

Personality Development, Effective Communication, and Behavioural Skills Training

For

Campus to Corporate Environment, the Sure Footed way!!



Detailed Proposal



This program assists students to evolve as more evolved individuals through Behavioural competence by effectively learning to handle Life Challenges in a dynamic environment with a cross cultural context.

It provides the students with a framework for re-structuring their existing skill sets and imbibing Personality Development, Communication, Team Building, and Personal Impact and Effectiveness skills to improve the practical understanding of self and the environment.

The proposal covers 5 Sections with 19 Modules that will sharpen the skill sets of the students and make them a better achiever, both individually as well as cohesively as a team in any given Environment.

Leadership Acceptance

- Self Awareness through Colored Brain Theory and Human Emotional Drivers
- Awareness of Leadership Nuances
- Understanding Types of Leadership
- Leadership, Courage and Managing People

Personality Development

- Personality Traits
- Sharpening Memory Skills, Decision-Making, Negotiation and Problem-Solving
- Sub and Super-Conscious Development of Mind

Effective Communication to include Presentation Skills

- ABC of Effective Communication
- Directive Questioning, Three steps to Inspiration Techniques
- Better Presentation Skills
- Power of Words Vs Verbal and Non-Verbal Communication (Effective Learning through Nuances of Body Language), Mildness Vs Assertiveness Vs Aggressiveness

Group Discussions and Extempore Speaking Skills

- Essential Rules of Group Discussions and Extempore Speaking, including Do's and Don'ts
- First set of GDs and Extempore with Group and Individual Resumes
- Second set of GDs and Extempore with Group and Individual Resumes
- Final set of GDs and Extempore with Individual Assessments

Personal Interviews

- Basics of Personal Interviews using Contemporary Skills, including Do's and Don'ts
- Mock Interviews with Individual Resumes
- Second set of Interviews: faculty from DC Certified Trainers
- Final set of Interviews with Individual Assessments

1. Program Overview

Key Objectives

- ✔ Students to evolve as leaders and effectively handle real life challenges in and across the dynamic environment and across multiple age groups and cultures.
- ✔ To provide students with frameworks for structuring their intuitive and practical understanding the fundamentals and advance techniques of Effective Communication, Personal Interview, Group Discussion, Personality Development and Leadership Skills.
- ✔ Each student will complete 5 sections and 22 modules. This intensive programme helps students to sharpen their personality traits and broaden their effectiveness in the dynamic environment.
- ✔ The students will attain the levels of skills that will help them to attain confidence in self and thus face any given futuristic situation that shall ever arise for them.

Key Benefits

- ✔ An in-depth awareness of self, strengths and weaknesses and how to work on the improvement areas for transforming self in to an effective Human Capital.
- ✔ Understand the ever dynamic environment and convert the same for a better self performance and also for an effective team synergy.
- ✔ Gain new confidence to lead any given situation in a cross functional environment.
- ✔ A greater understanding of others and the effects each of us have on the people around us. This brings fresh ideas and real individual development.
- ✔ An expanded understanding of all forms of effective communication for the ideas to reach the environment as they want them to be imbibed by them.
- ✔ Practical applications and life changing experiences that nurture great futuristic leaders.
- ✔ Follow up after the program to assure implementation of what was learned.



Section 1 – Leadership Acceptance

Evolve and reinforce your expertise, by going into the personal and organizational relevance with a modern perspective and the latest management thinking and Organizational Psychology. This section gives participants expanded abilities and mental preparation to lead the value-generation process.

1.1 Self Awareness through Colored Brain Theory and Human Emotional Drivers

- Use Effective Colored Brain Communication Inventory for self Awareness
- Use Human Emotional Drivers and understand the complete Human Psychological Make-Up of the Human Being



1.2 Awareness of Leadership Nuances

- Creating a Leadership Improvement System
- Creating a Leadership Evolution System
- Creating your Leadership Teams
- Your Personal Leadership Discovery Sculpture
- Managing Conflicts
- Time Management

1.3 Understanding Types of Leadership

To drive value creation, inspire our people to congruently deliver it, and create a work environment that supports its perpetual delivery, we must evolve ourselves as intelligent, competent leaders. And, since each of us has different facets to our character and skill and how we are currently affecting others, we must discover our ideal Leadership Identity to master leadership with the resources we have.

