



Is Your Training Falling Flat?

Unlock Engagement and Drive Real Results with
Experiential Learning

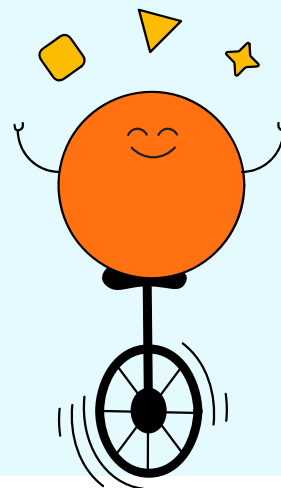
Rehumanize Learning Solutions



The FocusU Difference: It's About the Experience

Key differentiators:

- Tailored solutions, not "off-the-shelf"
- End-to-end learning journey (before, during, after)
- Focus on application and behaviour change



Our Philosophy - Experiential Learning

What it is?

"Here's the 'aha!': experiential learning isn't just training; it's a **transformation**. We don't just teach skills; we create **experiences** that reshape perspectives, forge connections, and build the kind of agile, emotionally intelligent, and ethically grounded leaders and teams who don't just use AI – they **harness** it for innovation and impact."

Why experiential learning?

- Builds uniquely human skills (emotional intelligence, creativity, etc.) that AI can't replicate.
- Enhances adaptability and resilience, crucial in a rapidly changing, AI-driven world.
- Improves critical thinking and ethical reasoning for evaluating AI's outputs.
Goes beyond theory, enabling practical application for deeper, lasting understanding.
- It strengthens human-AI collaboration by helping individuals understand and work effectively with AI's strengths and limitations.



Classroom

Activity: Passive

Focus: theory

Engagement: shallow

Application: limited

Impact: limited



Experiential

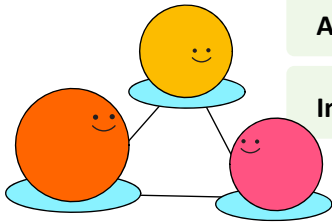
Activity: Experiential

Focus: teamwork

Engagement : Deep

Application: real world

Impact: limited



Our Key Solutions - Targeted Development

Immersive Learning



Real-world experiences beyond the classroom.

Memorable Onboarding



Forget boring slides.

Dynamic Offsites



Thought-provoking and engaging.

True Team Bonding



Build connections that matter.

Workplace Wellness



Simple habits, big impact.

Transformative Coaching



Growth that sticks.

Values Cascade

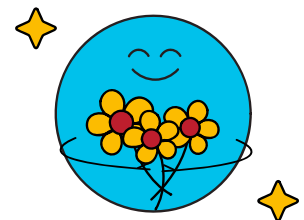


Spark your team's purpose.

Mobile App Challenges



Micro-learning meets habit-building.





Portfolio 1

Learning Journeys

Learning interventions need to be crafted thoughtfully

We understand that every client is different. And every cohort within every organization is unique. Hence we take time to first understand the nuances of every client request, before designing a unique learning intervention that we think will work for you.

The key question we always begin with is:

How do we design a learning intervention that participants love and which creates a tangible impact for the business?



Begin With Why

Learning interventions need to link-up to business outcomes



Qualify What Can Move the Needle

One size never fits all. And training is not always the answer.



The Learning Event Is Not The Finish Line

Learning is a journey - it should be designed as one.



Plan For The Learning Transfer Too

If what is learnt is not applied, the entire intervention is just a tick mark exercise



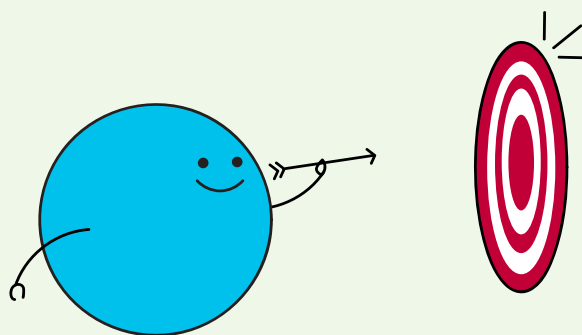
Aligning Managers Is Critical For Learning Transfer

