

VIRTUAL PROGRAMS



the painted sky

VIRTUAL TRAINING OFFERINGS

At The Painted Sky, we have always believed in seamless learning experiences, beyond barriers of technology and boundaries of space. Our Virtual Programs are high energy, experiential offerings and can be conducted over any virtual collaboration platform like Zoom, Teams, Webex etc. to deliver great learning experiences against desired outcomes. We call our offerings L.I.V.E.: LEARNING through INTERACTIVE VIRTUAL EXPERIENCES, and they cover our 5 broad areas of deep experience and expertise.

Design Thinking & Innovation	Inclusion & Diversity	Personal Effectiveness	Communication for Impact	Leadership Excellence
To build mastery in Empathy Based, Agile, Human Centred Innovation for business	To create progressive and productive workplaces based on trust and respect	To become more Efficient and Effective Managers and Leaders	To hear and be heard, with purpose and impact, for growth and success	To enable true leadership abilities through demonstrated desired skills and behaviours

- All standard programs are of 1.5 – 2 hours duration
- All standard batch sizes are of 20 participants
- Commercials mentioned are for SINGLE batch. Discounts on Fees available for multiple sessions
- Commercials are indicative and may vary based on seniority of facilitators and participants, complexity of program and volume of business.
- All programs marked * can be run also as series of sessions to dive deeper. Coaching support (groups and individual) are available for such programs.
- For more details, please reach out to us at The Painted Sky.

Introducing

L.I.V.E.

LEARNING through INTERACTIVE VIRTUAL EXPERIENCES

Beyond locations. Beyond boundaries.

In our connected world, nothing should come in the way of seamless learning experiences. So we are offering our most popular training programs as **FACILITATOR LED VIRTUAL CLASSROOM LEARNING EXPERIENCES.**

Some of our Key **Virtual** Programs:

- | | |
|-------------------------------|------------------------------------|
| • Thinking Traps & Resilience | • Powerful Virtual Presentations |
| • Story Telling | • Managing Virtual Meetings |
| • Coaching Others | • Collaboration in a Virtual World |
| • Design Thinking | • Feedback Skills |
| • Innovation Mindsets | • Growth Mindset |
| • Influencing Past Barriers | • Networking & Personal Branding |
| • Leading in a VUCA World | • Assertive Communication |
| • Dealing With Change | • 'First Time Manager' Skills |



Virtual

Training Programs

from



the painted sky

**90-120 minutes interactive modules
customized content, experiential, impactful
available across all virtual collaboration platforms**

To know more, write to anirban@thepaintedsky.com

VIRTUAL PROGRAM LIST



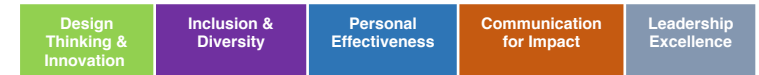
#	Program	Brief Description	Learning Objectives	Target Audience	Fees in INR Junior –Mid levels	Fees in INR Senior levels
1	Design Thinking*	Design Thinking is the most powerful process of innovation that places people (users, employees, any stakeholders) at the centre of a problem solving process and helps us find powerful and measurable solutions through empathy and experimentation. Called Human Centred Design, this approach is very useful to drive towards better UX, employee engagement and more, by identifying and solving for unmet and undeclared human needs.	The workshop will help <ol style="list-style-type: none"> 1. Develop Empathetic and User or Customer centered thinking. 2. Understand and experience Effective Innovation through Design Thinking methods. 3. Apply learnings to work to experience the process first-hand, to understand and appreciate relevance and results. 	All	45000	50000
2	Innovation Mindset*	Innovation is more than a process, it is an attitude. Successful innovators are not necessarily trained in tools and techniques, but have the attitude that is based on the desire to find solutions to problems by challenging status quo, asking questions, and being creative. The Mindsets that lead to innovation can be developed in everyone, for meaningful solutions to emerge.	This workshop leverages cutting edge research to <ol style="list-style-type: none"> 1. Inform participants of the necessary Mindsets for Innovation. 2. Have participants experience and demonstrate the same through an interactive simulation. 3. Introduce key principles to develop the Mindsets. 	All	40000	45000
3	Managing Virtual Meetings	In the current virtual world, facilitating meetings and ensuring that the set objectives are met becomes critical. This workshop aims at helping participants develop a wide range of skills and tools from team management to communication to facilitation techniques. It will help enable participants to initiate discussions, engage other members using creative techniques and have meaningful conversations that are aimed at problem solving and achieving the desired outcomes. The main aim of the workshop will be to help participants do all of the above in a virtual environment looking at critical elements that make an impact.	The workshop will aim at <ol style="list-style-type: none"> 1. Learn the art of facilitating meetings and discussions online 2. Being able to learn techniques to engage all members of the team 3. Create an environment that is conducive for sharing ideas, solving problems and getting work done 4. Look at building skills that impact communication in the virtual environment 	All	30000	30000

