



Growing  
your **business**  
by nurturing  
your **people**

TRAINING AND CONSULTING GROUP  
A Group Company of LA' TRAINING CONSULTING GRID PRIVATE LIMITED

# ABOUT TCG

We believe that we are best suited to be your partners in learning and growth. We are committed to work towards growing your business and nurturing your people, with the end objective of seeing organic and tangible growth for you. With a Vision; to be the most preferred organization in Training, Coaching and Consulting domain through consistent and superior performance, it is our Mission; to facilitate client success by improving effectiveness of client Organization's human capital.

## OUR STORY



## CORE STRENGTHS

### OUR TEAM

Our team consists of experts who have a three pronged vision in the field of Coaching & Consulting and Training. The team comes with extensive experience in the industry. We believe that we are rightly suited to service your Training, Coaching and Consulting needs, given the credible suite of trainers, coaches and consultants and also the high end business / success / people / solutions we are able to offer.

### OUR EXPERIENCE

TCG, with its decade of experience has pan-India presence and is expanding operations across the globe with strategic tie-ups. Guided by its visionary leadership, illustrious client base and proven competency in the training and consulting domain, we have value added and innovative Learning and Development interventions to offer to our clients. Having seen through the bullish and bearish market, TCG has consistently delivered to the market needs. Every solution provided is researched, analysed, assessed for suitability and then executed.

### OUR EXPERTISE

Over the years TCG has developed unique expertise in providing growth oriented solutions to all its clients. This is not surprising when you have had an opportunity to service organizations which are a part of the prestigious Fortune 500 companies on the one end, and on the other clients who work in the community service space. Customized solutions are a result of this expertise.



## OUR SERVICES



## MARKET VERTICALS



## WHAT DO WE REALLY DO?

In the recent times of cutting edge competition, the constant questions that run in the minds of the CEOs/Business Owners are:

### WILL MY EMPLOYEES:

- ⇒ Continuously Skyrocket in their achievements?
- ⇒ Create within them permanently high levels of self-motivation?
- ⇒ Develop in them an automatic resistance to procrastination?
- ⇒ Learn to become quick and powerful problem-solvers? Be capable of reaching their ultimate goals?
- ⇒ Learn to Generate Winning Ideas, one after another in succession?
- ⇒ Always effectively complete every task they start?
- ⇒ Become "Great team Leaders and Managers?"

They look at consistently improving the productivity of their employees who may stagnate otherwise.

**TCG's Services enable the organizations to aptly answer the above questions.**



# CONSULTING SERVICES



A person's ability to cope with the pace and scope of ever changing market scenarios often distinguishes successful from the not-so-successful stories. TCG's approach to providing success coaching services is to develop a "trusted advisor" relationship that leads to sustainable personal and professional growth.

TCG helps the client to improve performance by analyzing organizational needs and designing solutions aimed at fulfilling their long term company vision and promote growth. Our advisory consulting services are focused towards delivering effective solutions in areas of Strategy, Innovation, Business Re-Engineering and transformation, Leadership Development, Change Management, Marketing and Sales apart from others.



TCG recruits for varied industry segments across multinational corporations as well as leading Indian business houses. We leverage the strength of our experience and domain expertise to successfully address your hiring needs. We operate as our clients' internal recruitment partner, and take care of the end-to end recruitment process, while the client can focus on core business functions. Our recruitment services extend to Contingency Search, Head Hunting, and Executive Search across all levels Junior to Middle management and also the Top Management.



Successful organizations desire to focus on their core areas of business aiming to reduce their time and costs on the non-core areas. TCG brings a basket of services to take care of the non-core activities for you. Our services bring value to your time by helping you to manage the entire gamut of HR services so that you can focus on making your bottom-line look better. With our experience in the industry we understand that you look at: increasing your productivity, optimally utilizing the available staff's skills and capabilities, reducing and optimizing your staffing costs, increasing customer retention with improved service quality and rationalize your organization with the right balance of generalists and specialists. We help you to achieve all of these.



