



**LEARNING TODAY,  
LEADING  
TOMORROW**



## About Us

*Entellus offers programs to build leaders at all levels in an organization and help freshers with skills that make them readily employable and be a part of a highly productive workforce*



## Our Trainers

Seasoned practitioners who have successfully implemented large initiative/strategy/programs in MNC's during their tenure in Senior Executive roles

# TRANSFORM YOUR FUTURE

## OUR PERSPECTIVE OF A LEADER

1. Plans, deploys and executes strategies effectively
2. Drives excellence at every level in the Organization
3. Continuously improves business performance
4. Is Customer and User Centric?
5. Anticipates and Mitigates risks – Business, Operational and Tactical
6. Converts an idea into a product or a service and scales it
7. Is agile to seize opportunities that can impact the business outcomes of Revenue, Cost and Experience to stay ahead of the curve and competitive
8. Leverages Data and Decision Science for effective decision making for high quality, high velocity, low cost, low risk and in-time decisions

*The Deloitte 2023 Global Human Capital Trends survey*

*respondents said “leadership is more important than ever and increasingly difficult to find.*

*Ninety-four percent of respondents believe leadership capabilities and effectiveness are important or very important to their organization’s success, representing the highest importance score across all trends. Yet only 23% believe their organization’s leaders currently have the capabilities necessary to manage in a disrupted, boundaryless world.*



## QUESTIONS WE ASKED OURSELVES



1. What is the gap in today's learning and how do we bridge the gap?
2. What are the Benefits and Outcomes of our programs for both organizations and individuals? What is our key differentiator?
3. Why should organizations or professionals trust us and engage with us?
4. What content do we cover?
5. How can we be more like a leadership development lab (simulated environment) and bring experiential learning rather than theoretical learning only?

## EXECUTIVE SUMMARY

- Entellus Leadership School offers leadership development programs for all levels of professionals as well as entrepreneurs
- Entellus Finishing School equips fresh graduates as well as new hires with skills for a smooth transition from campus to corporate
- We follow a lifecycle approach to leadership development and use a 360° format to build skills
- Competency Development happens under three broad themes required for leadership development – Personal, Professional and Leadership skills
- Training is aligned to business/team /role requirement
- Different career levels need different levels of expertise, hence Entellus offers courses at three proficiency levels – *Pravesa, Prabodha, Praveena*
- Various training methods and tools are used for enhanced efficiency and effectiveness

# EXPERTS AT ENTELLUS

*Our Experts who have been senior leaders at diverse MNCs with a combined experience of 200+ years have transformed organizations through digitally enabled business solutions, designing and leading several organization wide transformational programs enhancing value to the stakeholders and improving business outcome at organizations such as –*



After completion of the program our participants will stand-out with better skills, enhanced knowledge and confidence to take up the next challenge in their career

- **INDUSTRY LEADERS** – Our expert instructors have real-time experience and proved successful at the highest level in the industry
- **FOCUSED CURRICULUM** – We follow latest market trends and industry developments to ensure our programs remain relevant and aligned
- **FLEXIBILITY** – Our flexible learning options allow you to balance your learning journey without impacting your professional responsibilities
- **POST PROGRAM SUPPORT** – Provide support in terms of coaching and mentoring leaders, career counselling, as well as work with the business/organization to create a culture of learning & development





## FRAMEWORKS AND TOOLS

1. **Strategy Planning and Deployment** – Strategy Planning Models, Hoshin Kanri
2. **Decision Science** – Data Science, Data Analytics, OR, ML, AI, Models
3. **Excellence Models** – EFQM, MBNQA, Deming Models
4. **Continuous Performance Improvement** – Six Sigma, Lean, Theory of Constraints, Triz
5. **Customer and User Centricity & Idea to Product / Service** – Design Thinking
6. **Risk Management** – Risk Models -Enterprise Risk Mgmt., Operational Risk Mgmt.
7. **Opportunity Management** – Opportunity identification models
8. **Agile Organizations** – Scrum, Agile, PMBOK and SAFE Frameworks



