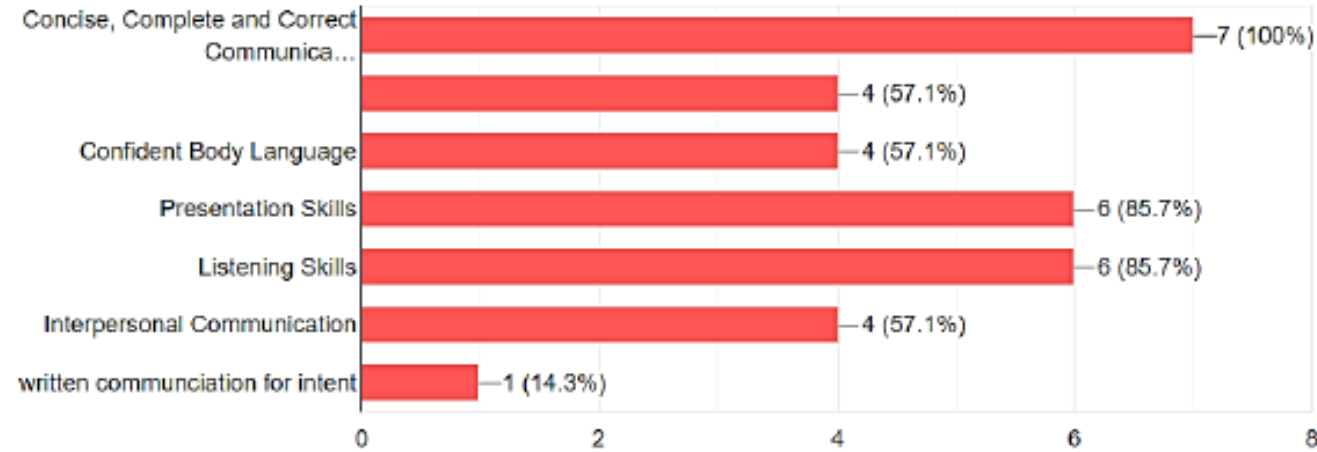
Inputs from Team HR & Site
Director

270 Diagnosis



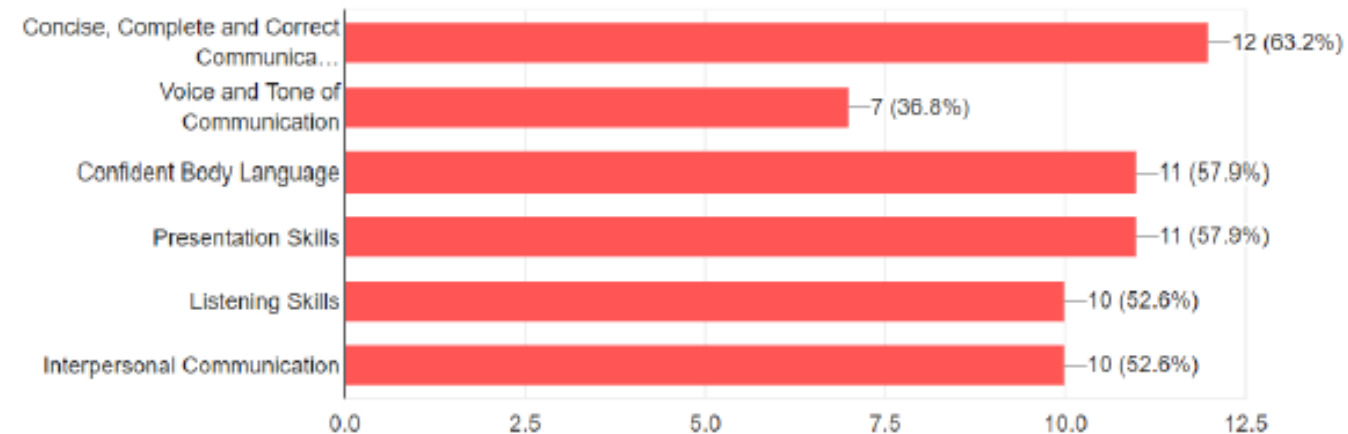
Which all aspects of communication do you feel, they require practice in:

7 responses



Which all aspects of communication do you feel, you require practice in:

19 responses



- ✓ 7Cs of Communication with Emphasis on first 3
- ✓ Presentation Skills
- ✓ Listening Skills
- ✓ Body Language
- ✓ BB Area Analysis for Weightage