TCG, through its team of legal advisors assists its clients in maintaining a conflict-free environment. We provide legal support for Industrial, Commercial, Arbitration, Labor related, and Employer/Employee disputes. Our Legal Cell Services include providing total Compliance of Statutory and Labor laws, tackling employee grievances and conflicts, advising on recruitment, employment agreements / contracts, employee obligations and entitlements, dismissal / termination or redundancy and where needed representing the client in the courts, commissions and tribunals if employee-related disputes turn litigious.

Being an entrepreneur is not just about starting a business or two. It is about having the attitude and the skills to making these businesses successful. TCG's Entrepreneurial Development Program helps you to develop and strengthen your entrepreneurial abilities. We help create entrepreneurs who are not only innovators who recognize and seize opportunities but also have the ability to convert those opportunities into revenue generating organizations. TCG grooms entrepreneurs to dare to assume the risks of the competitive market place and implement their ideas successfully.

SUCCESS COACHING

MANAGEMENT CONSULTING

RECRUITMENT SERVICES

HR OUTSOURCING

HR LEGAL CELL

ENTREPRENEURIAL DEVELOPMENT



# TRAINING SERVICES

TCG aims at bringing proficiency at all levels. We work with your leadership team to identify training needs, and to design, develop, implement, and evaluate training and development programs to meet your company's strategic objectives. Our experience and approach can shorten your learning cycle and free you to focus on other growth areas. Our programs are customized to suit your Technical and Non-Technical training needs. TCG champions' sustainable employee development eco-systems and delivers real business value through innovative learning techniques and also technologies. TCG's Services combine our vast knowledge and competencies to maximize training value. Support is an integral part of every training solution provided and indicative of our ongoing commitment to your success.

## | CUSTOMIZED PROGRAMS |

All training interventions offered by TCG are open to customization based on the client needs. We recognize that each organization has its unique requirements. These programs are delivered in-house after extensive interactions with the client team for customization to obtain the best results for them.

'Out-of-Bounds Programs' are TCG's unique offering using the invaluable concepts of outdoor action and experiential learning and challenging participants to exhibit high quality of mental and physical competence.



## | OUT BOUND PROGRAMS |

## TRAINING SERVICES

'Life-Skills Programs' are a set of premium programs offered by TCG. These programs are designed based on latest thoughts and techniques introduced in the market from time to time, to inculcate skills to build superior living and thinking.



## | PREMIUM PROGRAMS |

## | OPEN PROGRAMS |

TCG's, 'eDGE series' of Open Programs are designed and delivered for the benefit of individual participants as well as corporate nominees. Rolled out periodically, these programs ensure that talent enhancement opportunities are made available to all.



# TCG PROGRAMS

We would be pleased to discuss with you, your specific program requirements, in order to design a tailored solution to best meet your need. The programs developed by our team can be customized to address training needs across varied industries, functions, organizational levels and in varying environments, whether In-House or Out-Bound. Each of our Facilitator is an expert in his/her domain: A pre-requisite for empanelment with TCG. Facilitators are also assessed for requisite academic qualification, professional experience and most importantly facilitation expertise to ensure that each of our programs leaves an indelible value for the participants.

## PERSONAL LEADERSHIP

- ⇒ Personal Effectiveness
- ⇒ Goal Setting
- ⇒ Time Management
- ⇒ Stress Management
- ⇒ Creativity & Problem Solving
- ⇒ Influencing & Persuasion Skills
- ⇒ Transactional Analysis
- ⇒ Emotional Intelligence
- ⇒ Conflict Resolution
- ⇒ Business Etiquette



and more.....