## SKILLS AND COMPETENCIES

- **Inspire** – Handle Challenges, Remember Your Passion, Work Ethic and Role modelling, Goal Setting
  - **Inform** – Corporate Culture, Time Management, Professionalism, Effective Communication
    - **Influence** – Personal Brand, Seeking Mentorship, Networking, Teaching

## OUR METHODS

Facilitator Led – Classroom training

Case-study based training

Personal Development Plans

Soft Skills workshop

E-Learning

Role-Playing Exercises

Video-Based Training

Interactive group training, Coaching

# ENTELLUS FINISHING SCHOOL

*This program equips fresh graduates as well as new hires with skills for a smooth transition from campus to corporate.*

- **Personal Skills** – Personal Brand, Grooming, Social Awareness
- **Professional Skills** – Time Management, Teamwork, Ethics
- **Leadership Skills** – Adaptability, Effective, Communication, Fundamentals of Business



## OUR VISION

Equipping Graduates with Skills required for a smooth transition from Campus to Corporate

## STRATEGIC PRIORITY

Creating a pool of Ready-to-hire professionals and save on training time for Corporates.

## SUCCESS CRITERIA

Conversion of participants into New Hires

## OUR VALUE PROPOSITION

- Students will be able to understand the nuances of a business, role play and learn the art of management and develop business acumen.

- Modular training that helps students academically, professionally, and personally to learn at their own pace
- Personalized for each student that facilitates them to decide career aspirations, career goals and a path to achieve them.

## BENEFITS

- Increased Self awareness
- Better adaptability to Organization and highly productive
- Stronger Problem-Solving skills and ability to contribute to organization better
- Enhanced Career Prospects and ability to move up the value chain faster

# ENTELLUS LEADERSHIP SCHOOL

*Our program equips current and aspiring leaders with the skills, knowledge, and tools necessary to effectively lead, drive organizational success, and navigate complex challenges through strategic thinking, enhanced communication, and decision-making abilities.*



## Competency Framework

- People Excellence – Team Management, Stakeholder Management, Relationship Building, Negotiation, Emotional Intelligence.
- Business Excellence – Strategic Thinking, Business Understanding, Industry Competencies, Critical Thinking, Innovation and Creativity, Managing Complexity
- Operational Excellence – PMBOK, LEAN & Six Sigma, Strategic Planning, Agility and Adaptability, Technical Competencies
- Decision Excellence – Decision Modelling, Data Analysis, Business Analytics, Diagnostic Analytics, Predictive Analytics

**Proficiency Levels** – *Entry level, Senior Consultant to Manager, Senior Manager to Executive Leadership*

## Our Approach

- Understand Business – Understand the strategy, goals, and aspirations of the business.
- Coaching / Training – Equip participants with relevant Leadership skills through coaching/training as per their proficiency requirement.
- Post Program Support – Provide Post Program support by helping create a leadership culture within the organization.
- Identify Leadership Gaps – Benchmark and identify the Leadership Delta/Gaps of participants, and this is done through 360° feedback system.
- Evaluate Impact – Evaluate the impact of the training through on-the-job performance.

## Value Proposition

- Helps working professionals to transition from Managers to Leaders
- Provide modular training that helps working professionals academically, professionally, and personally and learn at their own pace.
- Personalized for everyone that facilitates them to decide their career aspirations, career goals and a path to achieve them.

## Benefits

- Increased Self-awareness and Improved Leadership Skills
- Enhanced Career Prospects Stronger Problem
- Solving abilities and better contribution to the success of the organizations

# ENTELLUS – A NATURAL PARTNER

## CORPORATES

With Integrated Conventional Wisdom from Academic institutions and Entellus Industry practitioners, we could help build leaders to transform Enterprises with speed, agility and realize higher business gains.