- Organizational Awareness
- Cultivating an Ideal Leadership Identity to include



- Personal Awareness
- Personal Character Assessment
- Affects on Organization
- Leadership Identity
- Introduction to the Directive Communication based Leadership
- Personify and understand the framework for Transforming your Organization
- Foundation of your Leadership Intelligence
- Turning Reaction to Productive Action
- Directive Communication Foundations for Developing a strong Leadership Identity
- Emotion Based Leadership
- Need Sucking, the Leadership Trap
- Using the Human Driver Mirrored Assessment (HDMA) for Leadership Alignment
- Creating Your Leadership Identity
- Four steps of Powerful Leadership Decisions using Directive Communication
- Leadership Coaching
- Instilling a Greater Vision

1.4 Leadership, Courage and Managing People

The Leadership is all about courage, assessing people, and bringing the best in others, more than their potentials.

To stand out amongst the crowd and learn through the sub-conscious mind is the key to the leaders of tomorrow.



Creating a Leadership Enriched Environment

- **Instilling Vision**
- **Building Guiding Principles**
- **Culture Evolution Catalysts**
- **The Five Pillars of Maintaining a High Performance Vision Centred Organization**
 - Identifying greater purpose
 - Installing the Methodology to achieve the greater purpose
 - Using the common language
 - Creating a unified identity
 - Creating a supportive environment
- **Lessons from the Monkey King**
 - Inspiring every employee to be the best they can be
 - Becoming a leader who creates leaders, not followers

Section 2 – Personality Development

Great Leadership requires an ability to look into your own self, develop self to strength that only you can achieve and then there-after contribute or strengthen others and prepare them for the rigors of the dynamic environment.

- Personality Traits
- Sharpening Memory Skills, Decision-Making, Negotiation and Problem-Solving
- Sub and Super-Conscious Development of Mind

An understanding of Personality Traits becomes essential for the students in their journey towards imbibing a better Personality. Business processes that make things work like seamlessly and systematically help leaders to create organizations where they can manage more with fewer resources and maximize project output

2.1 Personality Trait (1 day)

An understanding of Personality Traits becomes essential for the students in their journey towards imbibing a better Personality. Personality Traits are like values in an individual that need to be inculcated by each one of us for an effective individual proficiency.



2.2 Sharpening Memory Skills, Decision-Making, Negotiation and Problem-Solving

The students in this section imbibe the techniques of how to imbibe razor sharp memory and put the same in to practice.

Also, the student gets in to a better decision making and does not always look back over the shoulder for guidance from his superiors. He understands the meaning of delegation of task, responsibility and the words like “accountability”.

The student also undergoes the paces of Negotiation Skills and the art of Problem-Solving. Making the right decisions can either make or cost the organization millions. They look at the problems, make decisions and negotiate outcomes internally as well as externally. The ability to look at situations from dynamic perspectives will make a difference in the ultimate business success. It includes the following:

- Creative Problem Solving
- Negotiation and decision making



Creative Problem Solving - Problem solving is a mental process and is part of a larger problem process that includes problem finding and problem shaping. Often people are not able to solve the problem as they have not truly understood and define the real issue or not knowing the appropriate method to approach the issue.

Our problem solving techniques is based on the conceptual model known as the interacting 4P's model: People, Process, Product and Place (work environment), that provides a good overall framework to understand the key factors that affect organizational creativity. We emphasize using *only* the objects available within the problem and its immediate environment together with "Box Breaking" mental tools to generate amazing simple and effective solution that is truly creative!

This program aims to fulfil the ultimate goal of problem solving: finding a simple and effective solution that can be implemented quickly and cheaply.

- Develop problem solving skill to solve problem effectively and confidently;
 - Develop creativity skill to solve problem creatively and flexibly;
 - Discover how problem solving process works and use it to solve everyday business challenges;
 - Apply problem solving process to systematically analyze situations and formulate action plans;
 - Apply creative techniques to generate alternative solutions; and
 - Understand decision making process and make positive business decisions.
- **Foundation of Mental Creativity**
 - Our Mental Box: Right & Left Brain
 - Vertical vs. Lateral Thinking
 - Barriers to Creativity
 - The 4P's of Creativity
- **5 Steps of Problem Solving Process**
 - Identify & Define Problem
 - What constitute a problem?
 - 7Ws & 1H to define problem
 - Problem statement
 - Identify Root Cause
 - Generate Alternative Solutions
 - Evaluation & Selection
 - Decision Making process & criteria
 - Screening matrix
 - Wrong vs. Bad Decision
 - Implement & Follow Up
- **Solving Day-to-Day Workplace Problems**
 - Technique to asking questions to uncover issues
 - Technique to clarifying goals to enhance performance
 - Technique to evaluating options to improve decision making
- **Ideas Generation Methods and Tool**
 - Brainstorming
 - Mind Mapping
 - SCAMPER Technique
 - Combine Unrelated Attributes
 - Use of picture cards

Negotiation and decision making – Use the psychology you have learned in previous modules to become a more effective negotiator. Apply the concepts of identity to making stronger, more congruent decisions. Combine the two and get smoother negotiations to orchestrate better outcomes with less negative ramifications in the future.