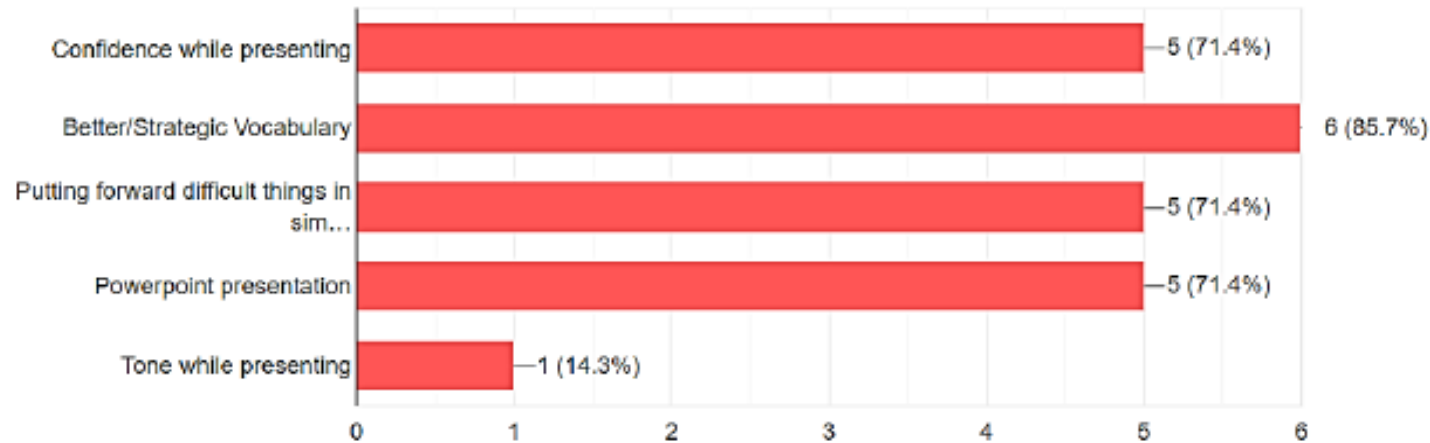


270 Diagnosis



When presenting their idea, where all do you feel participants need improvement in?

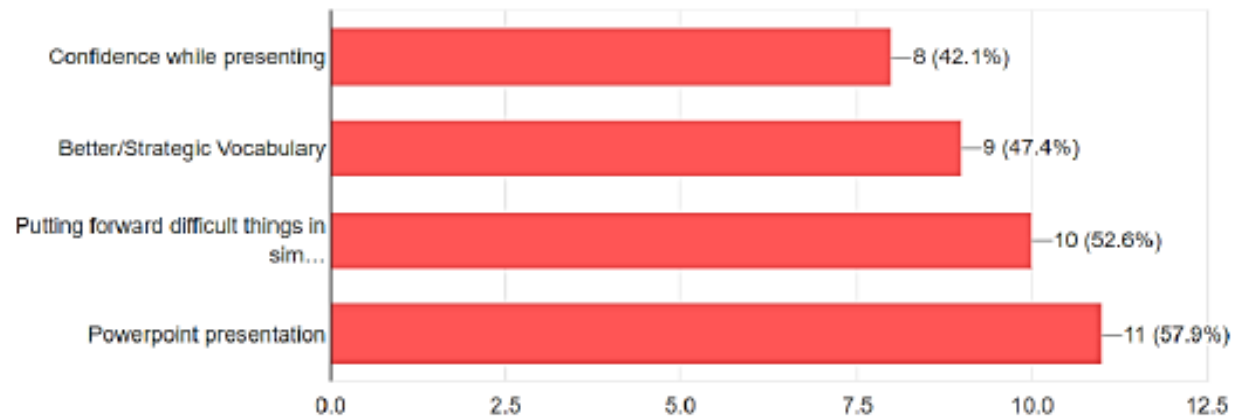
7 responses



- ✓ Professional Vocabulary
- ✓ Elevator Pitching
- ✓ Pre-suasion
- ✓ Empathy & Forced Empathy

When presenting your idea, where all do you feel you need improvement in?