### DIFFERENTIATOR

- A perfect blend of theory and practice in action to unleash leadership potential
- GREATER RETURNS ( $1 + 1 > 2$ )
- Equip Executives with superior knowledge that will help them improve organization Business Outcomes

## FACULTY DEVELOPMENT

- **Enhanced Teaching Techniques** – Offer customized workshops, training sessions, practical industry experience and knowledge to refine their teaching methods.
- **Research and Development Guidance** – Offering guidance for faculty members to enhance their research skills, facilitate interdisciplinary collaboration for innovation.
  - **Training Techniques** – Provide guidance on active learning strategies, course design, assessment techniques, and incorporating technology effectively in the classroom
- **Professionalism Development** – Offer training to develop leadership skills for administrative roles, time management, maintain high standards of professionalism.

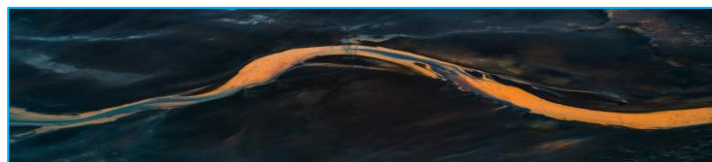
## STUDENTS

- This program is created with the intent of equipping fresh graduates/postgraduates with skills to excel in the corporate environment
- Participants go through profiling to understand themselves better in terms of skill required by the hiring firm/Industry.
- Post the assessment, participants undergo training, which culminates in a post program assessment after 3 weeks focusing on Personal, Professional and Leadership skills
- After the program completion, freshers acquiring new knowledge and soft skills, to enhance their professional development and adapt to the dynamic work environment



# APPROACH TO COLLABORATION

1. Identify and define shared goals.
2. Establish a MOU: Create a formal agreement that outlines the terms of collaboration, including roles, responsibilities, resource sharing, and financial commitments. This agreement should define the scope and duration of collaboration to ensure clarity and alignment.
3. Conduct a needs analysis: Evaluate the leadership development needs of the target audience, whether it is students, professionals, or executives. This analysis should include identifying the skills, knowledge, and experiences required to meet those needs effectively.
4. Design a comprehensive curriculum: Combine the expertise of Entellus and Anurag university faculty to develop a robust leadership curriculum aligning with industry demands, incorporating theoretical knowledge, practical skills, and experiential learning opportunities.
5. Utilize combined resources: Pool resources such as faculty, industry experts, training materials, facilities, and technology to enhance the quality and impact of the programs leveraging industry connections and the university's academic reputation to provide a well-rounded learning experience.



6. Implement interactive learning methods: Incorporate a variety of teaching methods such as case studies, role plays, simulations, workshops, and guest lectures to engage participants actively. Encourage collaboration and interaction among participants, promoting peer-to-peer learning and networking opportunities.
7. Measure and evaluate outcomes: Set clear performance metrics and evaluation criteria to assess the effectiveness of the leadership development programs. Regularly review and adjust the programs based on feedback from participants, industry partners, and relevant stakeholders.
8. Continuous improvement and innovation: Foster a culture of continuous improvement by regularly updating the curriculum to reflect changing leadership trends and emerging industry needs. Encourage feedback from participants and industry partners to refine the programs and ensure their relevance over time.
9. Establish long-term sustainability: Develop strategies to ensure the sustainability and continuity of the collaboration. This can include securing funding sources, establishing an advisory board with representatives from both organizations, and exploring opportunities for ongoing research and joint projects.
10. Promote the benefits to stakeholders: Market the collaboration and the resulting leadership programs to attract potential participants, industry partners, sponsors, and other





# OUR PROGRAMS

*Entellus offers relevant development programs for organizations and educational institutes, all levels of professionals and Entrepreneurs for them to achieve their goals.*

## **Lean Enterprise**

We offer programs which focus on core principles, including – Value Identification, Value Stream Mapping, Flow Improvement, Pull systems & Continuous Improvement (Kaizen). We help you learn and apply the lean principles and methodologies to improve organization's efficiency, reduce waste, and enhance customer value.

### **Our Programs**

- Lean Champion
- Lean Except
- Lean Practitioner
- Lean Foundation
- Lean Awareness

## **Six Sigma**

This program provides training (different levels) on a set of techniques and tools for process improvement. We focus on identifying and eliminating defects, variability, and inefficiencies in business processes to improve quality and performance.

