



Learning Programs / Management Development Programs

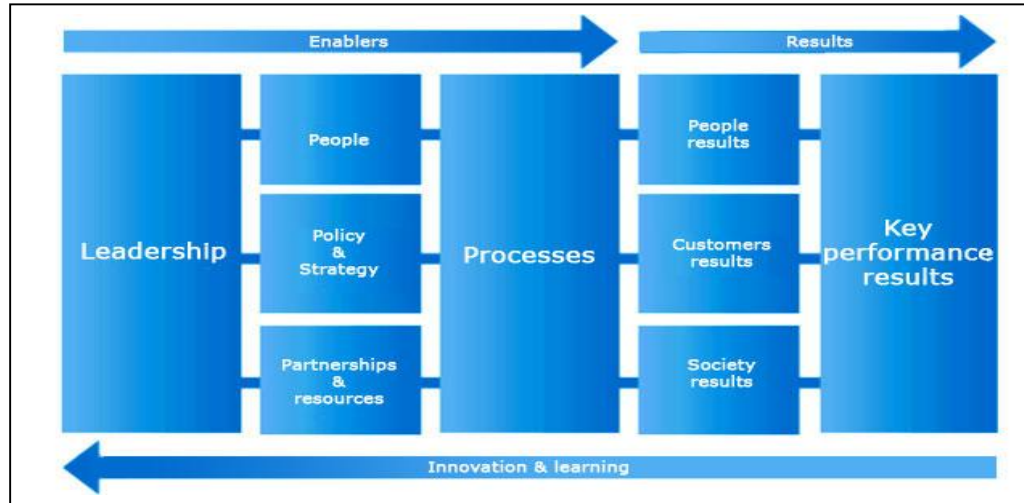
2024-2027

High impact, result oriented MDPs designed & delivered to executives in USA, Germany, Denmark, China, Oman, and other countries. Facilitator brings 33 years of international experience of business leadership, sales & marketing, Operations, Innovation, corporate training, management research, case study publication & consulting. Design & delivery of sessions by IIM-A and Harvard (executive program) alumnus, Chartered Engineer (UK) with multinational experience of leading organization & managing large team & conducting training programs in 8 countries.

KgGuruji | Academy
Center for Executive Education

Apr-2024 - Mar-2027

A) Achieving Success with the Business Excellence Model



In today's fast-paced and competitive world, fast-growing and market-leading organizations globally are adopting the **Business Excellence Model (BEM)** to achieve sustained success. This framework focuses on continuous improvement across all facets of business, helping organizations deliver exceptional value to their customers and stakeholders.

What is the Business Excellence Model?

The **BEM** is a structured framework designed to help organizations achieve:

- **Strategic Clarity:** Clear objectives and a focus on long-term value creation.
- **Operational Efficiency:** Streamlined processes to deliver high-quality outcomes.
- **Customer Satisfaction:** Building trust and loyalty through superior experiences.
- **Employee Engagement:** Empowering teams to drive innovation and excellence.
- **Sustainable Growth:** Balancing profitability with environmental and social responsibility.

It integrates principles of leadership, strategy, people, processes, and results to ensure all aspects of the organization work in harmony toward common goals.

Why is the Business Excellence Model Important for any organisation?

- **Global Competitiveness:** It enables companies to stay ahead in a constantly evolving market.
 - **Improved Performance:** By identifying and addressing gaps, it ensures continuous improvement.
 - **Customer-Centric Approach:** Aligns processes and strategies to exceed customer expectations.
 - **Employee Empowerment:** Creates a culture of accountability and innovation.
 - **Sustainable Success:** Helps organizations thrive even in challenging environments.
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How KgGuruji Academy Aligns with the BEM:

At **KgGuruji Academy**, our training programs are designed to support organizations in implementing and excelling through the **Business Excellence Model**.

