

“One must learn by doing the thing, for though you think you know it - you have no certainty, until you try.”

**Sophocles
400 B.C.**

2500 years on, we live by that ethos.



**The Painted Sky: Leaders in Experiential
Leadership Development Initiatives**

Why Experiential Learning

Aligning L&D strategy with business strategy is key to success, and those companies that are doing it reap the rewards:

13x
more likely to report
increased revenue

9x
more likely to report
increased productivity

5x
more likely to report
improved customer
satisfaction as a benefit

50%
more likely to have noticed
positive changes in staff
behaviour


Innovation in Learning continues to deliver significant results, with participants reporting:

14% improvement in
productivity

23% improvement in
speed of rollout of new
products/ services

12% reduction in time
to proven competency

9% reduction in
attrition rates



At The Painted Sky, for 16 years, we have led in Innovation in Learning through Art-Based and other Simulation Centred Learning Initiatives that amount to

Learning By Doing

and lead to Greater Impact and Meaning

**...and Learning
with Fun!**





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The Painted Sky

The Painted Sky in Numbers

18 years of global experience, with
120+ clients in
18 countries. Bringing
100,000+ hours of Training,
6,000+ hours of Executive Coaching, and
25,000+ hours of Design Thinking work.

Since 2006 –
Leaders in
Experiential
Learning
Initiatives,
across domains
and industries.

Pioneers in Art-Based Trainings – painting, theatre, music, cinema, model-building, LSP®

Among the largest Design Thinking firms in the world, with a suite of offerings in Coaching, Training & Consulting

Leaders in Executive Coaching with over 6000 hours of corporate leadership coaching experience

Strong focus on Assessment Centres and extended Leadership Development programs

Pioneers in Innovation Coaching Certification Programs for Executive Coaching with Design Thinking, accredited by the ICF



Over 120 clients in 18 countries. Here are a few from the last 2 years...



Offerings

Training Programs

- Design Thinking & Human Centricity
- Behavioural & Leadership Skills Programs
- ARTS-Based & other Experiential Programs

Executive Coaching

- Executive Coaching
- Developing Leaders into Coaches
- ICF Accredited Executive Coach Training Program

Leadership Development

- Assessment Centres
- Leadership Journeys
- Psychometric Assessments like DISC & Gallup Strengths





Training

“An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage.”

Jack Welch

Training Key Focus

Backed by 18 years of experience in 18 countries, with over 100 clients and 100,000 hours of training, The Painted Sky brings high impact leadership development programmes for executives and managers across levels.

Design Thinking & Innovation

- High impact Immersive Learning Experiences to learn and apply at work.
- Project-based Training & Coaching journeys that help participants develop Mindsets & Attitudes and Skill

Diversity, Equity & Inclusion

- Engagements to help companies develop cultures of inclusion, for Gender, Generation, Ability, Race, Orientation and more.
- Develop Cognitive Diversity to improve results and outcomes
- Programmes on Unconscious Bias and developing women leaders.

Personal Effectiveness

- Experiential programmes on Growth Mindset, Thinking Traps, Perceptual Positions & Functional Fluency, to improve impact at work.
- Support Development of key managerial skills from Planning to Time Management to various areas of Handling Business

Communication for Impact

- High impact programmes on building Executive Presentation & Story-telling Skills.
- Build understanding of stakeholders and audiences, to influence for better outcomes and impact.

Leadership Excellence

- From Emotional Agility, Interviewing Skills, Executive Presence, Giving & Receiving Feedback to Collaboration & Co-creation.
- Programmes also aimed to help leaders deal with Change & Conflict, build better teams.

For more information, please refer to the Program Catalogue

Pedagogy

- In Person Programs
- Virtual Training Programs
- Arts-Based Programs





Executive Coaching

"I absolutely believe that people, unless coached, never reach their maximum capabilities."

Bob Nardelli, ex-CEO, Home Depot

Executive Coaching



Expert team of certified and experienced Executive Coaches, with deep industry experience

Individual and Groups development paths using ICF® methodologies,

Aimed at developing greater leadership capabilities and impact for CXO and senior leadership levels.

