



Grid Organisation Development

**Invites you  
for the**

# **GridWorks**

**Workshop**

**Maximizing Resources with Grid<sup>®</sup> Solutions**

Mumbai - April 12 to April 14, 2010

Bangalore - July 29 to July 31, 2010

Bangalore - Sept. 27 to Sept. 29, 2010

Seminar Managers: Two Seminar Managers will  
facilitate each workshop.

## What are some of the Management Challenges today?

- Work in our organization mandates us to work in teams. How will our managers get such teams to produce synergistic results?
- My manager has been newly promoted. How do I get her to imbibe sound leadership qualities?
- How can we get our team leaders in HR, IT, Finance, Legal and Administration to work hand in hand with business?
- How do I show proof of a workable model for effective management to my managers and inspire them to lead ?
- How do I get my customer facing frontline team members to take ownership and maximize performance ?



- If my outsourced staff get good direction from their managers, I have no doubt that they would be able to produce spectacular results.

## What is the GridWorks Seminar?

### Gaining Insight

The GridWorks Seminar provides a simulated laboratory learning environment through which individuals can experience how their behavior affects others in the workplace. Specifically, the seminar looks at practicing leadership skills in ways that promote progress and synergy.



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### *Participant's feedback*

*...I have now understood how adults learn. Each adult is his/her own teacher and it works best when the seminar leader just manages the learning environment. This is the approach, I'd like to use back in my organization.*

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### Self-Directed Learning

The programme follows a unique globally validated approach – “Synergogy” which entails the participants spending a majority of seminar time working in teams. Tasks are defined only in terms of what needs to be accomplished within a certain time frame. How a team approaches these tasks in terms of gathering information, setting goals, managing time, resolving conflict, etc., is up to the team itself.

Seminar managers provide perspective by facilitating general sessions, introducing team activities, and reinforcing Grid theory.

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### *Participant's feedback*

*...I never realized the power of trust , openness and candour in a team so dramatically as experienced in this non threatening workshop*

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## Measured Results

Accomplishment is measured throughout the seminar on several levels. Individual contribution is evaluated in comparison with overall team performance. Team performance is evaluated in comparison with other teams in the seminar. This multi-level measurement approach shows teams how effectively they are using the resources offered by every member. The ongoing measurement of actions and results allows teams to understand strengths and weaknesses and to develop improvement strategies. Finally, team members go beyond the numbers and percentages to examine how specific behaviors enhance or impede team progress. Both team and individual behavior is examined from the perspective of three specific relationship skills:

- Critique: Learning from experience by anticipating and examining how behavior and actions impact results.
- Decision Making: Evaluating available resources, standards of excellence, and potential consequences while reaching a decision.
- Conflict Resolution: Confronting and resolving differences.



## Participant's feedback

*...Really opened my eyes to how things should be done, how I can be effective and productive.*

## Who Can Benefit?

GridWorks will benefit mid-level managers and those with Team/Project Lead responsibilities, Technical functional and IT professionals.

Educationists, young leaders in non-profit organizations will find the learning insightful and applicable.

## How Long Does It Take?

The seminar is conducted over three consecutive days. There are approximately 10 hours of Prework required to maximize individual and team benefits from 'GridWorks'. Preparation for the seminar includes reading the 100-page global leadership research based text, 'GridWorks', and completing two Prework activities.

## Participation Fees:

Rs. 18,000.00 (Rupees Eighteen thousand only) plus service tax of 10.3% per participant. Participation is inclusive of globally copyrighted material, facilitation fees and conference facilities including lunch on all days.

The cheque should be drawn in favour of "**PrePearl Training Development Pvt. Ltd.**", payable at Mumbai.

A group of five and above nominations will be given a 10% discount.

Last date for registration is **March 31, 2010**

## Mumbai Programme Venue:

Grand Sarovar Premiere  
Veer Savarkar Flyover, SV. Road,  
Goregaon(W), Mumbai - 400062  
Tel.: +91 22 2871 8001/4215 8000

## Contact Person:

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# Grid Seminar Managers

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**Leslie D'Souza**  
Partner – GRID International, USA.

Leslie is the Chairman and Managing Director of PrePearl Training Development Pvt. Ltd. and also the President of Grid Organisation Development, the Partner of Grid International, Inc., USA. He has conducted Grid seminars for a cross-section of industries in India and abroad, some of them along with Dr. Robert Blake, the co-founder of the Grid theory. He has also been part of the core team for the redesign of the Leadership Grid book 'The Power to Change', the Leadership Grid Seminar, as well as for the Building Spectacular Teams design. He continues to be a part of the international research and product development team. He was CEO of Ion Exchange Training Resources for 6 years.

Leslie has taught at India's leading Business schools and is a licensed MBTI user. He also represents Belbin Associates in India.



**Leonard D'Costa**  
Partner – GRID Organisation Development, India

Leonard D'costa, a Social Entrepreneur and co-founder of SALTLABS is a Thought Leader, Executive Coach and Facilitator. He is a Partner of Grid Organisation Development, non executive Chairman of Shree Digvijay Cements and on the advisory board of several Institutes of Management. Len is a graduate from XLRI, Jamshedpur, and a Fellow of the International Hotel and Catering Management Association, UK (FIH).

Len worked with the Taj group of Hotels and was Vice President Corporate Human Resources. His last assignment was President – Corporate Development and Human Resources of Piramal Enterprises Limited. Len has led leadership development initiatives in several leading organizations in India and overseas.



**P. Rajasekharan**  
Associate – GRID Organisation Development, India.

Certified facilitator of GRID, Belbin and DISC and Certified BCoach from LeadU, USA. He has Work experience of over 25 years with more than 15 years with Mastek Ltd and was last Chief of Operations at Mastek responsible for customer deliveries, people, process and facilities. Currently is an independent consultant and Director of Realyze Consulting.



**Murali Aiyer**  
Associate – GRID Organisation Development, India

Murali is a Strategic HR and Organizational Development professional with a proven track record over 22 years working across industries and geographies including CRISIL (Standard and Poor's Company- World's leading Financial services company), the Piramal group, Inchcape Plc - a multi-billion dollar Fortune 500 international retailing and services company, and two leading 5 star deluxe hotel groups (East India Hotels and Carlson Hospitality) in India. Murali is an alumnus of the Oberoi Centre for Learning and Development and the Narsee Monjee Institute of Management Studies.

Murali's career profile includes diversified experience working in multi-cultural environments with specific accomplishments in the areas of Human Resource Management, Mergers & Acquisition integration, Pioneering Start-ups, Training, Development, Enabling Knowledge sharing processes, Employee Communication and Customer Service.



**Hariprasad Menon**  
Associate – GRID Organisation Development, India

Hariprasad Menon, is a Grid Associate based in Bangalore and brings in corporate experience of over 25 years successfully leading startups as a member of the senior management in various organizations. A Master's in Physics and Labour Law, he has worked with organizations in India and UAE on the Grid Framework for Organization Development.

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