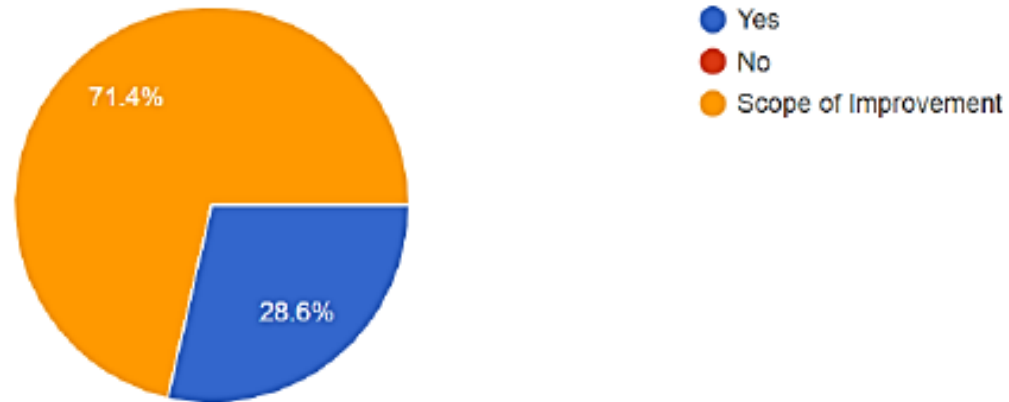
19 responses



270 Diagnosis

Are the participants aligned with HUL's working culture, growth pace and goals?

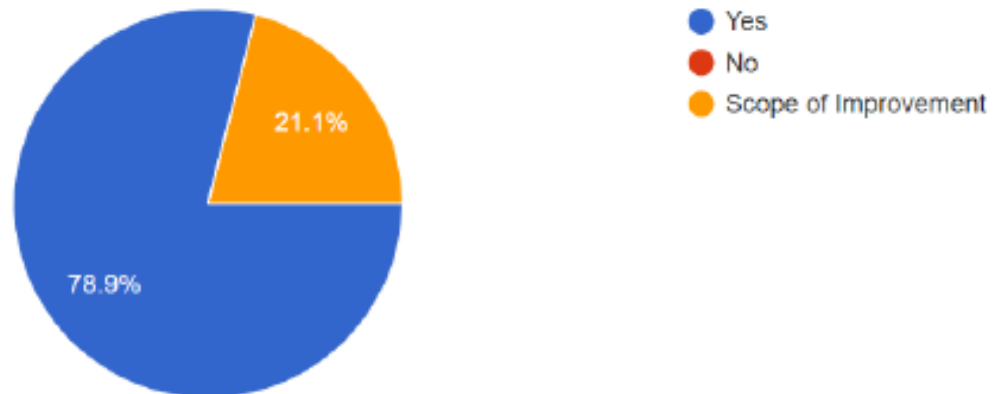
7 responses



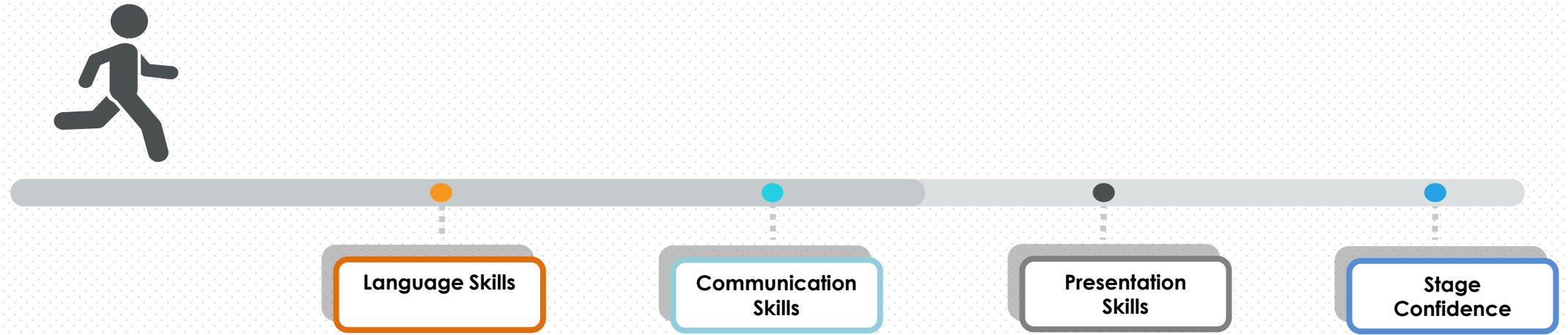
✓ Deep Dive

Do you feel aligned with HUL's working culture, growth pace and goals?

19 responses



4 Themes – 6 Training Sessions



“Develop the Winning Edge; Small Differences in your Performance can Lead to Large Differences in Your Results”

Brain Tracy

Broad Design of the Sessions



Why Communication Skills

- Significance of communication skills in career growth with examples and videos
- Science behind communication
- Function of neurotransmitters in enhancing communication skills

Art of Winning Communication & Language Skills

- Elements of communication
- Verbal & Non Verbal
- Body Language
- Confidence
- English Language skills

Being an Engaging Communicator

- Listening with intent.
- Powerful questioning.
- Power of silence.
- Making small talks with Confidence.
- Assertive communication.