- **Using colored brain to identify best negotiation strategy**
 - Review of colored brain applications to negotiation
 - Using colored language in your negotiation
- **Probing for primary emotional drivers**
 - Using directive questions
 - Practice drills
- **Negotiating to the subconscious**
 - Providing instant emotional gratification
 - Providing a sense of personal success while getting what you want
- **Decision making**
 - Recognizing emotional hypnosis to maintain organizational objectives
 - Discussion
- **Practice and Drills**
 - In class
 - Out of class

2.3 Sub and Super-Conscious Mind Development



The process of understanding the concepts of the use of conscious mind as against the development of a positive sub-conscious mind is utmost essential for any individual. The students learn how to develop his/her sub-conscious mind for the control of events.

The students undergo the meditation for self-development that goes a long way in the cleansing of system which will lead them to the development of the super-conscious that will help them to have a better personality development and help them in all walks of life as an efficient Human Capital.

Section 3 – Effective Communication to include Presentation Skills

A person is incomplete without learning the nuances of Effective Communication. The delivery of Effective Communication is a must for any individual because it gives the control in his hand for a proficient outcome from the audience that he/she addresses.

3.1 ABC of Effective Communication

The students here understand the mechanics of what constitutes communication. They are exposed to the human psychology of why an individual wishes to accept some information and on the same hand reject the other information. The creation of a conducive environment for better learning is provided to the students.

The methods involve understanding the various states of mind, alpha, beta, delta and the gamma states that initiate better understanding of any given communication. Essentials of music are also given to the students in this phase of the learning.

3.2 Directive Questioning, Visualization and Three Steps to Inspiration Techniques

The students are exposed to Directive Communication methodologies where-in they understand the delivery of content based on Directive Questioning that gives the audience a better method of understanding 'Essentials of Music' are also included in this phase of the learning as well.

3.3 Better Presentation Skills

The students are exposed to presentation skills. It includes the following:

- ✓ *Prepare them with at least 20 routine topics.*
- ✓ *Make the students undergo presentations of 20 mints each with feedbacks and areas of improvement.*
- ✓ *Make the students go through second and final attempt at Presentations and this time the students are evaluated.*

3.4 Power of Words Vs Verbal and Non-Verbal Communication (Effective Learning through Nuances of Body language), Mildness Vs Assertiveness Vs Aggressiveness

The students here understand the mechanics of effective communication through the following:

- ✓ *Power of words, annotations, voice modulations, and body postures*
- ✓ *The 7:20 rule for effective communications.*
- ✓ *The effect of Verbal and Non-Verbal Communications, through Live Models of Individuals and study of their body languages to include effective Do's and Don'ts.*
- ✓ *Mildness Vs Assertiveness Vs Aggressiveness and understand the situations where what effect would be needed for an effective communication.*

Section 4 - Group Discussions and Extempore Speaking Skills

A person is incomplete without learning the nuances of Effective Group Dynamics during Discussions. In most of the situations, an individual finds him/herself in an environment filled with different ideas where he/she has to find his/her own feet and float his/her ideas effectively.

4.1 Essentials of Group Discussions and Extempore Speaking

The students here understand the mechanics of both, the Group Discussions and also the Extempore Speaking skill sets. They will cover the following:

- ✓ *What is the theme of a Group Discussion and also Extempore Speaking.*
- ✓ *What are the nuances involved in both the activities.*
- ✓ *What are the strong Do's and Don'ts in both the activities.*
- ✓ *The students will be videotaped during the sessions for better learning of the lessons.*

4.2 First set of GDs and Extempore with Extempore Speaking and Individual Resumes

The students here will undergo the following practical work under supervision:

