

**DISHAH
CONSULTANTS**



IMPACT LEADERSHIP TRAINING PROGRAM

Document : Program Curriculum

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Training Program and Curriculum

Program Details

High Performing Teams



Program Curriculum



Session	Details	Activity
Session 1: Building & Managing High-Performing Teams	<ul style="list-style-type: none"> • Team Formation and Development, Leadership Styles • Performance Management • Conflict Resolution 	Team Challenge Exercise: Participants collaborate on a problem-solving task to apply team-building strategies.
Coffee Break		
Session 2: Motivating Teams & Managing Tasks Effectively	<ul style="list-style-type: none"> • Understanding Motivation • Goal Alignment • Effective Delegation • Task Prioritization 	Motivation & Delegation Workshop: Participants create a motivation and task management plan for a real-world scenario.
Lunch Break		
Session 3: Change Management for Team Leaders	<ul style="list-style-type: none"> • Managing Change • Overcoming Resistance • Effective Communication • Leading Transitions 	Change Simulation Exercise: Teams navigate a simulated organizational change and create an action plan.
Coffee Break		
Session 4: Emotional Intelligence in Leadership	<ul style="list-style-type: none"> • Self-Awareness, Empathy, Managing Emotions • Strengthening Workplace Relationships 	Emotional Intelligence Self-Assessment: Participants evaluate their emotional intelligence and identify areas for growth.
Session 5: Work-Life Balance & Preventing Burnout	<ul style="list-style-type: none"> • Managing Stress • Setting Boundaries • Prioritizing Well-Being • Creating a Healthy Work Culture 	Stress Management Action Plan: Participants develop a personalized strategy for improving work-life balance.



Training Methodology

The PACE model

Result Oriented Training Methodology



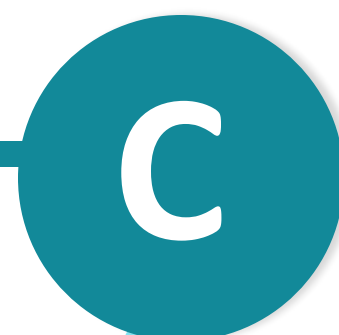
P
Pre-training
Assessment

Identify current capabilities and skill gaps through assessments



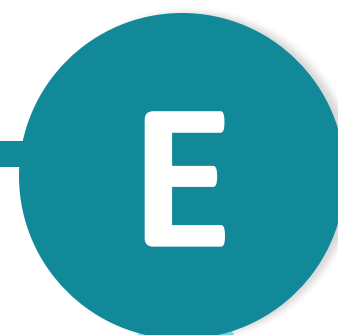
A
Adaptive Content
Customization

Customized content that addresses identified skill gaps with real-world scenarios thru case studies and role-plays



C
Comprehensive
Training Delivery

Interactive learning experience thru workshops, group discussions. Hands-on exercises and Playbooks to reinforce key concepts



E
Evaluation & Post-
Training Engagement

Evaluate individual progress. Conduct follow-up sessions, access to learning portal to ensure continual learning and sustained performance improvement.



Key Deliverables

Pre-Training Assessment

- **Skill Gap Analysis** – Assess current knowledge and performance to customize training.
- **Surveys & Questionnaires** – Collect insights on challenges and expectations.
- **Strategic Meetings** – Engage with key stakeholders to discuss team performance and training priorities.

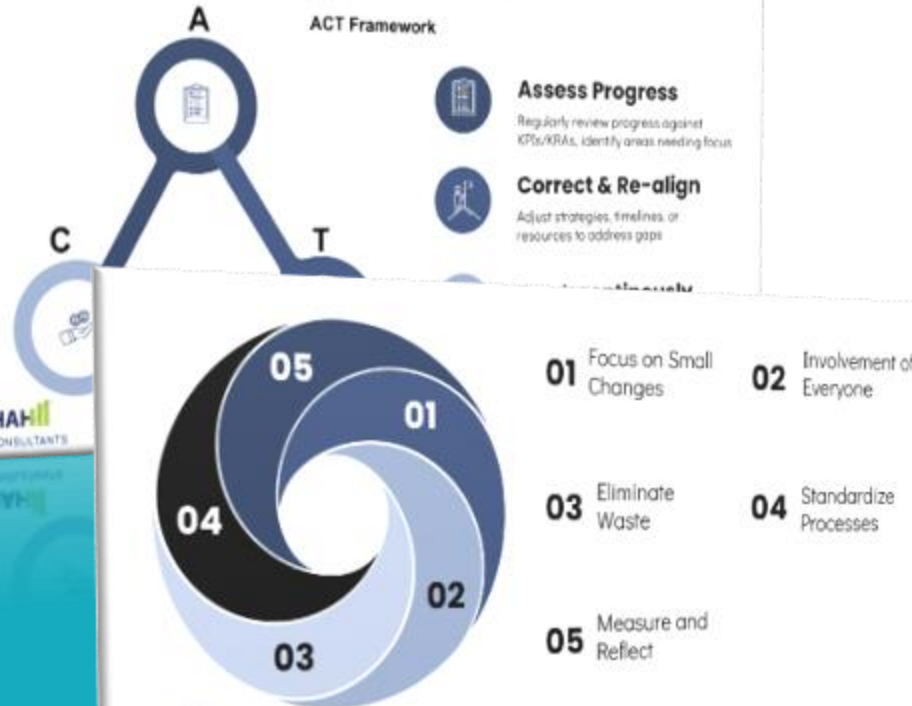
Skill Assessment					
Name:	Parul Gupta	Position/Title:	Senior Sales Executive		
Department/Unit:	Loans & MFD	Assessor's Name:	Lakshmi & Amit Sharma		
Date of Assessment:	03-02-2024				
Rating Scale:					
0: No Proficiency 1: Basic Understanding 2: Competent 3: Proficient 4: Expert					
PRE TRAINING-ASSESSMENT					
A. Sales Communication					
Skill	0	1	2	3	4
Customized Sales Pitch	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consultative Approach	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Persuasion Effectiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objection handling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Lead Management					
Skill	0	1	2	3	4
Lead Qualification & Prioritization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relationship Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Tailor-Made and Customized Content