If reporting managers are not aligned to what was taught, learning is doomed



Measuring Impact Drives Accountability

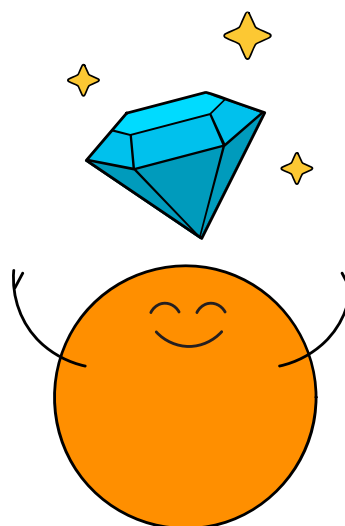
What gets measured, gets done.



And looking for a comprehensive solution?

A learning intervention is not just about the classroom or workshop “session.” It is about engaging with the learners before, during and after the instructional sessions are completed. And that calls for a broad spectrum of capabilities. Once you engage with us, we have you covered on all aspects end-to-end. Peace of mind – guaranteed.

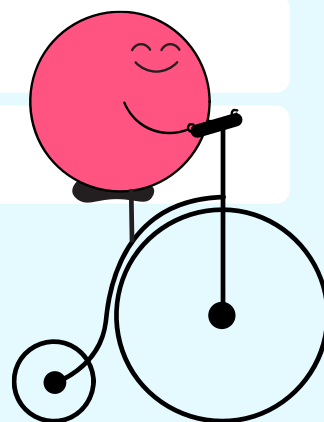
Content Capabilities	Delivery Capabilities	Technology Capabilities	Program Management
<ul style="list-style-type: none">• Online Simulations• Self-paced Courses• DIY Kits & Job-aids• Custom content gamification• Micro-learning modules• Curated Masterclass modules• Covering 9 broad customer challenges, 150+ topics	<ul style="list-style-type: none">• Capability Development Journeys• Team Development Journeys• Virtual/Classroom Facilitated Sessions• Large-scale virtual asynchronous engagements• Broad Portfolio of tools & methodologies• Facilitators with multi- national experience	<ul style="list-style-type: none">• Experiential Learning Platform for simulations• Engaging LMS platform for tracking workplace application• Gamification platform for engagement• Secure Cloud-based Scalable Solutions• Real Time Analytics & Integrated Reports	<ul style="list-style-type: none">• Inhouse Customer Experience (CX) Team for Program Management• Program Marketing support• Scaffolding learning support• Detailed Impact Studies



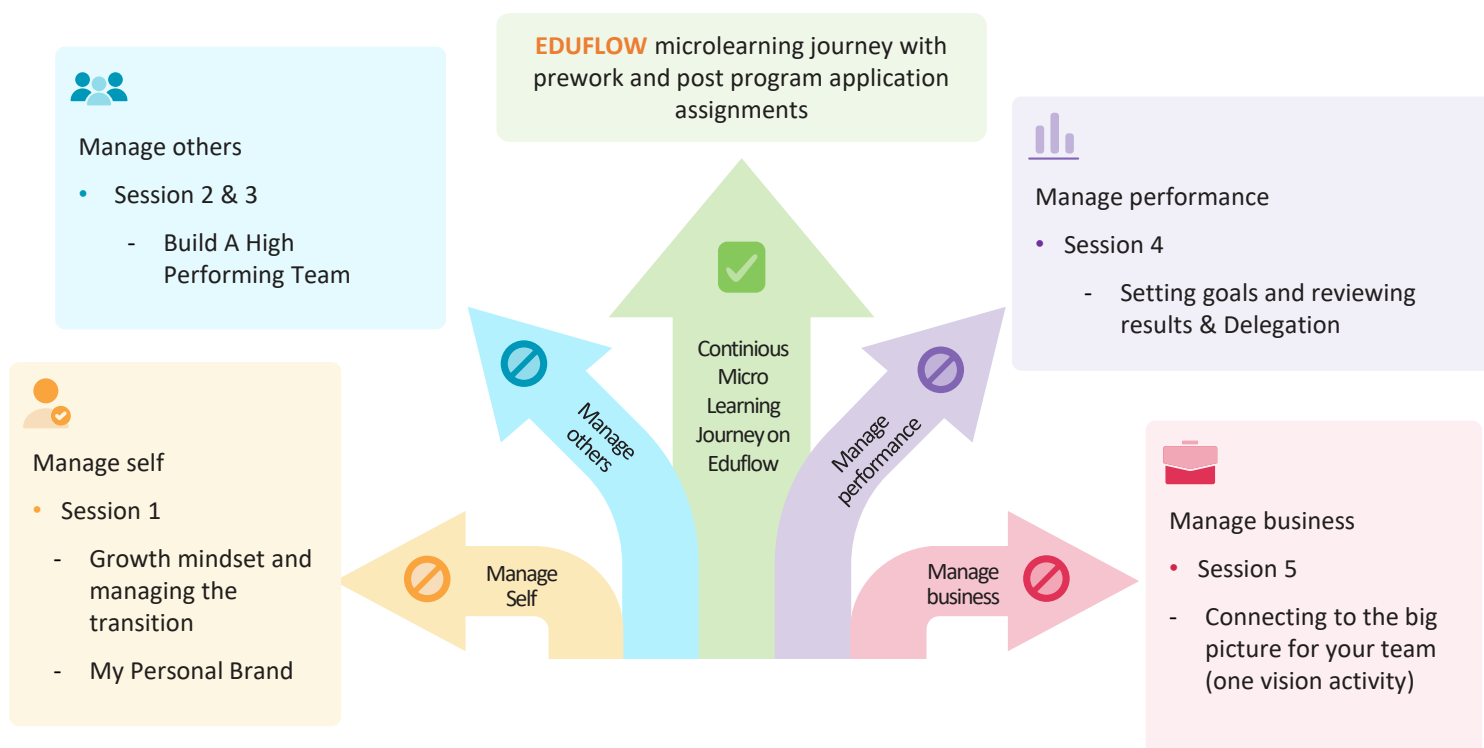
Are you grappling with one of these?

