



excelledia

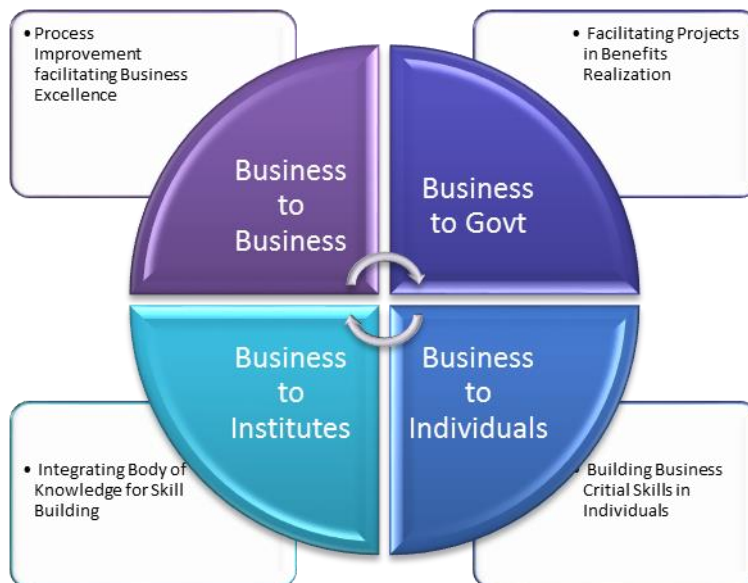
EXECUTIVE SUMMARY

EXCELLEDIA Management Consultancy is a leading business process improvement and management consulting firm, helping organizations to be significantly more efficient, effective and financially profitable. We provide best practices business optimization solutions to implement address process, technology & organizational improvements. Excelledia facilitates, enhanced competitiveness through multi-faceted interventions leading to Business Improvement through consulting, people, process and operational assessments, benchmarking and resource provisioning through Quality Outsourcing.

We are specialized in the following areas:



Excelledia’s Market Segments:





Training Services:

Excelledia training programs are focused on Business Optimizations principles. Our training programs are organized in public or in-house and are mainly focused to knowledge and skills to equip your team to get rid of non-value added work, cut unnecessary costs, streamline processes, increase customer satisfaction, and establish a culture of business excellence.

Excelledia provides range of specialist, targeted training courses focused on growing peoples’ competencies, which will equip them with the necessary tools to successfully assess a company’s systems and processes to improve efficiency and effectiveness. Some of them are in the areas of:

1. Lean Six Sigma – Green Belt & Black Belt
2. ISO Management Systems – Lead Auditor & Internal Auditor Programmes
3. Neuro Linguistic Programming & Leadership Development
4. Customer Service Trainings
5. Soft Skills (ILM, CIPS, CIPD, CBP)
6. Project Management
7. Maritime Trainings & Certifications
8. HSE Programmes

Consulting Services:

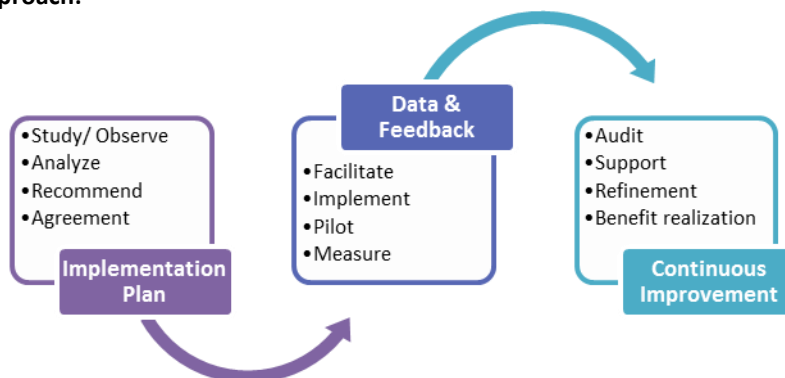
Excelledia works with organizations across various industries, for enterprise-wide deployment of process improvement and quality initiatives using various models like ISO Management System, Lean Six Sigma, Project Management from PMI, Risk Management, to name a few.

Excelledia has designed its offerings, to help organizations align their strategic objectives with day-to-day business and operational goals. Our services aid companies to reduce cycle time, increase productivity and improve quality of service delivery and processes.