6-12 months engagements, through a mix of face-to-face and virtual sessions.

Expertly designed tools for Pre- and Post-Assessments to identify development areas and measure progress.

Various experiential frameworks and psychology approaches to augment development journeys.



Leadership Development

**“Leadership and learning are
indispensable to each other.”**

John F. Kennedy

Assessment Centres

An Assessment Centre

Contains a variety of testing techniques designed to allow candidates to demonstrate, under standardized conditions, the skills and abilities that are most essential for success in a given job.

Often used in manager development process as a tool to evaluate candidates' personality traits and abilities.

Puts candidates through a combination of group and individual exercises while the assessors judge candidate's behaviour which can then serve as the basis for valuable predictions of a candidate's potential.

The Painted Sky conducts the Assessment Centres over the following steps:

- **In-Basket Exercise or Group Discussion**
- **Competency Based Interview**
- **Role Plays**
- **Psychometric Assessment**

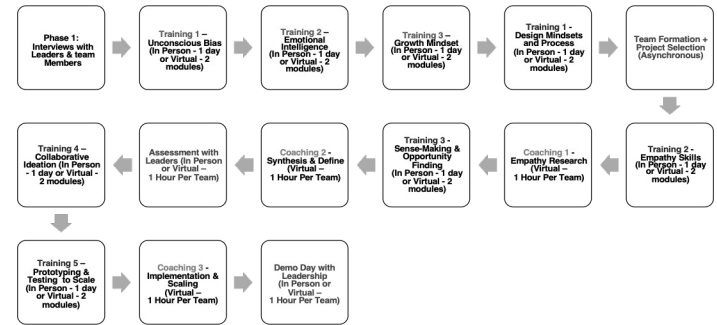


Leadership Journeys

Comprehensive leadership development plans (LDPs) integrating training, coaching, assignments and assessments in seamlessly designed and delivered engagements

- 6-18 months
- Across levels and functions

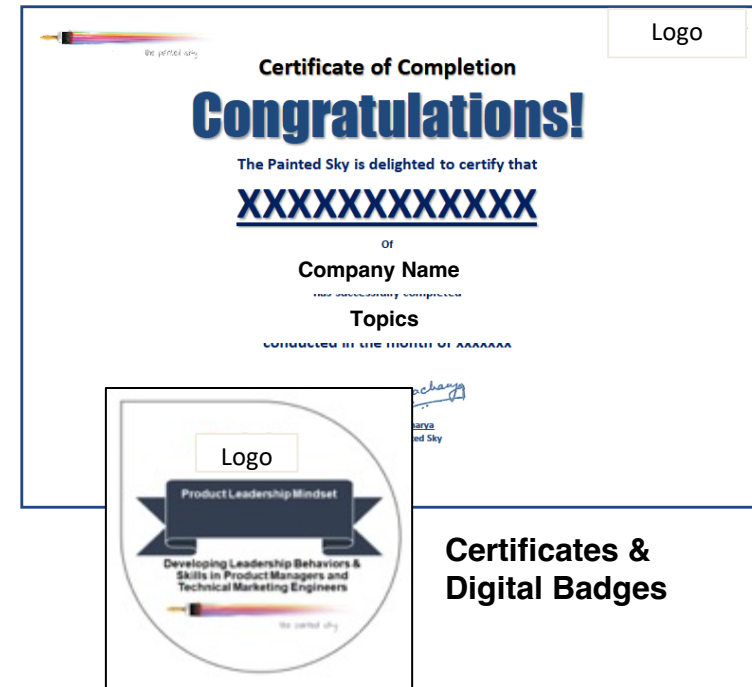
Different learning experiences, from classroom-based to personal development opportunities make learning systematic and sustainable.



Psychometric Assessments

DISC and Gallup (Clifton) Strengths Assessments conducted to assess leadership styles and traits, independently as well as part of Assessment Centres and Leadership Journeys.

Conducted by certified assessors and coaches.





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**“What
helps
people,
helps
business.”**

-Leo Burnett

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