The 9 broad customer problems we are passionate about, cover different facets of organization development challenges where learning can make a difference!

- Manager Capability Development
- Performance Management
- Personal Effectiveness
- Diversity & Inclusion
- Leading Teams
- Onboarding
- Employee Engagement
- Change
- Culture



Learning Journey for a New Manager



Our clients who have embraced the new paradigm



Absa Customer service

“Excellent. Beyond expectation as it was very interactive. It was not a typical classroom training.”

“Amazing. It is always enriching as refresher to enhance our knowledge on customer. Thank for sharing your knowledge with us which is very valuable.”

”



Aspen

“Enjoyed the training... knowledgeable trainer and atmosphere was very good which ensured everyone was connected till the end.”

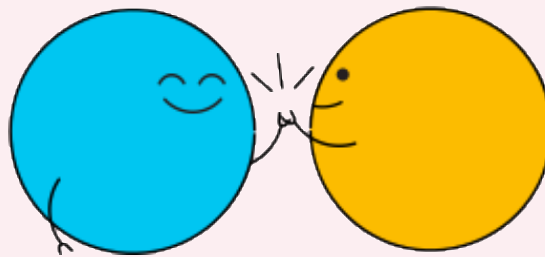
“It was excellent. The experiential learning made it good.”



Kalexius

“Really enjoyed the journey, the coach has a really good approach.”

“Insightful and able to share knowledge - greatly appreciated.”



