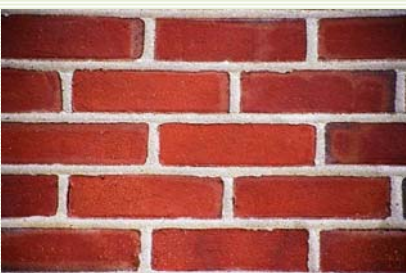

*PROGILENCE Capability
Development Pvt. Ltd.*



ABOUT US

WHO WE ARE

A Company formed by a group of professionals with experience in the areas of learning and development in a wide range of contexts. These include areas of Vocational Skills Development, Competency based Education, Professional Development, Management and Organisational Development.

PROGILENCE is committed to breakthrough interventions in manpower development in the corporate, social and education sectors. With experience in various functions and organisations we are committed to develop the highest levels of proficiency in Human Capital Capability Development.

PROGILENCE takes its name from the PROGILENCE Model, which define the nine vectors of human capability development. The model is at the core of the company's approach to institutional manpower development.

Our work draws from extensive multi-disciplinary research and integrates insight and practices from these areas especially from complexity and behavioural sciences.

Our Core team personnel bring experience in companies such as City & Guilds, UK, British Council, ITC Hotels Ltd, UK Sport, ICICI Prudential, Max New York Life, SHCIL, etc.

OUR VISION

To establish holistic human capability development at the centre of individual and collective human endeavours. This is to ensure every life experiences greater health, learning, achievement and fulfilment.

SOME OF OUR CLIENTS

- A4E INDIA
- SIS INDIA LTD.
- ICICI PRUDENTIAL
- HINDUSTAN TIMES
- CONFEDERATION OF INDIAN INDUSTRY
- SAKSHAM BHARAT
- SM CLEAN INDIA
- ARMY INSTITUTE OF MANAGEMENT AND TECHNOLOGY
- COX & KINGS
- MAPPLE HOTELS & RESORTS

OUR WORK

PAST PROJECTS AND ONGOING WORK

1. CONTENT DEVELOPMENT FOR VOCATIONAL TRAINING PROGRAMMES A4E and the ILO

- a. Development of training content for vocational trades including Household help, Basic Child Care, Basic Elderly Care, etc.
- b. Preparation of Student Guides and Teacher Guides according to Directorate General of Employment & Training, Government of India's Modular Employment Scheme



2. DEVELOPMENT OF OCCUPATIONAL STANDARDS FOR PRIVATE SECURITY GUARDS AND RELATED TRAINING CONTENT FOR SIS INDIA



- a. Development of Occupational Standards for a Private Security Guard
- b. Development of training content for the aforementioned standard
- c. Preparation of Student Guides and Teacher Guides
- d. Developing and delivering 'Train the Trainer' programme

3. QUALITY ASSURANCE IN VOCATIONAL TRAINING PROJECTS

- a. Training of trainers & Assessors for Vocational Projects for clients like CII
- b. Implementation of a CII-HPCL Skills development project across various locations in India
- c. This involves Quality audits and assessments in a range of trades like Plumbing, Electrical Installation, Hair Dressing & Beauty Therapy, Basic IT applications, Welding and Fabrication, etc.
- d. The project is aimed at providing unemployed underprivileged youth training for employability and is a large scale Corporate CSR project of HPCL

4. CONSULTANCY FOR WORKFORCE CAPABILITY DEVELOPMENT FOR SIS INDIA AND SAKSHAM BHARAT

- a. Consultancy projects for manpower development in companies
- b. Defining performance competency standards, designing training and development interventions, quality assurance of such interventions, etc are included as part of the consultancy

c. PROFESSIONAL TRAINING FOR VARIOUS COMPANIES

- d. Training on various programmes from the PROGILENCE Stable including programmes for Managerial Effectiveness, Presentation Skills, Time Management, Empathy, Team work, etc.
- e. We conduct short duration interventions to ongoing support programmes for developing skills and perspective. Our training and development clients include companies such as Hindustan Times, ICICI Prudential, Cox & Kings and others.

5. CONTENT DEVELOPMENT FOR COMPANIES: 'SAKSHAM BHARAT' & 'SM CLEAN INDIA'

- a. Content development for vocational trades in Construction, Hospitality, etc
- b. Occupational Standards for SM Clean India for Commercial Housekeeping

6. CAPABILITY DEVELOPMENT OF HOSPITALITY SERVICE STAFF OF LUXURY HOSPITALITY TRAIN MAHARAJA EXPRESS INCL. SPOKEN AND WRITTEN ENGLISH

- a. The training included training on hospitality operations, Food and Beverage Service, Housekeeping, Empathy, Customer Service, Health and Well Being, Tourism, Spoken English for Vocational Purposes, etc.



- b. The project involved defining occupational standards, programme development, Content Development, Delivery, Assessments and feedback

7. CONSULTANCY TO AWES FOR ARMY INSTITUTE OF MANAGEMENT AND TECHNOLOGY BUSINESS SCHOOL

- a. Consultancy to improve overall capabilities of the Business school to deliver effective learning and placement outcomes

8. YOUNG LEARNERS DEVELOPMENT PROGRAMMES

- a. Delivery of development programmes for young people including leadership programmes, expression through drama and physical activity, including content developed by international expert Ken Black



WHAT WE DO

At the heart of PROGILENCE lie innovative, holistic, effective human capital and competency development models and delivery frameworks. We use customized approaches for each client.

Our services are available in the following areas

WORKFORCE DEVELOPMENT

We offer a range of services for workforce development including

- **Consultancy**
- **Design and Development**
- **Training and Programme Delivery**
- **Quality Assurance**

Consultancy

We offer companies, training and educational institutes, consultancy on issues related to manpower capability development.