## COMMUNICATION & SYNERGY

- ⇒ Communication Skills
- ⇒ Art of Critical Conversations
- ⇒ Presentation Skills
- ⇒ Assertiveness
- ⇒ Business Writing Skills
- ⇒ Voice & Accent Training
- ⇒ Situational English
- ⇒ Team Building
- ⇒ Team Building- Adventures
- ⇒ Virtual Team Management



and more.....

## SALES & CUSTOMER SERVICE

- ⇒ Key Account Management
- ⇒ Corporate Sales Management
- ⇒ Channels Sales Management
- ⇒ Direct Marketing
- ⇒ Retail Marketing
- ⇒ Client Interfacing Skills
- ⇒ Negotiation Skills
- ⇒ Customer Care



and more.....

## FINANCE

- ⇒ Personal Finance
- ⇒ Finance for Non-Finance
- ⇒ Finance for Non-Finance -Sr. management
- ⇒ Finance Business Analysis
- ⇒ MS Excel
- ⇒ VBA Excel



and more.....

## TALENT MANAGEMENT

- ⇒ Interview Skills
- ⇒ Induction Program
- ⇒ Talent Acquisition Management
- ⇒ Performance Management
- ⇒ Training Needs Assessment
- ⇒ HR for non-HR Professionals



and more.....

## TEAM LEADERSHIP

- ⇒ Leadership Skills
- ⇒ Leadership Skills-1st time leader
- ⇒ Coaching & Counseling Skills
- ⇒ Mentoring Skills
- ⇒ Mentee Skills
- ⇒ Managerial Effectiveness



and more.....



# WORKSHOPS

## SENIOR MANAGEMENT

- ⇒ Building L.E.Q: Leadership Emotional Quotient
- ⇒ Successful Conversations
- ⇒ Leveraging Performance for Growth
- ⇒ Leadership Skills
- ⇒ Leadership Skills -1<sup>st</sup>time leader
- ⇒ Coaching & Counseling Skills
- ⇒ Mentoring Skills
- ⇒ Mentee Skills
- ⇒ Managerial Effectiveness and more.....

## MIDDLE MANAGEMENT

- ⇒ Managerial Effectiveness
- ⇒ Team Motivation
- ⇒ Assertiveness
- ⇒ Conflict Management
- ⇒ Sales Management
- ⇒ Project Management
- ⇒ Train the Trainer
- ⇒ Talent Management
- ⇒ Performance Management
- ⇒ Negotiation Skills and more.....