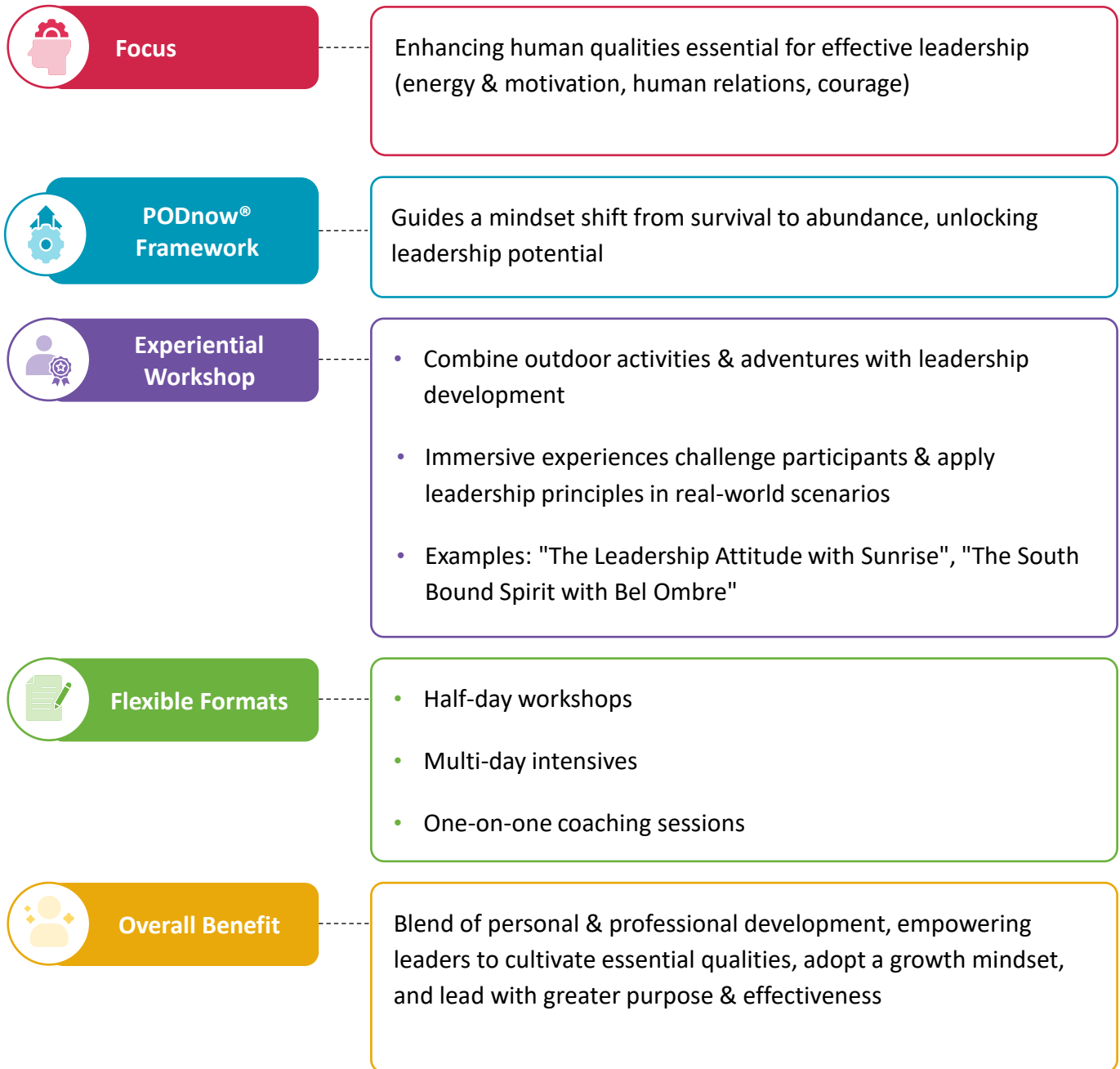


Portfolio 2

Conscious Leadership

How is it Delivered?

FocusU Conscious Leadership Development Programs





Portfolio 3

Coaching

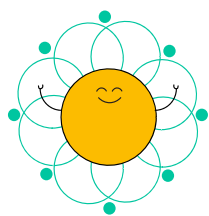
Unlock Potential, Drive Performance, and Maximize Growth

Personalized coaching that empowers individuals to overcome limitations and achieve their goals.

Key Benefits:

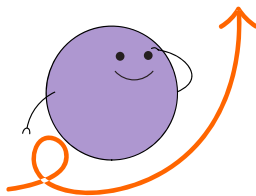
- Improved productivity and performance
- Increased self-awareness and confidence
- Enhanced leadership skills and adaptability
- Support in navigating change and challenges

Our Corporate Coaching Solutions:



Catalyst Package (Core Coaching)

- 4-5 one-to-one coaching sessions
- Personalised action plan
- Email support between sessions



Elevate Package (Advanced Coaching)

- All benefits of the Catalyst Package
- Experiential wellness activities to enhance personal growth
- Mindfulness and stress-management techniques



Pinnacle Package (Comprehensive Coaching)

- All benefits of the Elevate Package
- Unlimited access to your coach for a full year (during business hours)
- Quarterly goal-setting and progress reviews

Success stories and testimonials

Eversheds

EVERSHEDS

“The sessions have allowed me to master the leadership skills over time including the managing time and people. Setting clear objectives and making sure the objectives are achieved with better outcomes. It was one of the best training. The coach are up to the skills required to deliver and improving the skills of the trainee.”