Converting Dysfunctional team to High Performance Team



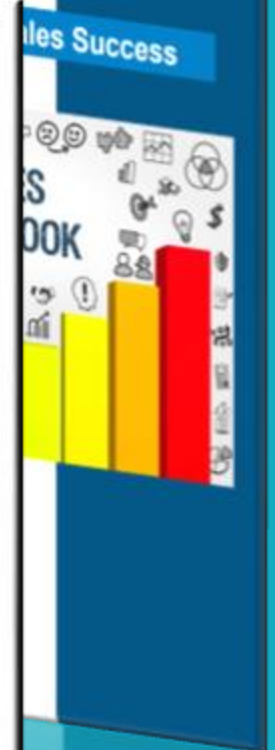
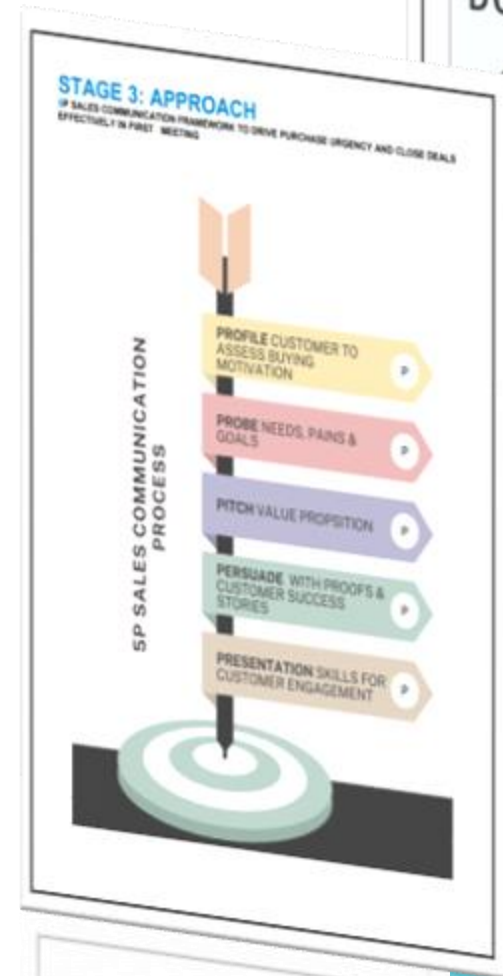
Focus on Outcomes



- **Skill-Focused** – Custom content to bridge specific gaps.
- **Engaging & Retention-Driven** – Infographic-style and effective methods for lasting impact.
- **Hands-On Learning** – Case studies and role-plays for real-world experience.
- **Custom Videos** – Tailored videos for better understanding.

PLAY BOOKS : Practice Exercises to reinforce topics

- **Training Recap** – Key concepts and methodologies for easy reference.
- **Practice Exercises** – Exercises and scenarios to reinforce learning.
- **Helpful Tips** – Actionable tips for effective implementation.



Training Assessment Report

Training Assessment REPORT

PRESENTED BY
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1. Executive Summary

This report presents the results of the pre- and post-training assessments conducted for the Authoritative Selling Skills. The objective was to measure improvements in the skills, knowledge, and confidence levels of participants.

To achieve this, we created a Google Form consisting of 20 questions based on the training curriculum, which was designed as per the client's specific requirements. This assessment was provided to participants before and after the training session to evaluate their understanding and competency levels.

The following report presents an analysis of the responses, highlighting key improvements, remaining gaps, and overall effectiveness of the training program. This methodology has been successfully implemented in our previous client engagements, ensuring data-driven insights and measurable outcomes.

Key Highlights:

- Pre-training assessment average score: 4.3
- Post training assessment average score: 14.01

Assessment Type	Avg Score
Pre Assessment	4.33333333
Post Assessment	14.01470588

- **Pre- and Post-Training Assessment** – A 20-question quiz to measure knowledge gain.
- **Content-Aligned Questionnaire** – Questions reflecting key training concepts and objectives.
- **Visual Performance Evaluation** – Graphical representation of test results to track progress.

Our Story.. Their Voice !

Our customer's
success & trust,
our awards & accolades ...

Speak louder than
anything we could say !

01

Case Studies & Success Stories

[Click here](#) to explore real success stories where our training has empowered businesses and professionals to overcome challenges, boost sales, and achieve remarkable growth.

02

Client Video Testimonials

[Click here](#) to watch our clients passionately share how our training has transformed their businesses, enhanced their skills, and driven lasting success.

03

Media Coverage

[Click here](#) to see how leading media platforms have recognized our expertise, featuring our insights and impact.

04

Participants Reviews

[Click here](#) to read experiences from our participants, highlighting how our training programs have helped them grow, lead, and excel in their careers.



THANK YOU



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