- ✓ *First set of GDs (12 minutes) in a group of 10 with individual resumes.*
- ✓ *First set of individual Extempore Speaking (4 minutes) with individual resumes.*
- ✓ *What are the strong Do's and Don'ts in both the activities.*
- ✓ *Areas of improvement will be brought out to each individual student.*

4.3 Second set of GDs and Extempore with Extempore Speaking and Individual Resumes

The students here will undergo the following practical work under supervision:

- ✓ *Second set of GDs (12 minutes) in a group of 10 with individual resumes.*
- ✓ *Second set of individual Extempore Speaking (4 minutes) with individual resumes.*
- ✓ *Areas of improvement will be brought out to each individual student.*

4.4 Final set of GDs and Extempore with Extempore Speaking and Individual Assessments

The students here will undergo the following practical work under supervision:

- ✓ *Final set of GDs (12 minutes) in a group of 10 with individual resumes.*
- ✓ *Final set of individual Extempore Speaking (4 minutes) with individual resumes.*
- ✓ *Individual assessments will be prepared and areas of improvement will be brought out to each individual student.*

Section 5 - Personal Interviews

A person is incomplete without learning the nuances of Effective Group Dynamics during Discussions. In most of the situations, an individual finds him/herself in an environment filled with different ideas where he/she has to find his/her own feet and float his/her ideas effectively.

5.1 Basics of Personal Interviews using Contemporary Skills including Do's and Don'ts

The students are exposed to crack the Personal Interviews. It includes the following:

- ✓ *Prepare them with the basics of Personal Interviews including Do's and Don'ts.*
- ✓ *Prepare the students on typical questions given during the Interviews.*
- ✓ *Make the students understand their strengths and weaknesses.*
- ✓ *Preparation of common Profiles for the complete group of students.*

5.2 Mock Interviews with Individual Resumes

The students are exposed to mock first Personal Interviews. It includes the following:

- ✓ *Give them first mock interview in the presence of a Psychologist.*
- ✓ *Provide the details on Areas of Improvement after the first Interview.*

5.3 Second Set of Interviews with Faculty from DC Certified International Trainers

The students are exposed to mock second Personal Interviews. It includes the following:

- ✓ *Give them second mock interview in the presence of a Psychologist and Faculty from DC Certified International Human Capital Trainers.*
- ✓ *Faculty is also drawn from the HR Departments of the Corporate Houses.*

5.4 Final Set of Interviews with Individual Assessment

The students are exposed to a final Interview session in a real time situation which gives them the feel of a real interview that is conducted by the Corporate Houses. All preparations are held as if the real interview is in progress.

An assessment of the PI conducted is given to the students with finer points for improvements, if any.

Section 6 – A Complimentary Team Building Module



Team Building is a slow and painstaking process. The need of the team and the achievement from the team as a cohesive unit leaves much to the desire. All organisations strive for a common vision, mission, and a goal. It also looks forward to an execution which is desired to be in synchronisation, yet remains to be a gap between the cup and the lip.

Through the Directive Communication Methodology, the teams can be created with a better understanding for effective result oriented tasks.

2 Days

Day 1

- **Being Right**
 - Our Insanities
 - Encoded Assumptions
 - Rules of Engagement
 - Circle of Tolerance
- **The Colored Brain Processors**
 - Knowing the Characteristics of Different Color Brain Processors
 - To know the Composition of the Organisation or Colleagues
 - To understand the working of Colleagues, The Why and How of their working
 - To Effectively apply the different Brain processors to build better teams
- **Activities based Impartings through usage of DC Tools**
 - Use of Colored Brain Communication Inventory
 - Video Clippings
 - Colored Brain Cards

Day 2

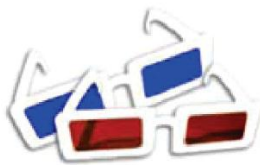
- **Understanding of the Human Emotional Drivers**
 - To get to Know what Drives the Human Being towards work
 - To understand the concept of fulfilling the human drivers, Positively and Negatively
 - To understand the concept of Need Sucking and the Effect on the Team
 - To acknowledge the concept of Emotional triggers and compare them with the help of Circle of Tolerance
 - To accept and know the Communication influence

• **Activity Based Understanding of Building of Teams and Barriers in Communication within the teams**