Empower, Engage & Entice

- Learning & Practicing Skills:
- Arising Interest in your ideas
 - Structuring ideas for effective delivery
 - Elevator Pitch
 - Impromptu Presentations

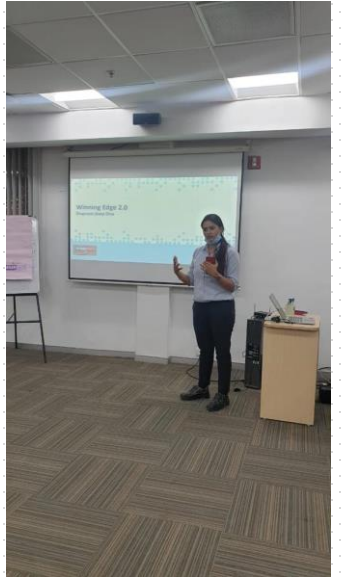
Empower, Engage & Entice

- Learning & Practicing Skills:
- Communication Skills for Ideal Presentation
 - Verbal Underlining
 - Generating Out of the Box Ideas
 - Tips for creating lasting impression

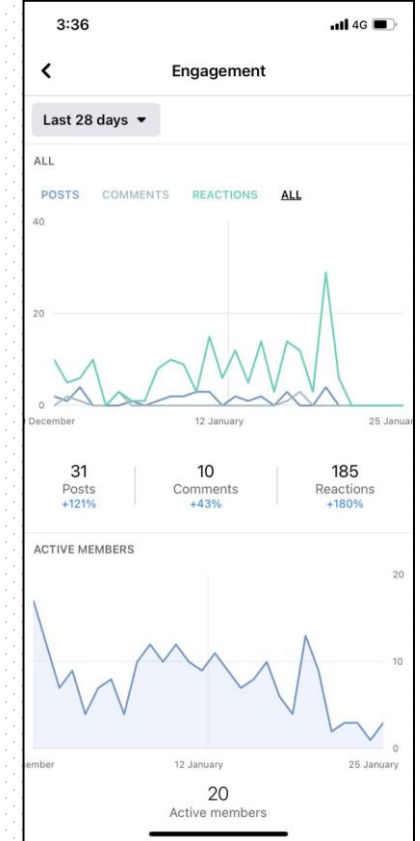
Feedback Session and Conclusion

- Summative Assessment
- Participants would receive explicit 360 degree feedback from facilitator, Line Managers/HODs and other participants.
- Impact Assessment

