

2-day Workshop on

Finance for Non-Finance Managers

Why This Workshop?

In today's competitive environment, there is a great need for better communication between financial and non-financial professionals. Non-finance managers need to learn the language of finance and vice versa. This will lead to a better coordinated and team approach to meet business goals and objectives. Operating managers need to have a degree of financial competence, so that they are financially alert and understand how decisions taken by them impact the company's performance and how this ultimately affects value of the organization. This understanding in turn will help them deliver better results in their own functional areas

What the workshop covers

- Accounting fundamentals & concepts, and how financial statements are built-up
- Basics of business finance through a video
- Terminology used in financial statements
- Cash flow vs Profit
- Introduction to IFRS and the coming changes in financial statements
- Business Performance evaluation through ratio analysis
- Introduction to inventory and receivables management
- Marginal costing, Contribution analysis, Break-even point
- Videos, practical examples and exercises
- Quiz on basics of finance
- Personal Action Planning

One Day Workshop on

Leadership That Delivers Results

-Create Climate for Business Success

Why This Workshop?

Managers fail to appreciate how profoundly their leadership style can influence the organization climate and thereby the financial results. It can account for nearly a third of financial performance. Many managers mistakenly assume that leadership style is a function of personality rather than strategic choice. Instead of choosing the one style that suits their temperament, they should ask which style best addresses the demands of a particular situation. The six basic leadership styles cover - how managers motivate direct reports, gather and use information, make decisions, manage change initiatives, and handle crises in varied situations. The workshop will help participants understand the six basic styles; learn about situations when they deliver maximum impact on the performance and practice to apply the high impact styles at the work place.

Workshop Benefits

- The impact of leadership styles on individual employee and team effectiveness
- Applying leadership styles to engage and enable
- Leadership styles to provide coaching and manage performance
- Leverage Leadership styles to build a dynamic and learning organization
- Analyze and understand your own natural leadership style strong and improvement areas

1 - day Workshop on Decision Making and Taking Ownership

Workshop Objective :

Judgment is the essence of effective leadership. It is a contextually informed decision making process encompassing three domains - people, strategy and crisis.

Within each domain, leadership judgments follow a three-phase process: preparation, the call and execution. Good judgment is anchored on the template of Emotional Intelligence. This enables Leaders to take ownership of their decision and face the consequences accordingly.

This workshop will help participants understand the entire decision making process preparation, Decision , Execution and Understanding the Impact of the Decision they have made.

This will significantly help improve the quality of their decisions

What Will You Learn?

- Learn how to define and evaluate decisions.
- Gain insights into your own decision-making preferences.
- How to tap into the decision-making strengths of others.
- The basic steps of decision-making.
- Learn a fundamental problem-solving tool.
- Gain insights into team decision-making.
- Competencies Addressed :-
 - o Interpersonal Effectiveness
 - o Problem Solving Ability
 - o Decision Making Ability
 - o Taking Ownership

Topics to be covered : (1-day)

1. Judgments and Leader
2. Problem Solving
3. Decision Making
4. Emotional Intelligence at work
5. Key Learning & Action plans

Presents One Day Workshop on

Discover The Leader In You

Workshop Objectives

How it can be of benefit to you?

Current research suggests that great leadership performance is directly proportional to your level of Emotional Intelligence, of which Self Awareness is perhaps the most important ingredient.

By harnessing the power of self-awareness and leveraging Emotional Intelligence Participants will be able to:

- Make better decisions - from a place of greater objectivity.
- Get more out of the people you work with - clients, boss, peers, suppliers and subordinates.
- Communicate more effectively - customise your message to the deeply held concerns of your listener
- Ensure better Execution: - Move from " ideas" to "action"

Program Topics

Program Overview:

- 1. Leadership Theories and Practice**
 - o What does a Leader Do?
 - o What does a Leader Achieve?
 - o Inventory -Leadership Skills
 - o Inventory- Leadership Styles
- 2. Effective Leadership**
 - o Situational Approach - "Different strokes for different folks"
 - o Case discussions
 - o Video Clippings
- 3. Managerial Styles and Conflict Resolution**
 - o Inventory - Managerial Styles
 - o Coaching, Counseling and Mentoring
 - o Inventory - Conflict Resolution
 - o Thinking - Win-Win!
- 4. Leadership and EQ**
 - o Self-Awareness
 - o Emotional Control and Self-Motivation
 - o Empathy and Social Skills
 - o Building Effective Relationships
 - o Video based learning