



Session – 9:30 to 1:00 pm

Journey to FlowSM

Understanding organisational performance using Organisation Life Cycle

A workshop conducted by Ajay Kalra & Payal Gupta, founding partners of Flow Consulting (www.flowconsulting.in).

As organizations grow and age they progress through predictable lifecycle stages. Each stage brings increased organizational complexity as well as new and unique challenges. Strategy, structure, levels of delegation, goals, rewards systems and methods of operating usually differ quite markedly in each stage of the organization lifecycle. How well or how poorly leadership addresses the challenges and demands of each stage will determine the success or failure of the organization.

This workshop will enable participants to:

- Identify where their organisation is in growth cycle
- Understand why their organization has the problems it has. Which problems are normal? Which are pathological and need remediation?
- Understand how organizations grow, age, and renew themselves.
- What can you do to help your management team understand problems from a lifecycle perspective?
- How can you help your organization avoid the pitfalls of organizational atrophy?

About Flow Consulting

Flow Consulting is an organisation, serving clients to quickly and efficiently resolve issues such as:

- Align their strategy, structure, processes and people disarray
- Make the transition from entrepreneurship to professional management.
- Resolve internal conflicts and politics that escalate to the extent that they inhibit the success of the business.
- Rapidly implement fundamental systemic as well as process improvements in a co-operative manner.
- Regain entrepreneurial vitality and flexibility, when bureaucratisation leads organization to be out of touch with its markets, customers and competitors.
- Culture clashes between companies undergoing mergers or acquisitions.

<p>Consulting - Journey to FlowSM</p> <ul style="list-style-type: none"> • Organisation Lifecycle Assessment • Corporate Strategy • Organisation Structure • Accountability Systems • Reward Systems • Business Process Improvement 	<p>Workshops & Talks - FLOW KnowledgeSM</p> <ul style="list-style-type: none"> • Systemic Coaching Certification • Diversity Management Certification • Leadership Excellence • Powerful Facilitation • Organisation Lifecycle • Myers-Briggs Type Indicator (MBTI)
<p>Conferences - Co-creating FLOWSM</p> <ul style="list-style-type: none"> • Appreciative Inquiry • Future Search • World Café • Open Space 	<p>Coaching - Creating FLOWSM</p> <ul style="list-style-type: none"> • Business Coaching • Executive Coaching

Speakers Profile

Ajay Kalra & Payal Gupta, are certified OD practitioners and business coaches. They focus on dramatically improving the capability and effectiveness of organizations, teams, people and business processes. Collectively they have more than 20 years of corporate work experience in organisations such as *Price Waterhouse Coopers, Edleweiss, Schindler, Times of India, Ambuja Cement*. They have worked across a broad spectrum of functions ranging from HR, OD and Finance. Using self as the key ingredient for change, they blend various change tools and approaches, such as organizational life cycle, systemic thinking, appreciative inquiry, for individuals and organizations to achieve their highest potential.



Trainers Forum brings you a

FULL DAY SEMINAR ON

ORGANIZATIONAL LIFE CYCLE & PROFESSIONAL PERSONALITY PROFILING

For Trainers and HR Professionals

On Saturday, 28th August, 2010

**Where does your Organization exist on the path of Organizational Life Cycle?
Do you have a right person for the right job?**

Discuss the opportunities for you to test out your talents and identify the current status of your organization.

It has been a constant effort of Trainers Forum to organize programs relevant for learning and development for our members and today's professionals.

Taking this endeavor further, we are launching the **2nd Seminar in the series**, on 'Organizational Life Cycle, by Flow Consulting & Professional Personality Profiling by Prism Brain mapping, Sanda Excellence' as a learning and development activity of Trainers Forum.

Date: Saturday, August 28, 2010

Time: 9 am to 5 pm

Venue: Fortune Park Lake City, Jupiter Hospital Campus, Thane

Investment - **Rs. 1495/-** per head, for **Trainers Forum members** and Rs. 1895/- for non-members, which includes

- OLC learning material
- Breakfast and lunch

A copy of the programme delineating the objectives, programme outline, etc. is enclosed for your kind perusal.

Please confirm your participation by sending a mail with your details by clicking on the link below:

<http://spreadsheets.google.com/gform?key=txOHurM9nmaPzzBI NTq1i-w#invite> .

In case you have any difficulty in on-line registration, then please send your details to Ms. Madhura Nene at madhura.nene3@gmail.com

Please note, we can accommodate only 25 people for this workshop and nominations will be taken on first come first served basis. Confirmations will be made only on receipt of payment. The last date for registration is 18th August 2010.

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Visit us at www.trainersforum.in