4 Themes – 6 Training Sessions

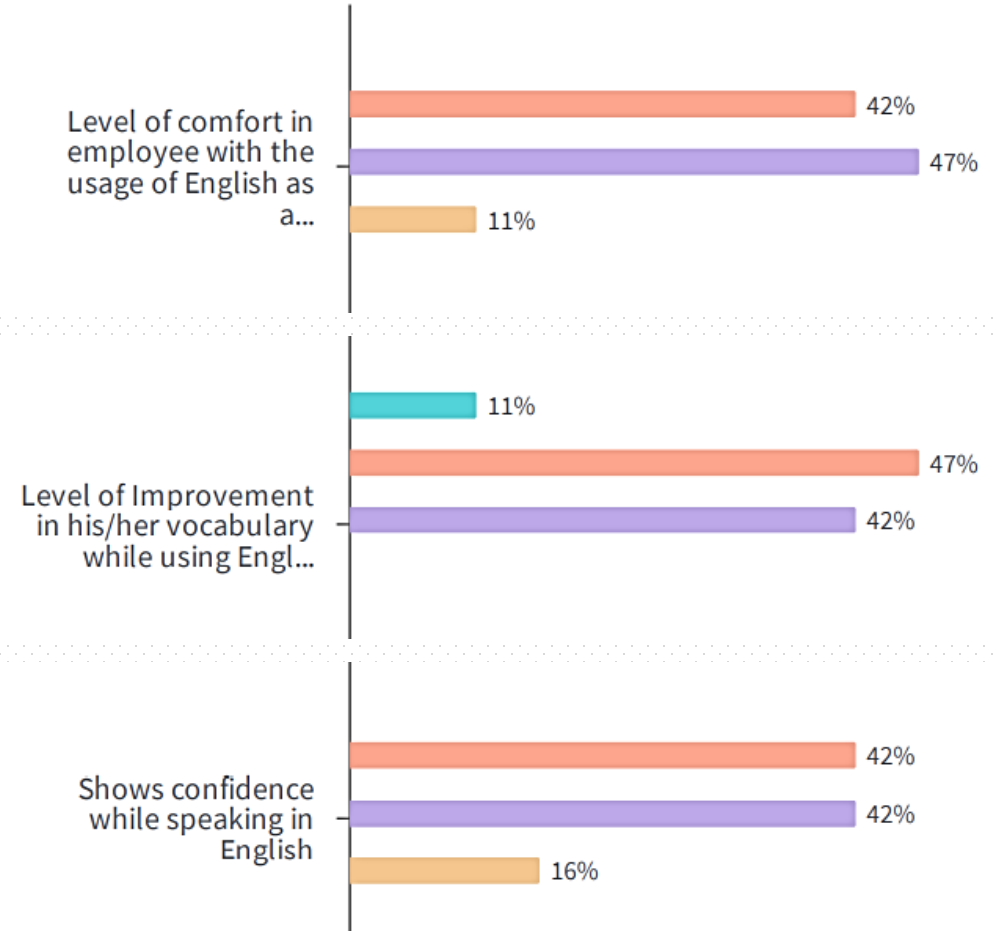



WINNING EDGE
2.0





Learning Journey Tasks & Competitions







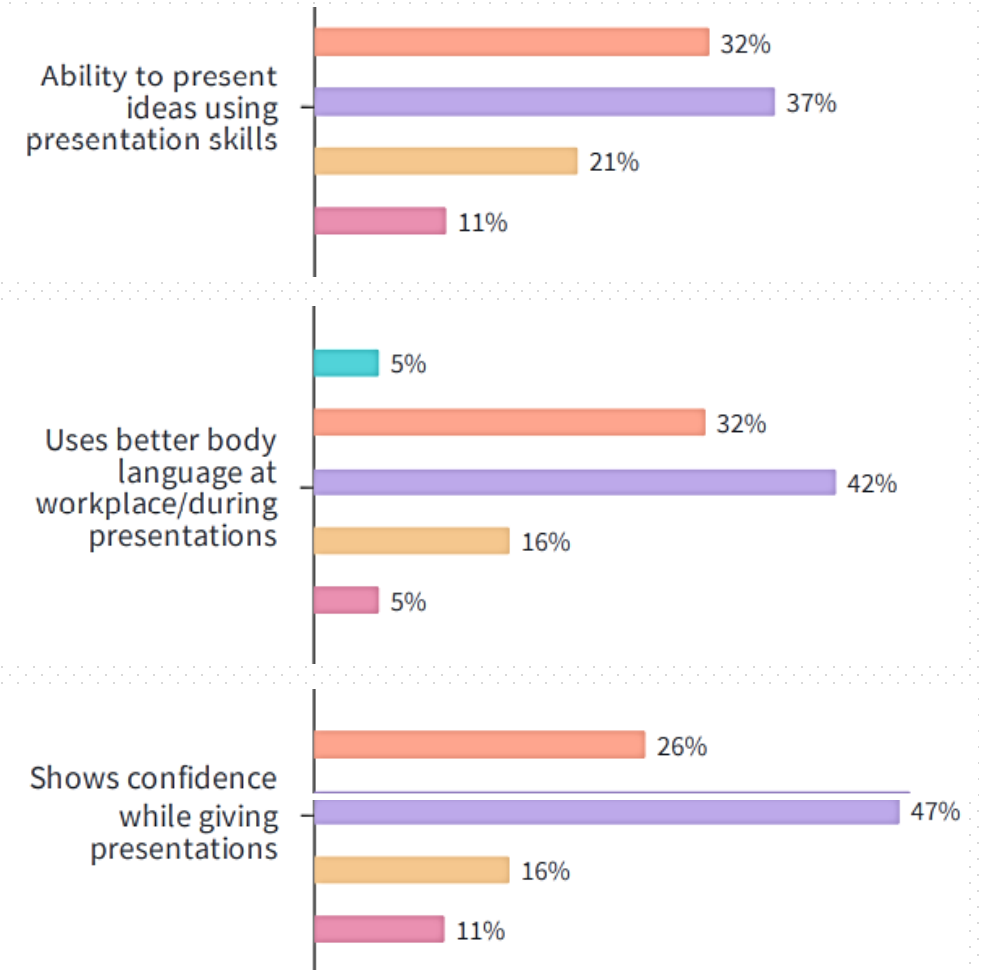

DOES NOT EXHIBIT/NO
SIGNIFICANT