- Human Drivers Challenge
- The Chaudhury's Mind Maze
- Colored Brain Cards



Training Tools and Manuals



Colorful and Interactive participant Manuals make the difference



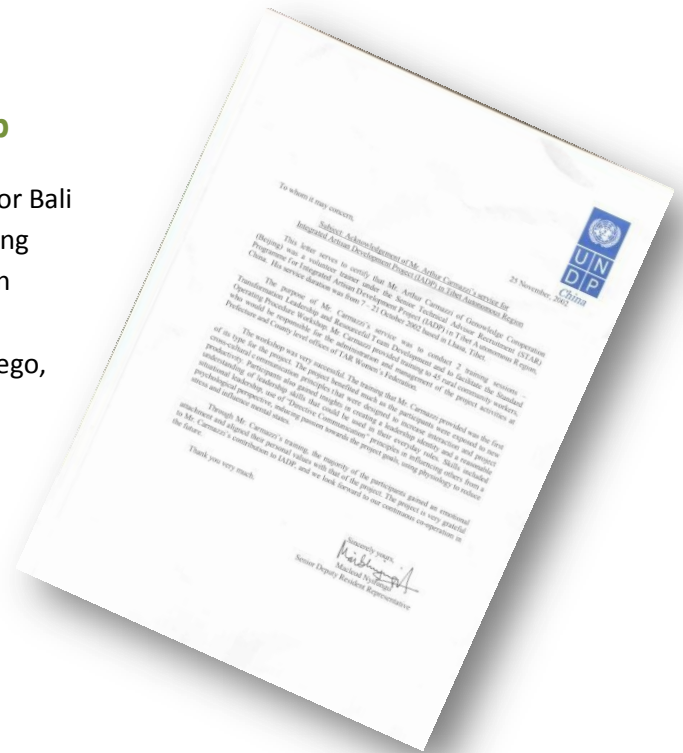
Why More Organizations Choose DC Psychology based Training and Development Programs

Directive Communication (DC) is a training and Organizational Development Psychology developed by Arthur F. Carmazzi that affects how people act and react in teams and how that affects individual performance. It is a foundational science for influencing team dynamics to cultivate high performance **cooperative team cultures** and bring out greater individual potential. The Directive Communication methodology incorporates the latest breakthroughs in **motivational and genetic psychology**, and applies them in improving personal peak performance through cultivating a superior team environment.

We Develop Leaders and the personal responsibility that goes with leadership

Whether it's in our hands on workshops, or Outdoor Bali Retreats, Train the Trainer Training, On Line Learning facilities, or ½ day modular programs, each have an integrated leadership component that build the character required to build confidence, moderate ego, and maximize what it takes to get results, set an example and inspire the team.

Participants gain much more than a workshop experience or achieve higher levels of excellence in leadership, they gain the ability to find their greater selves and influence their future to become a celebrated example to others.



DC certified Trainers are already Renowned Experts in their field, and enhance results with DC Psychology Applications

The **DC360** system works to develop your people across various Soft skill disciplines because each of our experts is just that, an expert. Each program leader has the experience and the relative practical knowhow and ability implement it for immediately visible results. DC is a trusted resource for Government officials, Senior Management of multinational organizations, teachers, trainers and students from entire the Asian region. No DC certified expert has less than 5 years practical experience, and all are published authorities in their field.



Each of our experts is familiar with the use and application of award winning DC Training and Development tools such as the Colored Brain Communication Inventory, Colored Brain Communication cards, Choudhury Mind Maze and more.



Customized, Objective Focused Organizational Development

DC Psychology based Change initiatives incorporate self leadership factors that not only affect the individual, but the entire group. When you provide us with your organizational development objectives, DC certified consultants apply Multiple Platform Training, Structure, and Change Leadership Strategies that will show almost Instant visible results in group behavior modification.

Experiential, Activity-Based Training

Award winning proprietary tools are one of the reasons Directive Communication workshops have been noted as **42% more effective** than traditional training. Each exercise is designed to not only add to a participant's experiential knowledge and applied realization, but also to build on, and reinforce the previous learning and exercises. Participants are immersed in the entire learning system through games and the psychological strategies to make sure the learning is embedded in consciousness and long term memory.



Instant Implementation of Learning Reinforces Behavior Modification



To influence Corporate Culture, we must modify behavior, to modify behavior, we make personal realizations and have the opportunity to engrain these as new mind perceptions of being. To sustain behavior change and a better culture, our people must associate improving the quality of their lives through work. By implementing small behavior modifications they discover through DC training, they gain instant emotional gratification from observing the immediate results of those modifications. Then, by incorporating systems where employees armed with the same knowledge assist each other and reinforce "best behavior", better habits are formed and nurtures lasting change.