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#	Program	Brief Description	Learning Objectives	Target Audience	Fees in INR Junior –Mid levels	Fees in INR Senior levels
4	Networking & Personal Branding*	Networking is an important skills especially for leaders, it helps them have connections that can be accessed, helps them develop different perspectives and expansion of ideas and also helps them influence better. A brand is what we would like to be seen as and associated with. What are our core values that we want to share with others and how would we like others to "see" us. A good brand has good recall.	The workshop helps in looking at <ol style="list-style-type: none"> 1. who should be part of our network as a leader, as an individual, identify key people 2. What makes a network powerful, the 4 am network 3. Essentials of networking 4. building a brand that is authentic and resonates with values 5. Messaging that brand across - how would we like to be perceived 		35000	35000
5	Thinking Traps & Building Resilience*	Certain types or patterns of thoughts tend to trap us in anxiety. Thinking traps can be hard to identify as “traps” at first. Because people refer to these processes as “overthinking”, thinking traps are often normalized, no matter how crippling they might be. Thinking traps aren’t just overthinking, but are actually cognitive distortions – meaning that they are thoughts which don’t accurately reflect what is going on around the individual. These kind of negative mental loops can then positively feed back into each-other and this is to say that one thinking trap can trigger another, getting us stuck - often unknowingly - inside a vicious cycle. And hence it becomes important to build Resilience as it is your personal power, your inner strength that allows you to rise above difficult circumstances and face challenges.	The workshop focuses on helping individuals <ol style="list-style-type: none"> 1. identify their pattern of thinking that lead to cognitive distortions. 2. build resilience to break that loop and be able to get out of the trap. 3. help in developing the ability to do well in times of great stress, urgency and pressure. 	All	35000	35000
6	Collaboration & Cocreation*	In the current world of disruption, people are feeling extremely disconnected from teams and organisations. There is growing sense of isolation among employees as they try to work in their own restricted spaces to solve problems, remain productive. This workshop is a facilitated journey that helps teammates work together virtually to process information, brainstorm, share and build, using collaboration tools that enable the same.	The workshop aims to help participants <ol style="list-style-type: none"> 1. learn powerful virtual collaboration tools that make remote working and sharing easy and fun. 2. work on realtime business challenges using the tools, to drive towards measurable outcomes. 3. rekindle team spirit and collaborative vigour, overcome sense of isolation, and build collaboration culture. 	All	30000	30000