1. **Leadership Development:** Equip leaders to inspire and drive strategic goals.
 2. **Strategy Alignment:** Help teams align their efforts with the organization's vision and objectives.
 3. **Process Improvement Training:** Focus on quality, efficiency, and effectiveness to optimize operations.
 4. **Employee Empowerment:** Foster skills and mindsets that encourage ownership and accountability.
 5. **Customer-Centric Programs:** Develop capabilities to improve customer relationships and satisfaction.
 6. **Innovation & Sustainability:** Train teams to embrace innovation and adopt sustainable practices.
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Transform Your Organization with KgGuruji Academy

By aligning our training programs with the **Business Excellence Model**, we ensure that your teams are equipped with the knowledge, skills, and tools required to achieve operational excellence, deliver value, and secure a competitive edge in your industry.

B) List of Learning Programs / Management Development Programs

1. Strategic Management & Business planning

- 1.1. Making or revising company's Vision, Mission, Values & Goals
- 1.2. Business Strategy / Corporate Strategy Development, Deployment & Monitoring for Growth
- 1.3. Competitive Strategies-Analyzing industry & competitors
- 1.4. Sustaining Competitive Advantage
- 1.5. Turnaround strategies : Turning loss making firm to profit making
- 1.6. Becoming Contract Manufacturer for MNC firms
- 1.7. Blue Ocean Strategy
- 1.8. Business Excellence (Malcolm Baldrige / EFQM / RBNQA Model)
- 1.9. Balanced Scorecard
- 1.10. Strategic management of service firms
- 1.11. General Management Program / Advanced Management Program (GMP/AMP) for middle / Senior managers 3 to 6 months duration
- 1.12. Transition from Small-cap to Large-cap - managing growth, Profitability & stakeholders
- 1.13. Growth strategies in VUCA world
- 1.14. Developing new business model in product or service firms
- 1.15. Managing startup & accelerating it
- 1.16. Business idea & writing business plan for startup
- 1.17. Management program for MSME business owners & proprietors

2. Ethics & Values

- 2.1. Corporate governance & business ethics
- 2.2. Ethics / code of professional conduct for professionals

3. Operations Management & Processes

- 3.1. Operations Strategy & manufacturing
- 3.2. Make or buy? Outsourcing Dilemma
- 3.3. Process Optimization & Process Re-engineering
- 3.4. Lean Manufacturing: Decoding DNA of best practices
- 3.5. Production Planning & Control
- 3.6. Increasing inventory turnover & inventory management
- 3.7. Value analysis / Value Engineering
- 3.8. Design & Engineering Management
- 3.9. Total Quality Management & beyond
- 3.10. 7 QC and 7 New management tools for quality control
- 3.11. Marketing Logistics / Business Logistics

4. Supply Chain Management

- 4.1. Strategic Supply Chain Management
- 4.2. Supply Chain Excellence – Using SCOR model
- 4.3. Supply Chain Design & Performance Analysis - Models & Methods
- 4.4. Supply Chain Spend Analytics & Cost Management
- 4.5. Supply Chain optimization through analytics
- 4.6. Creating resilient Supply Chains

- 4.7. Agile Supply Chain
- 4.8. Financial intelligence for Supply Chain Managers
- 4.9. Straight to the bottom line – The roadmap to world class SCM
- 4.10. Purchase and global sourcing
- 4.11. Supplier development / Supplier relationship management
- 4.12. Contracts Management
- 4.13. Supply Chain Management & Advanced Planning / APO
- 4.14. Risk Management in Global Supply Chain
- 4.15. Outsourcing (Business processes/Knowledge processes)
- 4.16. New technologies in warehouse management

5. Services Management

- 5.1. Leading & Growing a Service firm
- 5.2. Sales & Marketing of service firm
- 5.3. Mastering art of consulting
- 5.4. Marketing Plan for service firms
- 5.5. Services Operations Management
- 5.6. Developing High Performance Healthcare Organization
- 5.7. Developing world class educational institute
- 5.8. Adopt technology for transition to Fin-Tech, Edu-Tech, Health-Tech....