-Sameer



Portfolio 4

Engaging Experiential Employee Experience

Onboarding

Transform Onboarding into an Engaging Journey

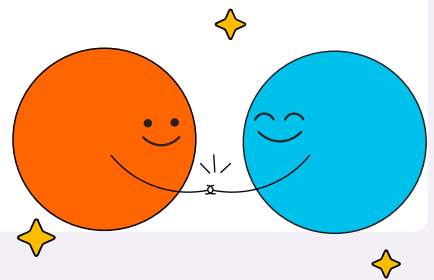
Create a positive first impression that boosts engagement and accelerates productivity

Key Benefits:

- Positive first impressions for new hires
- Increased new hire engagement and retention
- Faster time to productivity
- Stronger company culture

Format/Delivery:

- Interactive and engaging activities (gamification, VR)
- Visual and creative content (storytelling, videos)
- Collaborative and social elements
- Practical and hands-on simulations



IQEQ

“ I really loved this engagement sessions, full of fun while living to the core values of IQEQ. FocusU is one of the best and helped us all the way. ”

“ Way much fun and get to interact with colleagues. ”



MUA

“ It was a great moment, allowing everyone to work together and creating new bonds ”

“ myself, working in teams and generally different take outs from the workshop that will help me on my daily work schedule and life. ”

Strategic meetings

Elevate Your Offsites: From Presentations to Powerful Experience

Transform strategic meetings and offsites into engaging events that drive connection, creativity, and results

The Problem:

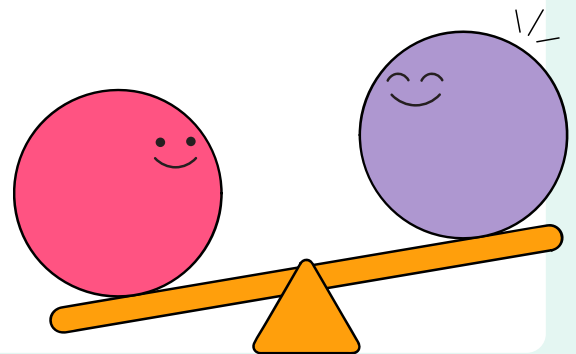
- Passive learning and low engagement
- Missed networking and collaboration opportunities
- Limited creativity and brainstorming

Our Solution:

- Interactive and engaging formats
- Team building and cross-functional interaction
- Brainstorming and design thinking workshops
- Focus on skill development and personal growth

Key Considerations:

- Alignment with goals
- Catering to different interests
- Logistics planning
- Gathering feedback



HealthActiv

“ Many thanks for making this day happen. Unfortunately I couldn't attend fully but the small part I participated makes me pause and rethink. Was a very good moment to reflect and boost my energy. ”

“ It was very well structured, different from traditional presentations, it was a real team building ”



MedActiv

“ It was a great experience with lots of learnings to be taken as take away home and office as well ”

“ As usual creative , fun and in line with work wow ”

Values Cascade

Inspire Purpose and Alignment: Experiential Values Integration

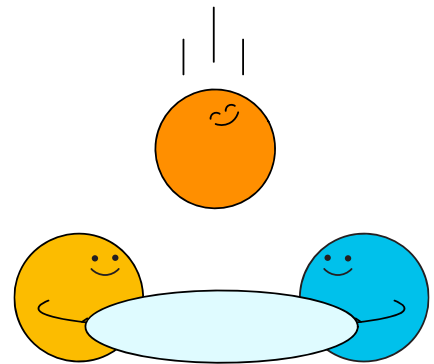
Bring your company's values to life through engaging experiences that connect employees to your core mission

Key Benefits:

- Deeper understanding and connection to company values
- Increased employee engagement and motivation
- Stronger sense of community and shared purpose

Our Approach:

- Authentic and aligned activities
- Inclusive and accessible design



Fracht

“ Efficient and reflective session. Sometimes busy with work and personal life we do not realise that we have so many values that we practice in our everyday life. It was a good time with my colleagues. ”



Safyr

“ Very well organised and well structured. Clear guidance ”

“ Very well organized. Thank you for the nice experience. ”

Gamification

Boost Engagement and Build Habits with Mobile Challenges

Drive continuous learning and engagement through gamified challenges delivered directly to your employees' mobile devices.

