

Addwit Expertise & Services

CHECK

Training & Change Need Analysis - Comprehensive qualitative and quantitative TNA / CNA for top-team, employees, vendors and extended organization.

Employee Engagement Gap Analysis - Does our EE Strategy qualify the 'mathematical' formula for loyalty?

L&D Strategy Effectiveness Assessment - Is the L&D Strategy working? What components can be improved, and how?

LEVERAGE

Board-members' Mentoring - It is a limiting myth to assume that only employees need training. Board Members need mentoring just as much.

Technological Framework - The special advantage with Addwit is that we have a robust technical facility that can be used for - self-paced online learning, quiz/assessment/tests and custom certification; with analytics dashboard for supervising managers. Useful for training remote staff, vendors, associates, etc.

Conceptual Framework - Designing and implementation of programs based on heterogeneous skill-gaps and perception-gaps even for cross groups. Custom content (including custom training media production) and custom methodology.

DISRUPT

OGS - Organizational Grit Score - How 'prepared' the Organization is for situations like (1) competition, (2) leadership transition and (3) user expectations? The Organizational Grit Score report will indicate precautionary measures for course correction.

OKM - OK Management - In-house Magazine/s, SOPs and Manuals, Surveys and Reports, White Papers, Public Domain Content

OS - Organizational Story - "Story" binds people, story amplifies energies. Addwit can be instrumental in helping you change orbits by engaging in creating the OS.

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Why Addwit Consulting?

1. Content customized and aligned with client's business goals
2. Activity based and task based training
3. Blended methodology - off-line sessions and online quizzes / tasks / follow-up sessions

Examples of Training Modules

- Developing Mid-tier Leadership
- Workplace Skills for New generation Employees
- Values and Ethics at Workplace
- Spirituality at Workplace - Yes or No (?)
- Employee Engagement - New Vistas Managing mid-career crisis
- Emotional Intelligence at work and workplace
- Strategies to inculcate Partnership Thinking among employees
- Inheriting Legacy - 'How-to's for Gen-2 CEOs



Working through people and culture requires methodical and **precise moves like a surgeon.** PEOPLE and CULTURE differentiates a business from the competitors. You need an expert for this critical task.

Sectors covered

- Education - Schools
- Education - University and Institutions
- Non-profit, Cooperative Enterprises
- Social Groups and Cooperative Residential
- Hospitality & Tourism
- Government / Local Government
- Infrastructure & Smart City
- SME and Family Owned Businesses

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PRINCIPAL CONSULTANT

Arvind Agrawal is PhD, MBA; has skills at intersection of
(a) OD (b) Social-research and (c) Entrepreneurship.
He is also an author and a speaker.

ACTION: WHAT NEXT?



Do operational outputs depend only on training?
Not really. Training and skills are required, but never adequate.
There are other intrinsic factors and forces.
We can help.
Call / Email us today.

In our mind we are very clear

Clients take our services not because we are good,
They take our services because it solves one of their problems.

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Is your team creating a story?

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