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# Change Management Partners

*“Turning Sand into Gold”*

*Converting your ‘Lead Wastes into Business Wealth’*



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# Who we are



- VTPL is a Assessment, Training & Consulting firm, which brings along a vast experience in Service & Manufacturing Sectors.
- We partner organizations & Institutions in assessing their performance gaps, and then support them in achieving their mission & critical goals through enhanced effectiveness of their people and processes.
- We also support companies and Institutions in identifying training needs & bridging gaps through integrated learning initiatives, training modules including Soft & Behavioral skills.
- At VTPL we put together the right mix of strategic, practical and tactical knowledge that any business can leverage to achieve revenue growth and address areas of concern.
- You will experience that VTPL Assessors, trainers, coaches and consultants are really passionate about helping companies achieve greater heights.



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# Core Team Members

Sunil Bhalla

+91-9873173523

B.Tech - Mechanical

Worked with automotive companies like Minda Corporation, Bright Brothers, Ranutrol Ltd Bony polymers. Dhiman Engineering Corporation  
25 years of experience in various capacities

Rajan Sarin

Advance Diploma in Mechanical ) from Indo Swiss Training Centre Chandigarh 1980.

Worked with companies PTL, Yamahaa Motor, Sandhar, Auto Ilnition, Hero exports, Hi tech  
37, years of experience in various capacities

Sandeep Handa *PMP*®

B.Tech, PGDBA RECW 1986

Techno-commercial professional with total 30+ years experience OEM, TIER-1, 2&3, AUTOMOBILE & IT VERTICALS. Consulting in Business Solutions

Pawan Sharma B.Tech-Mechanical (MBA)

Worked with Eicher Motor, Shri ram Piston & Ring, Minda Corporation ,Salter India,Electrospark  
23 years of experience. in various capacities

Manish Shukla

BE (Mechanical PG Diploma in IT and Management (MBA Eqvlt)

Worked with Mahindra & Mahindra Limited, Swaraj Division, Eicher Polaris, Tega Industries Ltd ,  
27 Years of Experience in various capacities



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# What we do

- Assessments, Audits & Gap Analysis
- Training/ Improvement intervention needs assessment
- Module design, development and delivery
- Executive coaching (One to One)
- Accelerating change implementation with measurable results





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# Serving Global Clients



**Panasonic**  
ideas for life



talbros

**ACMA**  
Automotive Component Manufacturers Association of India  
An ISO 9001:2008 Certified Association



Majestic Seats(india)



SPEEDOMAX



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# Do you face such Challenges ?



**Have you ever thought that even after having so many training programs, why the employees still do not bring any change in their way of working?**



## ***Corporate Trainings***

**Instructor Led; Theatrical; Classroom  
Methodology – Experiential Learning**

**Have you checked what is the Business Impact being generated by the training programs being conducted in your company?**

# Do you face such Challenges?



**Have you received post training feedbacks such as, training was too monotonous, there was nothing new from the last training, the training methodology was only theoretical, etc.?**

**Do you feel that there is lack of team bonding & trust amongst team members?**

## ***Adventure Camps***

**Inbound & Outbound Workshops**

**Methodology – Activities & Discovery Based Learning**

**Does the team complain of lack of motivation & support within the organization & from Sr. management?**

# Do you face such Challenges ?



Do you have a commitment to "continuous improvement"?

Would you like help navigating change?

Do you own a business and would like to have a coach to turn to for support?

Would you like help reaching your goals each month?

## *GROW Coaching Model*





# Do you face such Challenges ?



Have you ever sat through a meeting that has dragged on and on, with tempers running high, people talking over each other and no decisions being made?