### **Our Programs**

- Six Sigma Champion
- Six Sigma Expert
- Six Sigma Practitioner
- Six Sigma Foundation
- Six Sigma Awareness



## **Design Thinking**

Orient successful professionals on a structured approach and an appreciative mind set of design thinking. An everyday-everybody-everywhere practice by ALL, starting with leadership, will help instil a priceless culture of innovation organization wide.

### **Our Five Step Desing Thinking Model**

- Discovery
- Research
- Incubate
- Iterate
- Evolve

## **Decision Analysis**

The objective of this course is to provide an opportunity to gain this mastery: to be able to achieve clarity of action in making any decision on which we focus our attention. Also, this course aims to equip the students with the quantitative tools used in decision making.

### **Program Outline**

- Introduction to quantitative techniques and statistics
- Decision making, Decision trees
- Intelligence design and choice phases
- Bayes theorem
- Statistical estimation and forecasting



## **Excellence**

This program aims to instil principles and practices that ensure high standards of performance, quality and reliability in organizational processes and outputs.

### **Our Programs**

- Excellence By Design
- Total Quality Management (TQM)
- Total Productive Maintenance (TPM)
- Design Of Experiments (DOE)
- Hoshin Kanri – Policy Document
- OKR (Objectives and Key Results) Model

## **Statistical Methods**

To provide a foundation for Applied Statistics and solve statistical problems using computer software. Harness mathematical foundations and statistical theories to analyse, interpret, and make predictions about business problems.

### **Program Outline**

- Introduction, Data & Statistics
- Probability
- ANOVA
- Simple Linear Regression
- Bayesian Statistics



## **Operational Research**

This program teaches you how to model a business problem using mathematical modelling techniques. To provide an understanding of the applications of operations research and how to use Excel to solve operations research related problems.

### **Our Five Step Design Thinking Model**

- Modelling and Simulation
- Optimization Techniques
- Decision Analysis
- Stochastic Processes and Queuing Theory
- Applications in Various Industries

## **Decision Analysis**

The objective of this course is to provide an opportunity to gain this mastery: to be able to achieve clarity of action in making any decision on which we focus our attention. Also, this course aims to equip the students with the quantitative tools used in decision making.

### **Program Outline**

- Introduction to quantitative techniques and statistics
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## **Management Information System**

Learn the importance and role of information in the internal processes of an organization and how to make optimal use to solve problems and achieve organization's objectives. Understand the usage and information technology to revitalize business processes, improve decisions and gain competitive advantage.

### **Program Highlights**

- Fundamentals – IS in business and the Components of IS
- Competing with Information Technology
- Computer Hardware and Software
- Data Resource Management
- e-business and e-commerce systems

## **Data Analytics**

The objective of this course is to provide an opportunity to gain this mastery: to be able to achieve clarity of action in making any decision on which we focus our attention. Also, this course aims to equip the students with the quantitative tools used in decision making.

### **Program Outline**

- Understanding Fundamentals of Data Analytics
- Data Manipulation and Management, Data Visualization
- Hypothesis testing & Classifications.
- Specialized Regression Models
- Machine Learning Techniques



## **Program Management**

Our program typically aims to equip participants with the knowledge, skills, and tools necessary to effectively manage and lead complex programs / projects. Help participants with skills to deliver strategic value to their organizations.

### **Program Highlights**

- Understanding Program Management Fundamentals
- Strategic Alignment
- Planning and Execution
- Performance and Monitoring
- Governance and Compliance

## **Project Management**

The objective of this course is to provide participants with the knowledge, skills, and tools needed to successfully manage projects. Equip participants with skills to achieve clarity of action in making any decisions to ensure overall success of the organization.

### **Program Outline**

- Project Management Principles
- Project Planning Skills
- Scheduling and Budgeting
- Managing Quality and Change
- Applying Project Management in Real-World Scenarios



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