Excelledia’s Consulting expertise includes:

1. ISO Certification Consulting
2. Training Need Analysis & Competence Development Framework
3. Lean Management and Deployment
4. Business Strategy Development
5. Supply Chain Management
6. Enterprise Performance Management System
7. Business Analytics and Intelligence
8. Implementing Maritime Management Systems

Our Consulting Approach:





BUILDING SITUATIONAL LEADERSHIP & SUPERVISORY SKILLS



People do not do what they are told to do, they do what they see their leaders doing



WHAT IS MY PSYCHOLOGICAL PREFERENCE

Participants will get a Myers Briggs Type Indicator psychometric profile, which will enable participants to get a deep psychological insight into core personalities Behavior and how these impacts people around them.

Participants will learn how to:

- Manage time and tasks
- Letting go off the comfort zone
- Handle multiple priorities at the face of pressing commitments
- Handling our fears and risks



HOW EFFECTIVELY DO I MANAGE OTHERS



Participants will learn how to:

- Inspire for Living and Drive for Result
- Catch people doing right v/s doing wrong!
- Create Positive Environment
- Redirect the positive energy
- Inspire trust among team members

HOW DO I TALK FOR ACTION

Participants will learn how to:

- Communicate for effectiveness
- Be forthright and stand up to assert oneself
- Convey difficult messages by feedback and demonstrate ownership of people performance

Learn how to adopt a situational leadership style that generates heightened performance and improved productivity. Does your organization lack passion, energy, self-reliance and drive? If so, the technique of situational leadership has the answers that will take your managers and your company to the head of the pack.



- Do I tend to judge people as I judge myself?
- Am I aware of psychological differences that people bring at work?
- Do I use my knowledge in crucial conversations?
- Do people look at me as an empowering leader or a directive leader?
- Do I over use my leadership style or I under use it?

If any of the above questions make you think and introspect, then **BUILDING SITUATIONAL LEADERSHIP SKILLS** is an Excellent opportunity to identify where you stand and where you need to go and how you need to reach there....!



By the end of this course you will be able to

- Define leadership
- Apply Situational Leadership® by
- Identifying the specific task for application of the Situational Leadership® process
- Accurately assess the Performance Readiness® level of the individual
- Respond with the appropriate leadership style and behaviors to meet the performance needs of the individual
- Communicate the leadership response more effectively
- Manage the movement of the individual through various levels of Performance Readiness®
- Identify opportunities to improve the application of Situational Leadership® through self-assessment and development planning

**DIFFERENT STROKES
FOR
DIFFERENT FOLKS**





WHAT IS IN IT FOR YOU?

Moving from manager to leader needs a deep reflection into your own self. What got you so far, won't get you ahead anymore. You need to let go off something and must accept and imbibe change.

In this programme, participants will.

1. Get a psychometric profile that will give insight into their natural leadership styles
2. Understand why leaders may be perceived differently than what they really are
3. Understand their default leadership behaviors
4. Understand flexibility of leadership style
5. Ability to understand differential developmental needs of subordinates
6. Discover how different people respond to different situations
7. Identify and coach people for high efficiency

WHAT IS IT ALL ABOUT?

The Essence of Situational Leadership

- A description of—and introduction to—the principles, purposes and systems within Situational Leadership® II
- How to get the most out of your workshop experience

Leadership for the Future

- Exploring the importance of flexibility, adaptability and how to manage diversity and change
- Beliefs and building blocks to help you understand the concept of “no best style”
- Why leadership is situational

Diagnosis: The First Skill of Situational Leadership

- Assessing an individual's competence and commitment levels to determine how to build motivation, confidence and productivity
- Understanding the need for a specific leadership style based on the individual's needs in any given situation

Flexibility: The Second Skill of Situational Leadership

- Becoming comfortable with a variety of leadership styles
- Matching your leadership style to your people's and situation's need

Partnering for Performance: The Third Skill of Situational Leadership

- How to empower people to contribute their best to your organization's success
- Exploring new ways to open up communication and reach consensus with others

Taking the Right Action

- Transferring your new awareness and situational leadership skills into your work relationships and leadership responsibilities



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