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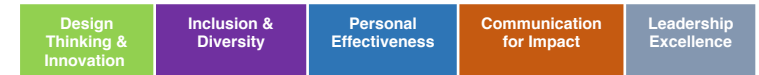
#	Program	Brief Description	Learning Objectives	Target Audience	Fees in INR	
					Junior –Mid levels	Senior levels
7	Motivation in a Disrupted World	Motivation in a Disrupted World is a program that helps participants understand how to build motivation in employees who are experiencing uncertainty at work and challenges in a personal front. In this program, we uncover the need for survival and work on building a support system for employees that motivate them and lead them towards performing. We learn tools and techniques to keep the morale high and keep the performance intact while building deep empathy for individual challenges.	<p>The workshop will help in</p> <ol style="list-style-type: none"> 1. Understanding the change in needs - leading to changes in workplace motivation 2. Empowering employees to display ownership and be creative at work 3. Discovering the benefits of team work for efficiency 4. Learning how to deliver feedback and positive strokes to boost morale 	All	35000	40000
8	Assertive Communication*	Assertiveness Communication is a comprehensive programme that helps employees express their thoughts and feelings effectively, ask for what they want without being aggressive or demanding. Learning to be Emotionally Intelligent, as a tool to become assertive will help participants in exploring and understanding the basis of personalities, interactions and workplace communications.	<p>In this workshop, participants will learn to</p> <ol style="list-style-type: none"> 1. Understand the impact of communication and the importance of being assertive 2. Understand and manage expression of thoughts and feelings in an assertive manner 3. Explore different ways of communicating information assertively 4. Use certain tools to structure communication and convey the message effectively 	All	30000	30000
9	Storytelling in Presentations*	As the author and professor Howard Gardner puts it, "Stories constitute the single most powerful weapon in a leader's arsenal." Stories have been the greatest tools for influencing through human history. In the corporate context, stories are critical to communicate values, visions and messages, motivate people and demonstrate ideas, and lead to better business results and deeper relationships with stakeholders.	<p>The workshop will</p> <ol style="list-style-type: none"> 1. Help participants understand and appreciate the value and power of story-telling in business. 2. Learn the tools and nuances of what makes for a powerful story in the corporate context, to seek with more effect and impact. 3. Apply the learnings to improve skills needed to create and tell powerful stories. 	All	35000	35000

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#	Program	Brief Description	Learning Objectives	Target Audience	Fees in INR Junior –Mid levels	Fees in INR Senior levels
10	First Time Managers Skills	Step up is a programme to help new managers with supervisory skills teamlessly transition from individual contributors to managers. It helps them develop skills that would aid the same.	The programme covers five key areas - <ol style="list-style-type: none"> 1. Goal and expectation setting 2. Feedback skills and having difficult conversations 3. Coaching and career conversations 4. Managing teams 5. Influencing Stakeholders 	First Time Managers	30000	-
11	Consultative Approach*	“Leadership is not about a title or a designation. It’s about impact, influence, and inspiration.” Robin S. Sharma Developing a Consultative Approach is a program that helps participants evolve from being reactive to being more of a consultative business partner and being consultative. We aim at building skills of proactive partnering, accountability and active stakeholder management. The session unfolds in 3 major sections of Getting Goal Clarity, Adopting the Desired Mindset and Learning Skills of Consultation. The training is conducted virtually and uses Experiential Learning as a methodology which ensures that participants internalize the concepts and practice the learning.	The workshop will help the participants to: <ol style="list-style-type: none"> 1. Understand the Goal of a consultant 2. Develop Key mindset of an expert consultant 3. Become a “Business Partner” - Build Trust through Knowledge, Influencing and Executive Presence 4. Learn the art of Consultative Conversations 	All Customer Facing roles	35000	40000
12	Dealing with Change*	In today’s VUCA world of unprecedented change, the way managers and businesses deal with change and manage it, decide success and growth. While it depends on the nature of business, success depends on how well the individuals deal with the emotional and psychological impact of change, and understand the need for the change and the processes involved. The human dynamic of change is often the key differentiator between businesses successfully navigating through rapidly changing, uncertain environments, towards growth and success.	The workshop will <ol style="list-style-type: none"> 1. help participants learn how to understand, acknowledge and appreciate the impact of change. 2. Introduce participants to a powerful model than will help them identify where they are on their journeys of change. 3. learn how to deal with change in the VUCA world. 	All	35000	4000