## *Meeting Facilitation*

Ideation Meetings; Strategy Meetings

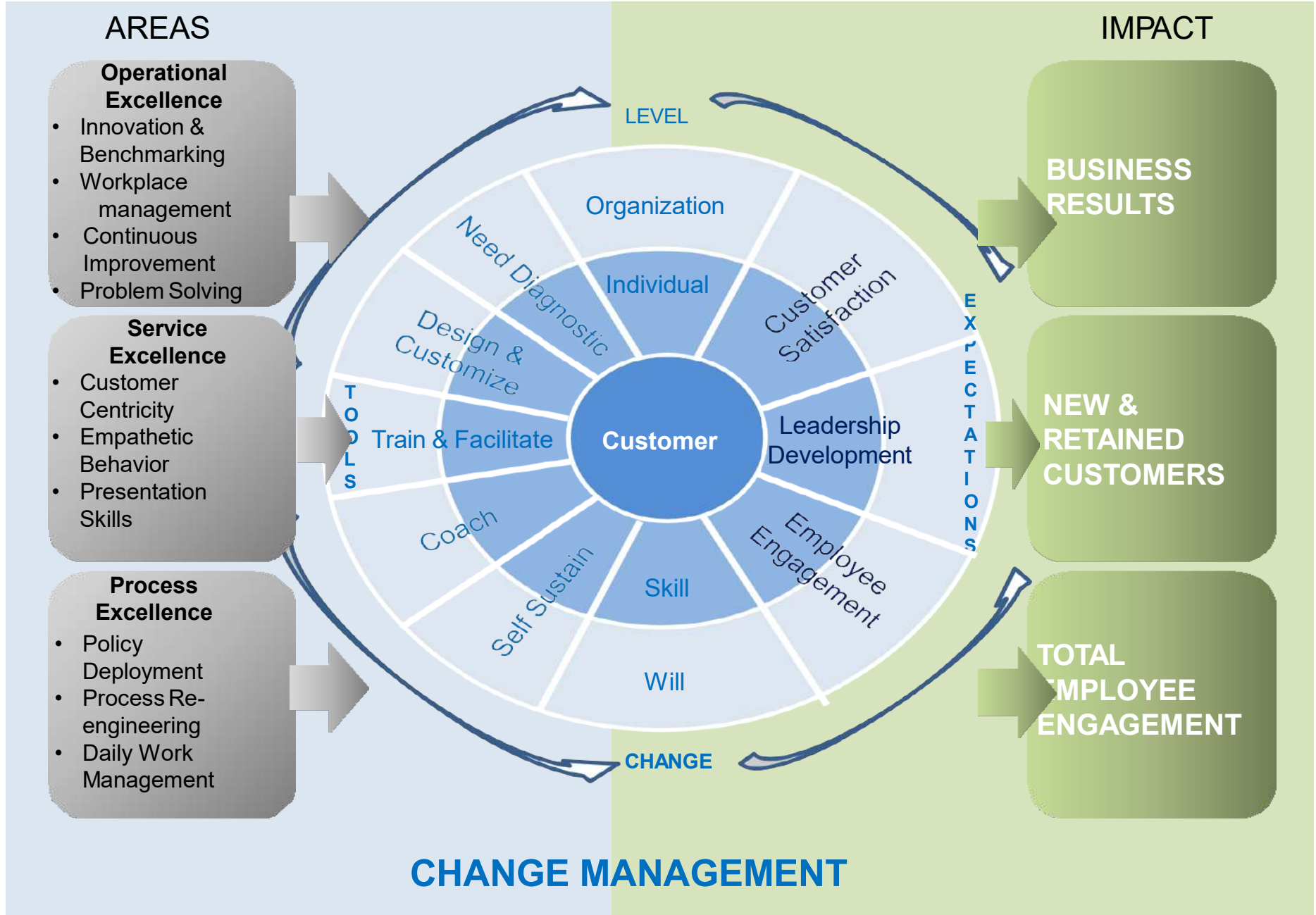
Or maybe one person dominates the whole meeting and makes all the decisions, leaving you to wonder why you bothered turning up?



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# Are you exceeding yours and your Customers expectations?