Key Features:

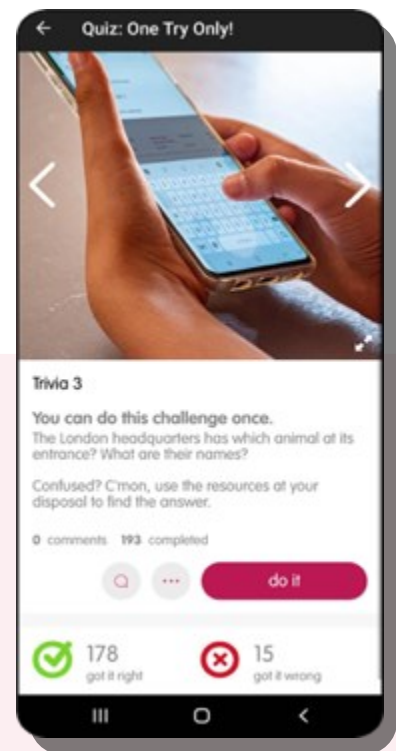
- Micro-learning meets habit-building
- Gamification for enhanced participation
- Flexible modes (self-paced, synchronous, asynchronous)
- Scalable for large groups

Benefits:

- Increased engagement and motivation
- Improved communication and collaboration
- Reinforcement of learning and development

Platform:

- Gametize mobile app



Duration



Usually 15 minutes each day or week

Modes



Self-paced/ synchronous/ asynchronous

Requirements



Phone, Good internet connection, Gametize mobile app

Minimum – Maximum Group Sizes



20-10,000

Here's how:



Motivation Points and Rewards



Interactive Content: Use quizzes, polls, and multimedia content to keep participants interested



Community Building Social Interaction



Enhanced Engagement Challenges and Quests



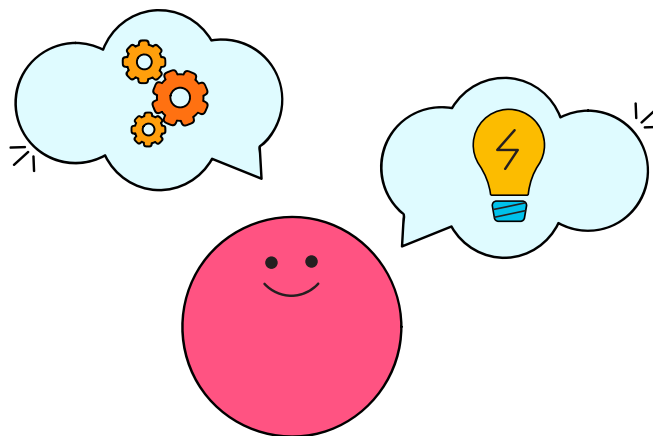
Behavioral Change Goal Setting



Progress Data and Analytics

Mergers

Making mergers experiential can be a powerful way to smooth the transition and create a more positive experience for everyone involved. Here's how you can map a merger using an experiential approach:





Portfolio 4

Impactful Experiential Corporate Wellness

The FocusU Approach: The SERENE Framework

Cultivate a Thriving Workforce: Holistic Wellness Solutions for Peak Performance

Empower employees to prioritize their well-being with our experiential approach to corporate wellness.

Key Benefits:

- Tools for self-care and stress management
- Increased energy, focus, and productivity
- Improved emotional well-being and resilience
- A positive and supportive work culture

Format/Delivery:

- Experiential full-day workshops
- Focus on physical, mental, and emotional well-being
- Based on the SERENE framework



S

Self Care

E

Exercise

R

Relaxation

E

Express Emotions

N

Nurture Relationships

E

Empower Yourself

Our Experiential Corporate wellness full day workshops are based on SERENE framework which englobes the 4 areas of development :



Physical



Mental



Emotional



Higher Self

Just like the SWAN our aim is to empower each participant with tools to constantly do the inner work under the muddy water and at the same time glide smoothly through their lives above the water with serenity.