Our Programs Offer the region's Best Value for Money

DC programs have consistently outshone traditional training with our immediately visible and measurable results. And with our multiple platforms and e-follow up, DC has the means to sustain and grow those results long after the initial initiative is finished. We have been written up in news papers, magazines and TV throughout the Asian Region and the UAE for the outstanding results in our process.



"We do not offer Training, we offer a new, Empowering way of being"!!



Colonel Aalok Sood

Level Four DC Certified International Human capital Trainer
The First Master Trainer, DC India
Writer, Key Note Speaker, Trainer, Consultant Human Capital,
Visiting Faculty for Management, OD
Recruitment and Career Counselling



Consulting, Learning and Development

Aalok is a Key Note Speaker with the Society of Human Resource and Management (SHRM), and is a Human Capital Management Consultant. A most sought after Career Counsellor, Aalok has visited a number of Schools and Colleges to guide the students to the areas of work best suited to them. He is a Level Four DC international Trainer, and is the current Head for DC Psychology, India.

Aalok is a Level Four Directive Communication (DC) Psychology International Certified Corporate Trainer and is the National Head, DC India. The trainer certification is accredited to the American Institute of Business Psychology (AIOBP).

He has trained the most essential commodity, “the HR”, in the Corporate Sector, in Management Techniques pertaining to HRM, HRD, OD, OB, L&D, Recruitment, Retention, Succession, and Culture Evolution. Training and Development of the Trainers is also his forte.

Aalok is a friend, Coach, mentor, Counsellor to many who have reposed faith in his abilities to transform many a lives that have come in contact with him. He believes in Better performances through Coaching, Mentoring and Counselings.

He has recently upgraded himself as a Master International DC Trainer, after adding to his experience, two ten days, back to back, Train the Trainer (TTT) Programmes, one held in India and the other in Cairo, Egypt. He has conducted six TTTs till date and has launched his Seventh TTT from 03 to 12 Sep 2012.

Aalok is a prolific writer and one of his articles on Training & Development has been published by the HR Business Africa Magazine of Lusaka, Zambia. He is also writing for the Magazines in the European Sub-Continent for their HR Training & Development, and has also been allocated a column in the Bi-Weekly Newspaper in Canada.

Visiting Faculty Management

Aalok is a visiting Faculty to Institute of Applied Manpower and Research for the HR Professionals from Developing Countries around the Globe.

Aalok has been a visiting Faculty to Career Launcher and impact Training Academies where he has been conducting PD, PIs, GDs, Group Tasking and other PD development Programmes.

Testimonials

WHAT DC'ians AND OTHER TRAINERS HAVE TO SAY



“Colonel Aalok Sood is ***not only one of the best DC Certified trainers in India***, but he ***has the corporate and military experience in senior management to magnify results in organizational development and growth***. Combining his experiences, he ***applies the DC psychology of group dynamics with real world applications of leadership and objective focused directives to achieve extraordinary results in personal and group effectiveness*** that ***yield higher profitability***.”- Arthur F. Carmazzi, *Founder, Directive Communication International (Asia), using psychology to cultivate productive work environments*



“I have known Colonel Aalok Sood since one year and he is **an outstanding human being** and **a trainer with great concern for the participants**. His **passion and skills set him apart as a trainer to suit all levels of corporate positions**. Added to that, **his rich experience will position him as a leading soft skills trainer.**”-**TARUN AHUJA**, Peak Performance Trainings, Success Secret Radios, Tarun Trainings, Web Total Marketing



“I have had an opportunity to have worked with Colonel Aalok Sood very closely. **He is an excellent trainer** who is **persuasive, innovative**, and a **very effervescent speaker**, who can really **hold the attention of the house**. I wish him great success as a trainer and I am sure that **he will enthrall any audience that has the privilege of attending his sessions.**” - **Col (Dr) GS Ahlowalia**, MBBS (AFMC, Pune University), MBA (H.C.A) - (FMS, Delhi University), Internationally Certified D C Corporate Trainer (Accredited by AIOBP, Beaverton, USA)



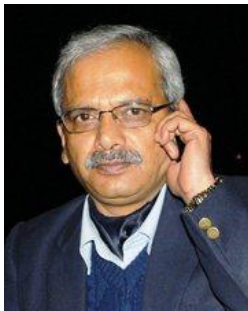
“Aalok's **passion for self-improvement excels him as a human**. The **captivating appearance of cutting the edge** and **his philanthropist nature** makes him **an accurate winner in enduring values and principles**. Aalok's **incredible understanding of people, situations and human behaviour** makes him a **True Leadership coach**.