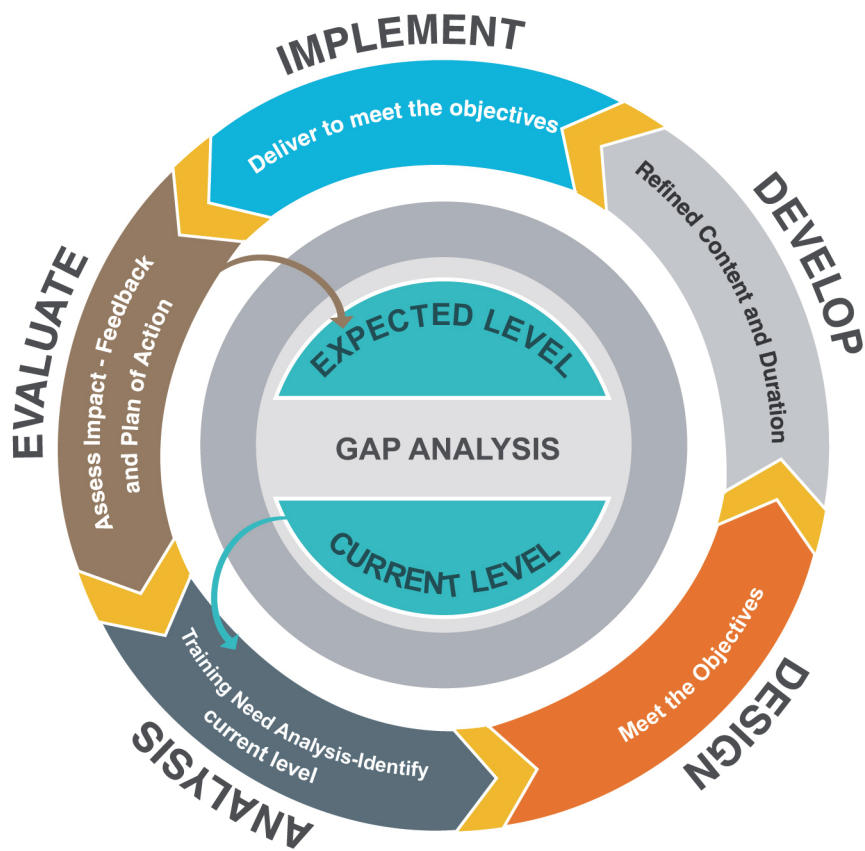
## JUNIOR MANAGEMENT

- ⇒ Communication Skills
- ⇒ Presentation Skills
- ⇒ Working in a Team
- ⇒ Customer Service
- ⇒ Personal Effectiveness
- ⇒ Goal Setting
- ⇒ Time Management
- ⇒ Stress Management
- ⇒ Creativity & Problem Solving
- ⇒ Influencing & Persuasion Skills
- ⇒ Transactional Analysis
- ⇒ Emotional Intelligence and more.....

## PREMIUM PROGRAMS

- Leadership – The GE Way
- Systems Thinking – Peter Senge
- Games People Play – Interpersonal Relationships
- Fish Philosophy – Playing @ Work
- Who Moved My Cheese
- Chicken Soup For The Soul
- Life Success Workshop
- The Culture Of Execution
- Effective Work Life Balance – Managing Your Life and more.....





## TRAINING PROCESS FLOW

## PROGRAM PEDAGOGY



Measurement of skills before the program.



Record participant learnings from the program at the end and creating action plan of their commitments to improve.



Follow-up and course correction with each participant on the action plan for 3 months through e-mails and tele-counseling.



1 day review program after 3 months to measure the improvement.

## TRACKING ROI



# TESTIMONIALS

## Training Manager – Satyam

Your trainers are dedicated and truly professional. It has always been more knowledge sharing than just a training program. Our associates get closer to knowledge partners as they prefer continual learning. Finally, I must admit while doing business with TCG is easy, it's the wonderful collaboration which differentiates you from your competitors. I would like to thank you and your entire team for working with us.

## Idea cellular Ltd

We have been associated with Training and Consulting Group for over 2 years now and they understand our training briefs well and structure relevant workshops accordingly. We have worked with 6-8 of their trainers and they have helped our teams immensely. Their workshops and couple of their trainers are now an integral part of our learning initiatives. We have always seen happy feedback sheets from all their workshops.

## Intelligroup

TCG understands more about how to “move an audience” Than most people will learn in a lifetime. TCG Training Programs are realistic, practical and they know precisely why something works.

## Indu Projects Ltd

TCG is a one shop for Skill Trainings. We are associated with them for almost 3 yrs now for all our training requirements. TCG has good pool of training catering to all areas of soft skills. We wish them good luck.

## Aurobindo Pharma

TCG trained a group of our Managers and Supervisors on Self Management. The session was innovative with several examples with games and effective in building the skills of our employees in Communication, Team Working , Time Management and Creativity. We appreciate the endeavour aimed at building human resources in our organization.

## Net design Technologies

Thank you. Understanding behavior was always a challenge. In the two days that I spent at the workshop, you have simplified and demystified behavior.”

## Archimare

The universal feedback that I want to share with you and your team is that the training was professionally handled. The trainers were dedicated and took a lot of interest in imparting the inputs to the participants. I would like to thank each and every one of them and look forward to more opportunities of working together in future.

## Participant from Way2Future

Fantastic course – I am really looking forward to using the skills I have learnt in Creativity & Problem Solving.

## FEW OF OUR CLIENTS LIST



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