Wellness Offerings

Be Me!

Nurture and recharge your body and spirit, fostering resilience and well-being in your daily lives.



Benefits of this workshop:

- More energized, more creative employees
- Better Rest = Better clarity at work
- The correct nutrients make you more energetic and alert
- Overcome lethargy, depression and burnout
- Reinforcing the importance of self- grooming
- Improved self-confidence

BeZen!

Unlearn and relearn how to breathe. Variations of breathing techniques including the power of stretching that will shift the way you feel in just a few minutes.



Benefits of this workshop:

- Instant Physical relaxation of body tensions/stiffness
- Calming the nervous system for inner calmness and clarity of mind
- Overcoming anxiety, panic attacks and burnout Learn tools that can help you overcome overwhelm and empowered. To be used anytime and anywhere, these tools help recenter you with the right emotional state
- Helps in anger/conflict management

Be Understanding!

Cultivate a workplace culture where understanding and compassion towards colleagues, clients, and stakeholders are prioritized.



Benefits of this workshop:

- Stop the Blame Game
- Conscious Leadership
- Analysis of situations
- We Before Me
- Personal Growth
- Mindshift

Be Serene!

Manage your emotions, help boost your self-confidence and inner peace.



Benefits of this workshop:

- Enhance decision making
- Team Collaboration
- Interconnectedness
- Creating a safe space
- Being non- judgmental

Testimonials



Accenture

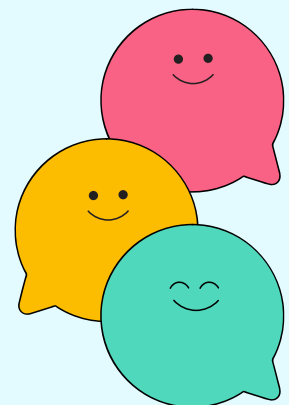
“ It was an enlightening experience with lots of self care, and introspection. The learning that I'll take away from this training will be focusing on things which I can control and things which I should stop thinking about which are not within my control. ”



BAT

“ The BAT Mauritius team had a amazing session today with the facilitator Deepa on mental wellness. The team really enjoyed the different aspects of what we went through today in terms of mental and physical wellness. And I must say, personally, I'm coming out of this session feeling really energized. A lot of practical tips for us and a lot of areas that we've discussed. And at the end of the day, I feel coming out of this session with a toolkit that I can use for my mental wellness and that would also definitely make me more productive in my job. ”

- Satuda Moodely





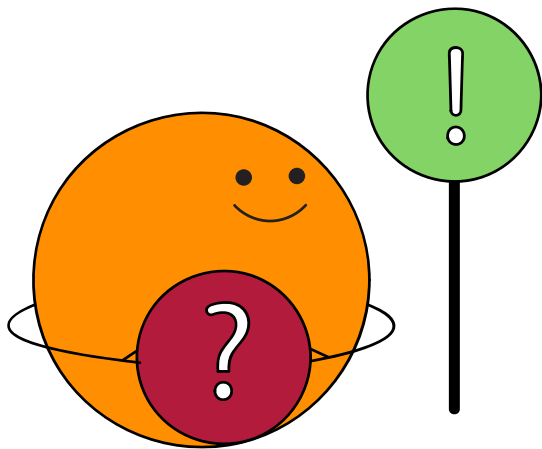
Portfolio 5

Engagement and Seriously Fun Sessions

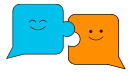
Experiential Team Building sessions - Why and how?

You're right to focus on experiential learning for team building! It's not just a trend, it's a proven way to create stronger, more effective teams. Here's a breakdown of why it works so well:

- **Active Engagement:** Promotes active participation from all team members.
- **Deeper Learning:** Encourages reflection, leading to a deeper understanding of key concepts.
- **Improved Team Dynamics:** Fosters better communication, collaboration, and trust among team members.
- **Essential Skill Development:** Develops problem-solving, critical thinking, and communication skills.
- **Increased Motivation:** Boosts morale and motivation within the team.
- **Lasting Impact:** Creates a memorable experience with long-lasting benefits for the team.