IMPROVEMENT



EXHIBIT SOMETIME/SOME
IMPROVEMENT



EXHIBITS
FREQUENTLY/IMPROVEME
NT



EXHIBITS ALL THE
TIME/EXCELLENT
IMPROVEMENT



NOT APPLICABLE/NO
OPPORTUNITY TO
DEMONSTRATE




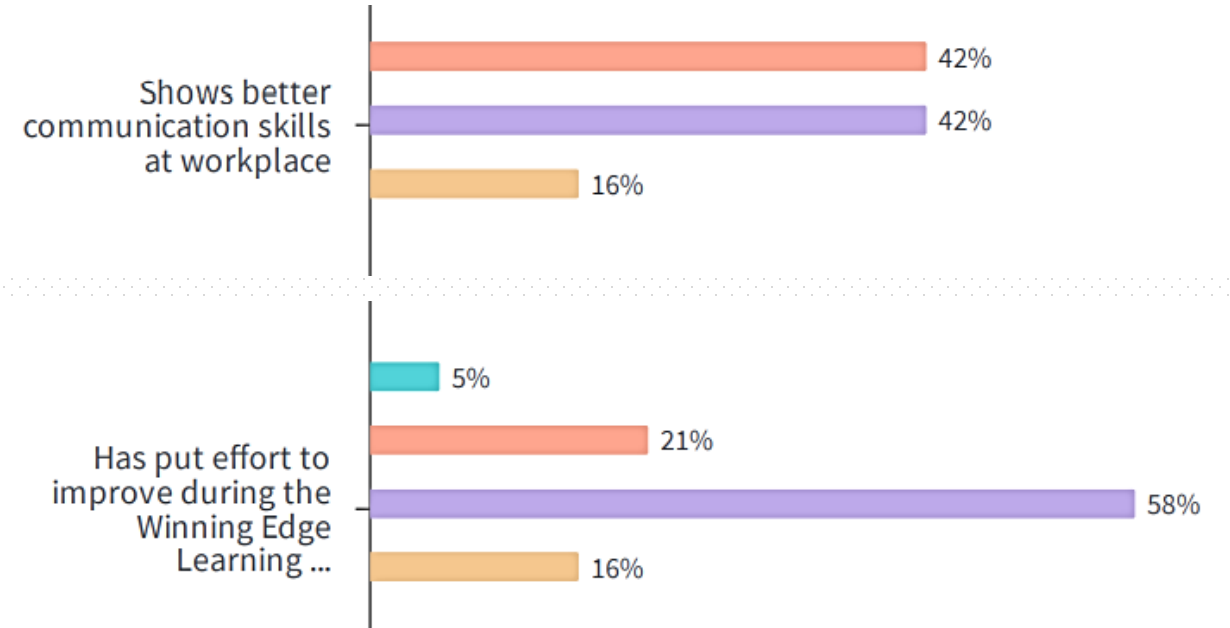