As a friend, Aalok is a **true Gentle man** with **lots of mannerism and respect for both, the youngsters and elders**. Aalok as a person is **soft-spoken**, always with **right attitude, pure at heart and soul**, and above all an **individual with great understanding ability**.

I always believed that a person must try to **see the best in the worst...** in a person or a situation, then Aalok is **one among the few who could literally see, understand and tolerate** things. This very well indicates that **his circle of tolerance is high**, which is a **sign of an Effective Leader**.”- **Vahini Mutagini**, Certified Directive Communication Psychology Practitioner, Leadership Speaker and Level 4 Certified Trainer, Accredited by American Institute of Business Psychology



“I am so very glad that I met a person like Colonel Aalok Sood in my professional career as a trainer. The thing that I liked best about him was his willingness to relate his teachings with his own experiences. He is a wonderful human being and an amazing professional.” - **Amit Hans**, *Director, EduCorp Consultancy Services Pvt. Ltd, Chandigarh*



“Having known an individual for last 30 odd years, call it growing old together, it really is wonderful to have grown up with Aalok and **see his eye for details mature up into what he is today**. His **commitment to self** and the **cause that he believes in, gives him an** insight into development of human behaviour. **Using the technology, we have a trainer par excellence duly armed with a will to shape leaders.**”- **Lt Col Piyush Bahuguna (Retd)**, *MD, IMPACT Training Academy, Chandigarh, Leadership Speaker.*



"I still remember the restaurant in Lonavala, where I was having dinner **when I saw a really dynamic personality entering**. I told the person sitting next to me, "see what a dynamic personality, **I wish if I could have such a personality, when I would be of his age.**" And I got overwhelmed to know that that dynamic personality would be there with me for the next 10 days, as a senior trainer.

What more to say about Col Sood, I really owe a lot to him, **I still appreciate the knowledge and rapport he shared with me**. He is **full of knowledge and experience**. When he is **on stage you can always expect a well prepared, planned and energetic trainer full of practical examples from his life**.

I wish him all the success in future endeavours and I am certain that he will make a great difference in the life of a number of people." - Anshul Dhingra, *Youngest Directive Communication Trainer in Asia, Director & Principal Trainer, AD Executive Training & Coaching LLP*



"Colonel Aalok Sood is a **level headed trainer**, his **ability to dissect things and make it simpler for understanding** is great. We interacted with him during the DC certification workshop and **it was amazing to know him as person too**. His **greatest asset is his clarity about everything he does**. **Any organisation would love to have him as a trainer - cum- consultant to give a larger clarity to the company's values or visions**. I wish him all the best for all his future endeavours." - YOGESH PAWAR, *Masters and PhD, HR, Uninor, Mumbai, Level 4 Certified DC Trainer (Asia)*

Contact Me

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Ser No.	Content	Mode of Delivery			Time			Running Total (Days)
		Theory (T)	Practice (P)	Practical (Pr)	Mints	Total Hrs	Days	
1.	Leadership							
	<ul style="list-style-type: none"> Self Awareness through Colored Brain Theory and Human Emotional Drivers 	(T)	(P)	(Pr)	360 + 360+360 +360	6+ 6+ 6+ 6	1+1 +1+ 1	4
	<ul style="list-style-type: none"> Awareness of Leadership Nuances 	(T)			60	1	0.07	4.07
	<ul style="list-style-type: none"> Understanding Types of Leadership 	(T)			60	1	0.07	4.14
	<ul style="list-style-type: none"> Leadership, Courage and Managing People 	(T)		(Pr)	60	1	0.07	4.21
2.	Personality Development							
	<ul style="list-style-type: none"> Personality Traits 	(T)			30	0.5	0.004	4.214
	<ul style="list-style-type: none"> Sharpening of Memory, Decision making, Negotiation, and Problem Solving Skills 	(T)			120	2.0	0.33	4.544
	<ul style="list-style-type: none"> Training the Sub and Super Conscious Mind 	(T)			120	2.0	0.33	4.874
3.	Effective Communication including Presentation Skills							
	<ul style="list-style-type: none"> ABC of Effective Communication 	(T)			60	1.0	0.07	4.944
	<ul style="list-style-type: none"> Directive Questioning, Three steps to Inspiration 	(T)	(P)	(Pr)	60	1.0	0.07	5.014
	<ul style="list-style-type: none"> Presentations (20 mints) 		(P)	(Pr)	1200	20.0	3.33	8.344
	<ul style="list-style-type: none"> Words Vs Verbal and Non-Verbal Comn (Body Language and M'ness Vs Ass'ness Vs Agg'ness 	(T)			180	3.0	0.5	8.844