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# VTPL Model





# Operational Excellence Tools

## **Senior Management**

Innovation, Benchmarking, Coaching & Mentoring

## **Middle Management**

Lean Six Sigma, Problem Solving & Decision Making, Innovation, Benchmarking, Analytical Thinking

## **Executives & Associates**

Lean Six Sigma, 5S, KAIZEN, Autonomous Maintenance, Pokayoke, Small Group Activities, Quality Circles, Suggestion Scheme



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# Service Excellence tools

## **Senior Management**

Understanding Customer expectations,  
Moment of Truth, Radical Cost Reduction

## **Middle Management**

Supervisory Skills, Presentation Skills, Team  
Management, Emotional Intelligence, CRM,  
Gender Smart Behavior, Cost Reduction

## **Executives & Associates**

Basic Customer understanding, Soft &  
Behavioral Skills, Time Management



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# Process Excellence tools

## **Senior Management**

Hoshin Kanri - Policy Deployment, ISO Systems  
Implementation & Certification  
– 9001:2008, 14001:2004, 27001:2013,  
OHSAS 18001-2007, 50001 - EnMS

## **Middle Management**

Policy Deployment, Process designing Process  
improvement & Reengineering, SLA & OLA  
mapping

## **Executives & Associates**

Daily Work Management



# List of Workshops conducted

S.No.	Area	Training Topics	Duration (In days)
1	Overall Improvement	5S & Visual Management	1
2	Overall/Cost/Quality Improvement	Kaizen - Continuous Improvement	1 & 4
3	Quality Improvement	Pokayoke	1
4	Quality Improvement	Autonomous Maintenance	1
5	Overall Improvement	Daily Work Management	1
6	Quality Improvement	Quality Circles	1 & 2
7	Behavioral Improvement	Analytical Thinking	1
8	Quality Improvement	Problem Solving & Decision Making	1
9	Quality Improvement	7 QC Problem Solving tools	1
10	Quality Improvement	Process Improvement	1 & 2
11	Quality Improvement	Introduction to Project Management	1
12	Quality Improvement	Introduction to Lean Six Sigma	1
13	Quality Improvement	Six Sigma Green Belt & Black Belt	4
14	Cost Improvement	Radical Cost Reduction	2
15	Productivity Improvement	Total Productive Management	2
16	Quality Improvement	FMEA - Failure Mode Effect Analysis	2
17	Quality Improvement	Lean In Service Industry	1



# List of Workshops conducted

Sl. No.	Area	Training Topics	Duration (in days)
18	Behavioral	Presentation Skills	3
19	Behavioral	Customer Handling Skills	1
20	Behavioral	Negotiation Skills	1
21	Behavioral	Service excellence	2
22	Behavioral	Job description workshops	
23	Behavioral	Train the Trainer	2
24	Behavioral	Gender Sensitization	1
25	Behavioral	Office Ettiquettes & Grooming	1
26	Behavioral	Building a Customer focussed organization	1
27	Behavioral	Customer Response Management	1
28	Behavioral	Telephone Ettiquettes	1
29	Behavioral	Time Management	1
30	Behavioral	Managerial Skills / Supervisory Skills	1 & 2
31	Behavioral	Table Manners & Ettiquettes	1





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# We also facilitate in conducting

## Personality Tests



## Competency Mapping



## Capability development & Development Centers





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# Vision

*“To develop VTPL within the community & businesses, who can bring in „Change for Good“ along with creating a difference in the society.”*

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# Values & Beliefs



## **Social Responsibility**

We at VTPL believe in serving the Society first, in whatever best way we can.

## **Transparency**

All the dealings & interactions between us & our customers will be dealt with utmost transparency.

## **Quality**

We do not compromise on delivering Quality Outputs, even if the targets are tight.

## **Customer driven**

Customer's needs & expectations are our drivers to deliver excellence

## **ICU**

We live in 'ICU' always to deliver the best – Innovative, Creative & Unique



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# Glimpses of our Workshops





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# Glimpses of our Outbound Camps





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# Contact Us

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