

AIM

(Corporate Training & Management Consultancy Services)

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“TO BECOME A UNIQUE SERVICE PROVIDER OF ALL KINDS OF TRAINING & CONSULTANCY NEEDS”

Performance Enhancement Program

Is your organization facing issues as **such Wastage of resources , higher production cost , IR , Frequent interruptions in production Process , Poor Quality , Accidents, Higher attrition rate , Delayed supply , Intra or Inter team conflicts, Lagging in growth , Technological...etc.** We are partner of process to redress for eliminating impeding factors to enhance the performance of organization.

AIM has solution through its unique intervention – “PEP “. It is tailored to uncover the impeding factors and practical solutions through your people.



Nobody knows problems or solutions better than the people who are working in that domain. Every solution lies in the root of problem.

Our approach

Enhancing Human Performance to Drive Business Results™

To synchronize the functional team for addressing and redressing the potential impeding factors in the way of higher performance

OBJECTIVES OF "PEP"

- Capacity Building for higher delivery to fill the gap of desired and actual to achieve Business Excellence.
- Aligning Organizations to High Performance through people, process , product and procedures.
- Articulating Problems for eliminating impeding factors in the way of desired performance.
- Enhancing Employee Engagement and commitment.
- Creating a culture of creativity & Innovation through a series of events, activities & learning.



INTERVENTION PROCESS of "PEP"

INPUTS FROM ORGANIZATION

- AIM will invite inputs from organization to know the gap in desired and actual performance (nature of issues, potential interfering factors, anticipations and possible solutions.)

INPUTS FROM PEOPLE

- Mind mapping about organization, work profile, team , problems and possible solutions (pertaining to functional Department , Management style / Culture / work Environment / Behavior / Company / Technology / Facilities ...etc) through open ended and objectives type questionnaire .
- Brain storming session for new ideas, suggestion and possible solutions to the identified problems.
- Suggestion for improvement and remedial measures
- Setting a "SMART " goal
- Preparing course of action plan or agenda for achieving the set goal

Report will be prepared and submitted to the organization for review/ implementation. The report will include the existing problems, issues, impeding factors and possible suggestions of participants and our recommendations.

- **Identity will not be disclosed of problem finder or solution givers**

Who would be participants? - Any functional team of organization

OUR ROLE

Facilitator –

- For creating environment for articulating the hidden issues
- Suggesting techniques, tools and ideas in session to understand the issues and their solutions.
- To draw out the creative and innovative ideas for performance enhancement.
- Sensitizing about importance and benefits of higher performance.

SESSION - it will be divided into two sessions

1. Problem finding session for Articulating impeding factors
2. Suggestion / solution finding session for remedial measures

METHODOLOGY

- Training for suggesting tools and techniques
- Brain storming
- Sensitization through videos and case studies
- Management Games
- Psychological Assessments
- Debate
- Group discussion
- Onsite / workplace visits

OUR TEAM

Our expert panel will conduct the intervention session. The panel will comprise Expert of domain, Psychologist and Data Analyst.

EVALUATION OF RESULTS

To evaluate the impact of intervention the KPI will be measured through different scientific / management tools or techniques.