6. Sales & Marketing

- 6.1. Becoming the solution centric organization
- 6.2. Winning over difficult competitors
- 6.3. Business to Business (B2B) Marketing
- 6.4. Master Personal Selling Skills
- 6.5. Amplifying your fans! Social Media Marketing
- 6.6. Writing annual marketing plan
- 6.7. Managing key accounts (B2B)
- 6.8. Consumer behavior research
- 6.9. Market research
- 6.10. Achieving & Sustaining market leadership position
- 6.11. Customer Advocacy : Beyond CRM and Customer delight
- 6.12. Competing in global market & International Business
- 6.13. Developing & Selling consultancy / coaching services
- 6.14. Marketing Strategy

7. Innovation & Technology Management

- 7.1. Product Life Cycle management
- 7.2. Thinking in a new box
- 7.3. Design Thinking
- 7.4. Innovator's DNA – Mastering Innovation
- 7.5. New Product Development – 'Silicon Valley Technology Firms Way'
- 7.6. Innovation Tools
- 7.7. Leading product innovation
- 7.8. Management of creativity & innovation

- 7.9. Technology Transfer & deployment
- 7.10. Technology Management
- 7.11. Engineering Change & Documentation Management

8. Project Management

- 8.1. Strategic planning for project management using maturity model
- 8.2. Project Management (Ten competencies)
- 8.3. Agile Project Management
- 8.4. Lean Project Management
- 8.5. Contracts Management
- 8.6. Risk Management
- 8.7. Finance for non-finance project managers & engineers
- 8.8. Construction quality management
- 8.9. Extreme project management
- 8.10. Project management in new product development & R & D

9. Communication

- 9.1. Business communication skills
- 9.2. Innovative Marketing Communications
- 9.3. Fire up your communication skills-Get people to understand, listen to you and give what you want
- 9.4. Influence & Persuasion skills
- 9.5. Managing most difficult conversation
- 9.6. Enhancing presentation skills for Technical Presentation
- 9.7. Conducting effective meetings
- 9.8. Business writing skills
- 9.9. Networking skills
- 9.10. Digital Marketing & Social Media for growth & branding
- 9.11. Writing blogs, LinkedIn post, Quora blogs
- 9.12. Facebook group & Facebook fan page management
- 9.13. Micro blogging skills on twitter

10. Leadership, Organizational Behavior, People Management & Personal Excellence Skills

- 10.1. Leadership & team building
- 10.2. Emotional Intelligence & Emotional Quotient (EI/EQ)
- 10.3. Interpersonal Skills
- 10.4. Motivation
- 10.5. Listening
- 10.6. Positive Attitude
- 10.7. Time Management
- 10.8. Self-Management
- 10.9. Stress Management
- 10.10. Critical Thinking
- 10.11. Problem solving & Decision Making
- 10.12. Creative Thinking

- 10.13. Negotiation skills
- 10.14. Conflict Management
- 10.15. Questioning skills
- 10.16. Interviewing techniques
- 10.17. Supervision Skills
- 10.18. Goal Setting
- 10.19. Delegation & Empowerment
- 10.20. Employee engagement
- 10.21. Business Etiquettes
- 10.22. Business Acumen
- 10.23. Managerial effectiveness
- 10.24. Improving Productivity
- 10.25. Creativity, Self-development of managers
- 10.26. Sales negotiation skills
- 10.27. Becoming Internal Consultant / Consulting skills
- 10.28. First time manager
- 10.29. Leading the Change
- 10.30. Crisis Management
- 10.31. Leading and managing in VUCA (Volatile, uncertain, complex & Ambiguous) time
- 10.32. Managing organization culture in multi-country operation

11. Business Analytics & Business Intelligence, Performance Management

- 11.1. Digital Transformation
- 11.2. Data Analytics (HR Analytics, Operations Analytics, Sales Analytics, Finance Analytics) for Data driven decision making
- 11.3. Business analytics & Business Intelligence
- 11.4. Sales & Marketing Analytics
- 11.5. Engineering & New Prod. Development Analytics
- 11.6. Customer Analytics for effective CRM
- 11.7. Designing scorecard & dashboard
- 11.8. Management control system for SME companies

12. Learning & Development / Training & Development

- 12.1. Training Need Assessment & Skill Audit
- 12.2. Skill assessment & Competency Mapping
- 12.3. Train the trainer
- 12.4. Case method of teaching & training
- 12.5. Case writing workshop
- 12.6. Creative training ideas
- 12.7. Management games and simulation for trainers & facilitators
- 12.8. Becoming Mentor & Coach

C) Important Notes on program design, training method, evaluation and benefits

Program Design & Learning Method

At **KgGuruji Academy**, we believe in delivering impactful training programs tailored to your organization's unique needs. Our methodology ensures that every program is carefully crafted and executed for maximum engagement and measurable results.