Ser No.	Content	Mode of Delivery			Time			Runn ing Total (Day s)
		The ory (T)	Prac tice (P)	Prac tical (Pr)	Mints	Total Hrs	Days	
4.	Group Discussion to include Extempore Speaking Skills							
	• Essential Rules of GDs and Extempore Speaking, including Do's and Don'ts	(T)			120	2.0	0.33	9.174
	• First Set of GDs and Extempore Speaking with individual Feedbacks		(P)	(Pr)	80+ 400+ 320+ 400	1.33+ 6.66+ 5.33+ 6.66	3.33	12.51
	• Second Set of GDs and Extempore Speaking with individual Feedbacks		(P)	(Pr)	80+ 400+ 320+ 400	1.33+ 6.66+ 5.33+ 6.66	3.33	15.84
	• Third Set of GDs and Extempore Speaking with individual Assessments		(P)	(Pr)	80+ 400+ 320+ 400	1.33+ 6.66+ 5.33+ 6.66	3.33	19.17
5.	Personal Interviews							
	• Essentials of PI using contemporary skills including Do's and Don'ts	(T)			60	1	0.07	19.24
	• Mock Interviews with Individual Feedbacks		(P)	(Pr)	1200	20	3.33	22.57
	• Second set of Interviews with Individual Feddbacks		(P)	(Pr)	1200	20	3.33	25.90
	• Final Interviews with Individual Assessments		(P)	(Pr)	1200	20	3.33	29.23
6.	A Complimentary Team Building Module							
	• Day One	(T)		(Pr)	360	6	1.00	30.23
	• Day Two	(T)		(Pr)	360	6	1.00	31.23
7.	Miscellaneous Time:Preparation of Topics and Resumes			(Pr)	60, 60, 1440, 1440	1,1, 24,24	2.14	33.37



Paawanpreet Singh

Expert in Human Capital Management, a Motivator, and PDP Expert and Career Counsellor for the Students.

30 year young Paawanpreet Singh, who is a Bachelor in Computer Application and an MBA in Marketing, puts up at Mohali, Punjab but visits the globe when he thinks training and development in his mind.

Paawan has had an aggressive and dynamic career in BFSI industry and honing his skills for the last seven years, both in the fields of HR and Sales Management. He has been an effective team player and achieved many laurels for the achievements done in the span of his seven years career.

He is now a Directive Communication Certified International Human Capital Trainer and he now feels completely charged and equipped to reach out to the masses as well as the student class so as to catapult their performances to new heights: both on the personal as well as the professional front. The trainer certification is accredited to the American Institute of Business Psychology (AIOBP).

Paawan is a dynamite when on stage and his dance forms exuberate a confident persona out of him which adds to his Personality. Always ready to experiment, Paawan is open to new challenges with determination. He lives on the brighter side of life and is full of positive energies.





Adity Sood

Expert in Human Psychological Management, a Mind Reader, and a Career Counsellor for the Students.

Adity Sood is a MA (Hons) in Psychology from the reputed GCG, and PU Campus, Chandigarh. She is currently working with as a Psychologist for the past four years with the Copra Consultants and helping the children and the students to identify their personalities with the help of Psychometric Testing.

She along with her Masters in Psychology, is a certified Master Practitioner in NLP, Hypnosis, Time Line Therapy and is also an Advanced Coach.

DC Psychology Certification as an International Human Capital Trainer has added a new dimension to the Psychologist from PU Chandigarh. The trainer certification is accredited to the American Institute of Business Psychology (AIOBP).

She believes that in order to bring a change in the society, one needs to start analysing and forming students at the grass level. She feels that the first six years of a child's life are extremely important and therefore she believes in forming those in order to build a great individual who will reform the society in a much progressive way.

With the certification of DC Psychology she now has the tool to know an individual's mind and thereby help build a career for the student in a scientific manner. She can understand the human psyche much better for its implementation in to the careers of the students when they set their feet in to the Corporate Sector. She believes in completely knowing the mind of the individual and help him progress in a better way.