DOES NOT EXHIBIT/NO
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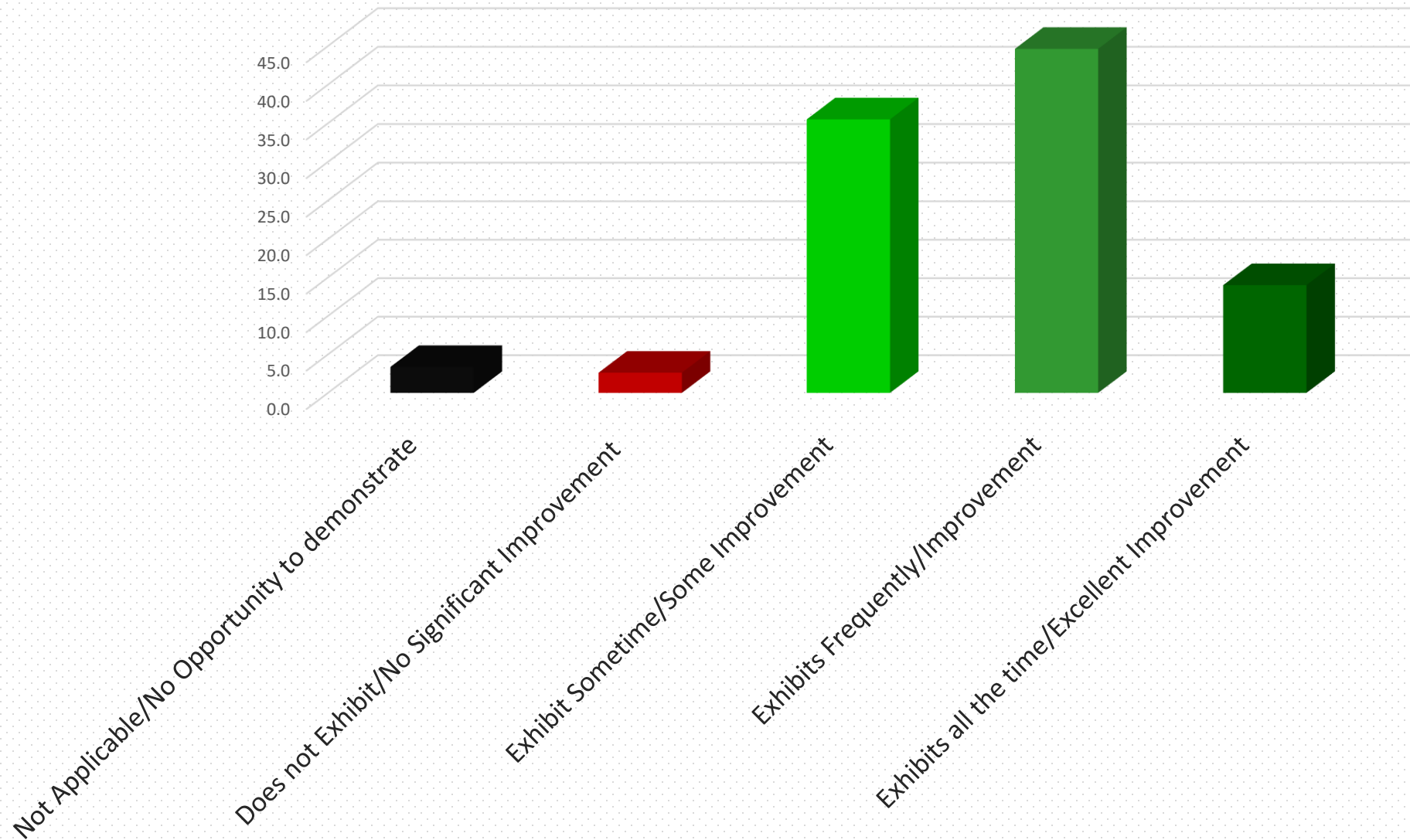

EXHIBITS
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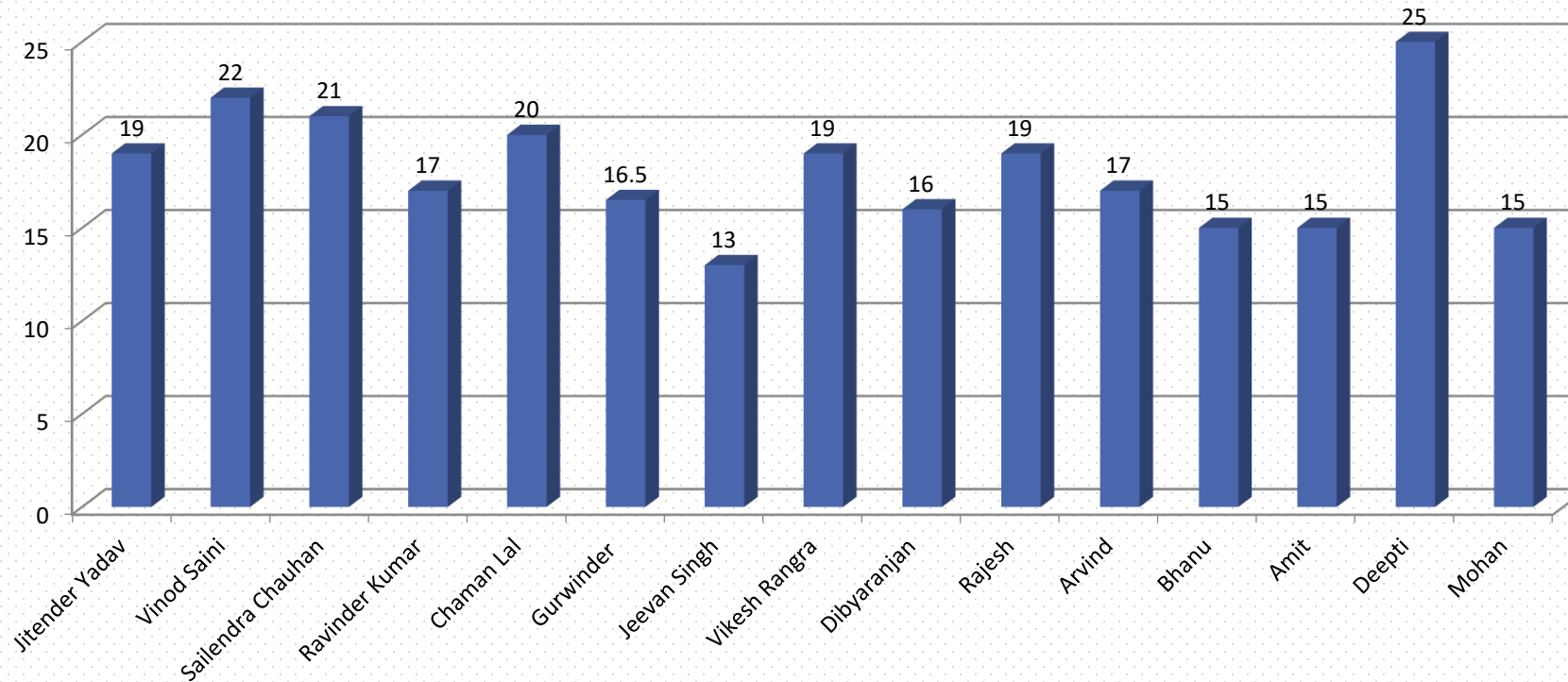