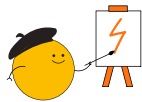
A glimpse of Engagement Offerings



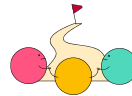
Knowing Me, Knowing You



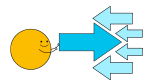
Stonehenge Challenge



Creative Cadence



The Pirates Challenge



Inside Out Challenge



The Quizmodo Challenge



Roller Coaster Challenge



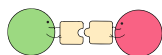
City Race Challenge



The Happy Feet Challenge



The Attitude Challenge



Geocaching Challenge



Storyboard Challenge



Comic Book Challenge



The Stagecraft Challenge



The Team CSI Challenge



The Beatbox Acappella



The TIPI challenge



The Lost CEO challenge



Search of Lost Dutchman's Goldmine Challenge



The Domino Rally Challenge

Team Building



MCB PA

“ I really enjoyed doing the challenges on Gametize and with the team members during last week and on Saturday. Key takeaways: Communication, Collaboration, Planning, Leading.

”

“ Good experience and nice team work out from focus u

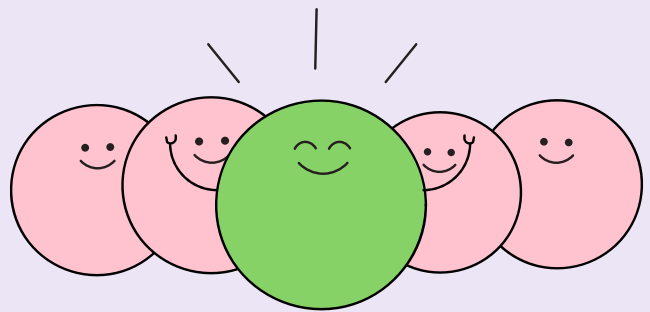
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Orison Legal

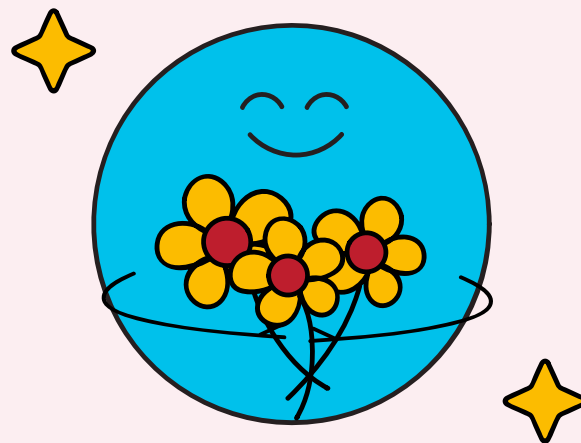
“ Great team ”

“ The team was great with Girija.
Very helpful and nice ”



About FocusU

Trusted by some of the Best Brands to impact through learning



The FocusU Footprint



Creating impact through learning since 2010



Backed by our unconditional promise: Happy or Free



Original proprietary content based on the latest in behavioral science



Trusted by customers across geographies



About Us

FocusU Engage is one of India's leading names in the field of learning and OD interventions. The inspiration behind FocusU is a quote from Walt Disney: "Laughter is no enemy to learning".

"To enable people & teams be more through meaningful learning."

This is the mission that has driven us over the years and made us a name that L&D stakeholders across more than a 900+ corporates place their faith on to deliver every single time.

We solve two big problems for our clients.

- Learner engagement: When a learning intervention is not customised, learners are not engaged.
- Application of learning: Without learning transfer, investments on training deliver very less ROI.

We believe one size never fits all. Hence for each engagement, we take time to understand the need deeply. We ask a lot of questions and at times push back against what we think are unrealistic expectations from a training program. But eventually this helps our clients and us arrive at a shared understanding on how we can create tangible impact for the business. Only then do we proceed to designing the learning intervention. And we own it end-to-end in terms of content, delivery, communication and program management.

Our learner-centricity is not an empty promise. We have backed it up from our founding days more than a decade and a half ago, with an unconditional promise to our customers that we call, "Happy or Free."

Every year, we conduct around 1000+ learning workshops – that touch the lives of over 40,000 employees. As our tagline says, we hope to inspire each person we touch to #BeMore.



To know more about us, drop in at: www.focusu.com

We are a very friendly bunch, so do feel free to reach out to us through:

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bonzur@focusu.com | +23059194131