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#	Program	Brief Description	Learning Objectives	Target Audience	Fees in INR	
					Junior –Mid levels	Senior levels
13	Feedback Skills*	One of the most valuable contributions anyone can make to another person's learning is constructive comment. Unclear expectations and poor feedback have long been found to be the two most common reasons for poor employee performance. The program also helps understand aspects that look at the various factors that lie underneath while communicating feedback, helps build awareness of one's own communication styles while having feedback conversations,	<p>The workshop aims to help participants</p> <ol style="list-style-type: none"> 1. Define good performance and construct 'results expected' statements while understanding strengths and limitations from all perspectives. 2. Follow a structured approach to giving feedback 3. Motivate people and build relationships while correcting performance. Be supportive and use listening and questioning to understand employee perspective 4. Deal with difficult feedback situations effectively, master how to give uncomfortable and personal inputs. 	People Managers	35000	40000
14	Goal Setting	Goal setting involves the development of an action plan designed to motivate and guide a person or group toward a goal. The workshop aims at helping participants understand the need for Goal Setting and its impact on overall performance of an individual. The workshop will help learn different techniques of Goal Setting that aim at identifying objectives, setting SMART goals and looking at how to make the process an inclusive one between the manager and the respective team members.	<p>In this workshop, participants will learn to</p> <ol style="list-style-type: none"> 1. Define performance goals and standards that reflect organisational priorities and translate into measurables that become feedback. 2. Set SMART goals as opposed to flaky, trivial, impossible and incomprehensible goals, and also set behavioural expectations. Set developmental goals. 3. Define good performance and construct 'results expected' statements while understanding strengths and limitations from all perspectives. 	All	30000	35000
15	Coaching Others*	Leaders need to be coaches, to stimulate thinking, build a culture of accountability and ownership, come up with solutions from collective intelligence and to build motivation in the team. In this module people understand the benefits of coaching and apply them to conversations at work.	<p>The workshop will cover:</p> <ol style="list-style-type: none"> 1. need to be a coach as a leader especially during tough times. 2. Invite thinking and solutions from team members, 3. Use the GROW model to develop the framework of constructive conversations. 4. Practice conversations using the coaching fundamentals and competencies 	People Managers	35000	35000

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#	Program	Brief Description	Learning Objectives	Target Audience	Fees in INR Junior –Mid levels	Fees in INR Senior levels
16	Growth Mindset	The workshop on Growth Mindset facilitates self-discovery in individuals when it comes to handling new challenges. We uncover what it takes for a consistent high-performer to endure challenges in environments different from their as-is states. We work on shifting their outlook towards new situations – from threat to opportunity. We convert apprehension into acceptance resulting in switching on problem exploration and creative thinking versus problem avoidance and security seeking. Participants learn specific skills of performing in what we call a 'VUCA environment'.	The Workshop Will Help The Participants To: <ol style="list-style-type: none"> 1. Discover Their Current Mindset 2. Explore The Beliefs That Lead To A Mindset 3. Understand The Outcomes Of A Fixed/Growth Mindset 4. Learn How To Cultivate A Growth Mindset 5. Apply Growth Mindset To Current And New Challenges 	All	35000	35000
17	Influencing Past Barriers*	When we try and influence stakeholders, we often face barriers that make win-win outcomes seem difficult to achieve. These can be towards us, or our ideas, and can come from sources and causes. It is important for us to acknowledge and appreciate these barriers and then plan ways in which we can deal with these, to have fruitful interactions.	The workshop will <ol style="list-style-type: none"> 1. Help participants identify the 5 Barriers that come in the way of influencing others. 2. Experience and explore how the same play out in interactions. 3. Learn a tool to figure out possible actions they can take to overcome the same. 	All	35000	40000
18	Leading in a VUCA World	In today's dynamic and disruptive business environment, the way businesses manage and lead during change it decides its success and growth. This program helps leaders and managers lead effectively during uncertain times. It employs an exciting approach that allows participants to interact and share best practices, and learn and draw inspiration from each other, while exploring the best ways in which they can deal with disruption.	The workshop focuses on helping individuals <ol style="list-style-type: none"> 1. Understand and appreciate the various stages that people go through when confronted with change 2. Appreciate the need to maintain a strong people focus during change, and how to maintain engagement and motivation during difficult times. 3. Explore various leadership styles and discuss to identify the most effective during times when there is ambiguity and insecurity. 	Leaders	-	40000

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