Over Impact...





Final Presentation Score by HODs



Scoring Parameters

(Max Score 25):

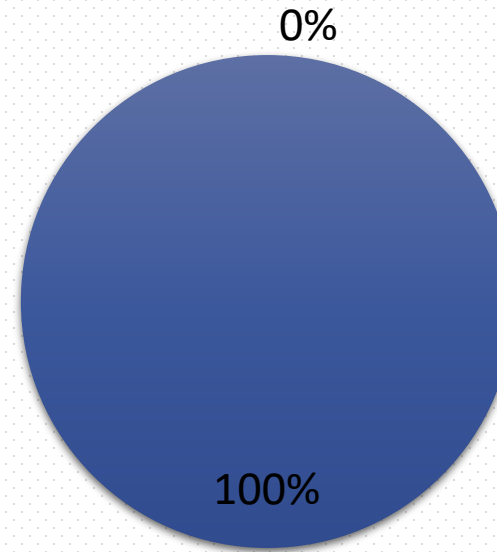
1. Confidence during Presentation
2. Body Language during Presentation
3. Level of Comfort on Stage
4. Able to Present Ideas during Presentation Skills
5. Overall Impact of the Presentation



Final Presentation Feedback by HODs

Do you think, this kind of intervention for your subordinates would be useful for them?

■ Yes ■ No



If Yes, How many people you will like to nominate for the next batch? 3-4 (Avg. Answer)

Briefly Describe What Improvements You Have Observed In Your Subordinate



Sincerity and more focus on shop floor

He has improved into soft skills and capture learning from new challenges to further build confidence and improve performance

My Subordinate is now more confident and he is able to express his ideas more comfortably .

Now She believes on herself. It is indicating the improvement in her journey till now.

Improvement in vocabulary, presentation skills improvement, confidence level is very high

He has improved on presentation skill and body language

Confidence while communicating others. He made efforts to improve the language. His confidence while communication is really appreciable. Major change which I have seen in couple of months.

Fluency is also improved by Arvind while this training course. Confidence while presentation is also observed.

Overall Deepti worked out on English speaking, confidence while presenting the business case

His Skill of listening have improved

After completion of this training my team members are more confident to speak English and now they are ready to give presentation in large team ,on work place they are more confident about their work

Briefly Describe What Improvements You Have Observed In Your Subordinate



Its Helpful for Better discussion on Shop floor related activities

He can utilize these learning & skills set to better manage internal stake holders and outside vendor to fast track implementation of new projects

We will provide opportunity to present lab operation in Management Performance Meetings so that skills can be sharpen further.

We will also provide the platform to speak with external equipment suppliers.

I have already deployed to handle the boiler refurbishment activity and he is doing well

To involve into more projects

In 2021, Exposure with external business partners to present their issues and workout with them to develop the action plan

In 2021, We will deploy here to present Raw Material Lab Operation overall to sharpen her skills and develop other skills

In 2021, We will deploy him to lead the FG lab operation and present the performance of lab in Management Review Meetings. We will also give opportunity to lead the team for defined projects to develop leadership skills.

To cascade his learnings to team along with him

We will use his skills in upcoming improvement projects

Winning Edge 2.0

Impact Assessment

By VATS Consulting

Value Added Training Systems & Consulting

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