Our Approach

1. **Understanding Your Needs**
 - In-depth discussions with team leaders and HR managers to gather insights on challenges, gaps, and organizational goals.
 - Understanding participant profiles, learning needs, and expected outcomes.
2. **Customizing Content**
 - Selection of relevant case studies, role plays, team activities, and videos to match participant needs.
 - Leveraging experiential learning tools and aids to create an interactive and impactful experience.
3. **Engaging Delivery**
 - Dynamic facilitation to ensure maximum participant engagement and active involvement.
 - Focus on sharpening both knowledge and skills for practical, real-world application.
4. **Driving Results**
 - Participants leave empowered with actionable insights to improve individual and team performance.
 - Programs designed to align with organizational objectives, ensuring a high return on investment.

Experiential Learning Method

At **KgGuruji Academy**, we believe that true learning happens through experience. Our training programs are carefully designed using the **experiential learning method**, ensuring maximum engagement, practical understanding, and skill development. It includes;

1. **Case Studies:**
 - Real-world business scenarios to analyze, discuss, and solve.
 - Helps participants apply concepts and develop critical thinking.
2. **Role Plays:**
 - Simulated workplace challenges to practice decision-making, communication, and leadership skills.
3. **Team Games & Activities:**

- Fun and interactive exercises that build collaboration, problem-solving, and trust among team members.
 - 4. **Simulations:**
 - Hands-on simulations to replicate real-life situations and test new strategies in a risk-free environment.
 - 5. **Videos & Visual Aids:**
 - Engaging multimedia tools to simplify complex concepts and make learning impactful.
 - 6. **Workshops & Interactive Discussions:**
 - Facilitator-led sessions to encourage active participation and idea-sharing.
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Benefits of Experiential Learning:

For Participants:

- **Enhanced Retention:** Learn by doing ensures concepts are understood and remembered.
- **Real-World Application:** Practice and refine skills in a controlled environment.
- **Confidence Boost:** Hands-on activities prepare participants to face workplace challenges.
- **Team Spirit:** Interactive exercises foster collaboration and networking.

For Organizations:

- **Measurable Results:** Programs tailored to address business challenges deliver tangible outcomes.
- **Increased Productivity:** Empowered employees with sharpened skills and knowledge.
- **Innovative Thinking:** Participants bring fresh perspectives to workplace solutions.
- **Improved Engagement:** Employees feel motivated and invested in their growth journey.

With **KgGuruji Academy**, training is not just an event—it's a transformative experience that drives both individual and organizational success!

Training Program Evaluation

At KgGuruji Academy, we ensure every training program delivers tangible results through comprehensive evaluation:

1. Pre-Training Assessment

- Understanding current knowledge, skills, and attitudes of participants.
 - Aligning training goals with organizational objectives.
 - 2. **On-the-Spot Feedback**
 - Continuous observation and feedback during the program to adapt and enhance engagement.
 - 3. **Post-Training Evaluation**
 - Measuring knowledge retention and skill application through quizzes, assignments, and feedback surveys.
 - Providing detailed reports to track progress and outcomes.
 - 4. **Follow-Up Support**
 - Optional follow-up sessions to ensure sustained learning and performance improvements.
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Benefits to Participants

- Enhanced skills and confidence to tackle real-world challenges.
 - Increased collaboration, problem-solving, and decision-making abilities.
 - Practical knowledge and tools that can be immediately applied on the job.
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Benefits to the Organization

- **Improved Performance:** Teams equipped to work more efficiently and effectively.
- **Higher ROI:** Training programs designed to address specific business challenges and goals.
- **Stronger Engagement:** Empowered employees who contribute actively to organizational success.
- **Leadership Pipeline:** Development of future-ready leaders within the organization.

Let **KgGuruji Academy** be your partner in building a skilled, motivated, and high-performing team!