Design and Development

Our **range of services** include development of

- 📌 Manpower Capability Development Strategies,
- 📌 Baseline Competency mapping,
- 📌 Occupational Standards,
- 📌 Content and Content Delivery Design,
- 📌 Training and Development programme interventions
- 📌 Assessment Strategies & Tools,
- 📌 Quality Assurance Structures,
- 📌 Individual & Categorized Learning Development Plans and Learning Environments.

We design capability development interventions and related components. (refer 'range of services' block alongside)

We offer standardised and bespoke products and services in this area.

These services will be particularly useful for companies aiming to standardise performance and set performance benchmarks within their organisations.

Training and Programme Delivery

PROGILENCE offers a range of training and development programmes for a range of clients. Our delivery offer includes standardised and bespoke training and development programmes for almost all areas of management. Some of these are

- PROGILENCE – Holistic Capability Development
- Perspective Building for Young Managers
- Competency Based Performance Management
- Providing Effective Feedback
- Assessing Development Impact
- Authentic Leadership
- Emotional Intelligence
- Train the Trainer
- Train the Assessor
- Employee Engagement
- Conflict Management
- Time Management
- Workplace Health
- Building Effective Teams
- Making Impactful Presentations
- Managing Change
- Effective Communication
- Creativity and Innovation
- Empathy
- Others



Quality Assurance



Providing services supporting education, training and development programmes to ensure greater impact, sustainability and continuous improvement.

These services include value addition to all stages of the development value chain including Needs Analysis, Programme Design, Content, Delivery Design, Capacity Building, Communication, Monitoring, Assessment and Evaluation, Review, etc.

EDUCATION



We work with all segments of education with providing new insights, competences, programmes and content for developing high quality education systems. We develop content and programmes for

- Schools
- Vocational Education
- Higher Education including Business Management and Entrepreneurship Development Schools
- Spoken & Written English for Vocational Purposes

We use a range of research backed, innovative and effective methodologies to deliver effective learning and development experience for students and teachers or trainers. These include

- Motivating Learning
- Leadership Programmes
- Perspective Building for Holistic Development
- Testing, Assessment and Evaluation
- Drama based Programmes
- Physical Education Programmes
- Activity Based Learning
- Community Engagement Projects
- Internship and Live Projects

RESEARCH AND SURVEYS

We offer research and survey services in the area of education, learning, skills and manpower development practices. This includes primary and secondary research and small to large scale surveys.

We conduct Performance and Capability Development related surveys and research, with a view to collect, collate and analyse new information, leading to uncovering new trends and discovering key insights.

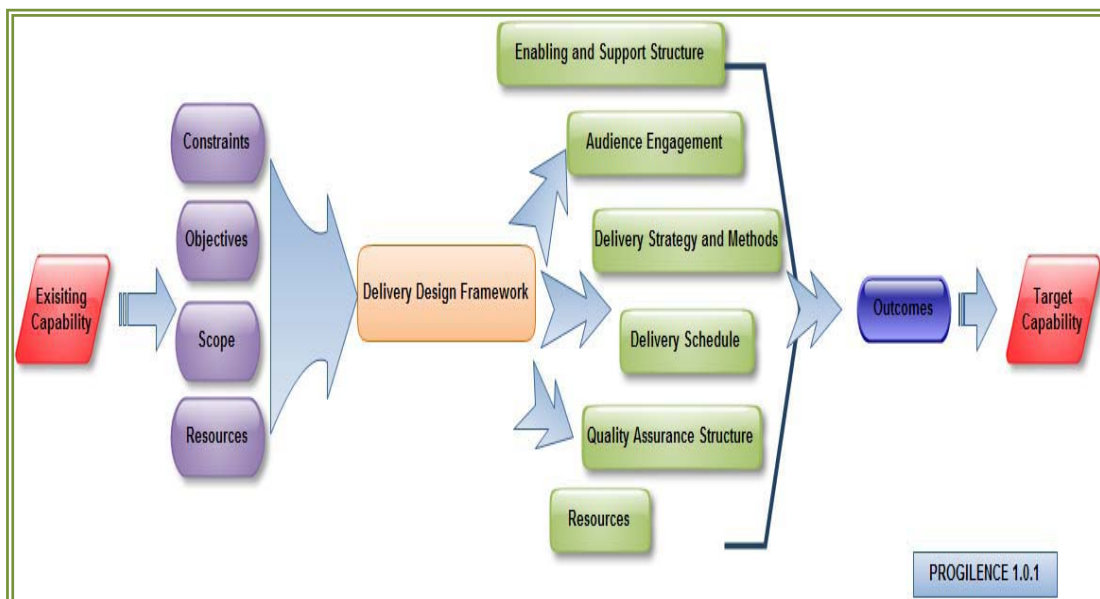
PROGILENCE APPROACH TO WORKFORCE DEVELOPMENT

The PROGILENCE Model



The **Nine Vectors of Human Capability Development Model** provides an innovative and insightful approach to human capital development that forms the core model of PROGILENCE. We believe the next millennium will be defined by human capability development in all its dimensions. In a world of increasing competition, social pressures and most of all uncertainty, we offer a model of holistic human development incorporating various critical elements required for greater achievement of human potential.

This will provide individuals, organizations and society capabilities that put them at a vantage point to adapt better to a dynamic environment with greater clarity for personal, organizational and social effectiveness.



With a great deal of focus on dealing with uncertainty it utilizes in great measure understanding of complexity sciences and complex adaptive systems to draw on key insights and implications for management and human capital development.

This model will be especially important for people in roles responsible for development of others, within the education, development, government and corporate sectors. Therefore Policy makers, HR and OD specialists, Teachers and Trainers, Institutional and Social leaders will find this especially relevant, useful and insightful.

For further information
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