

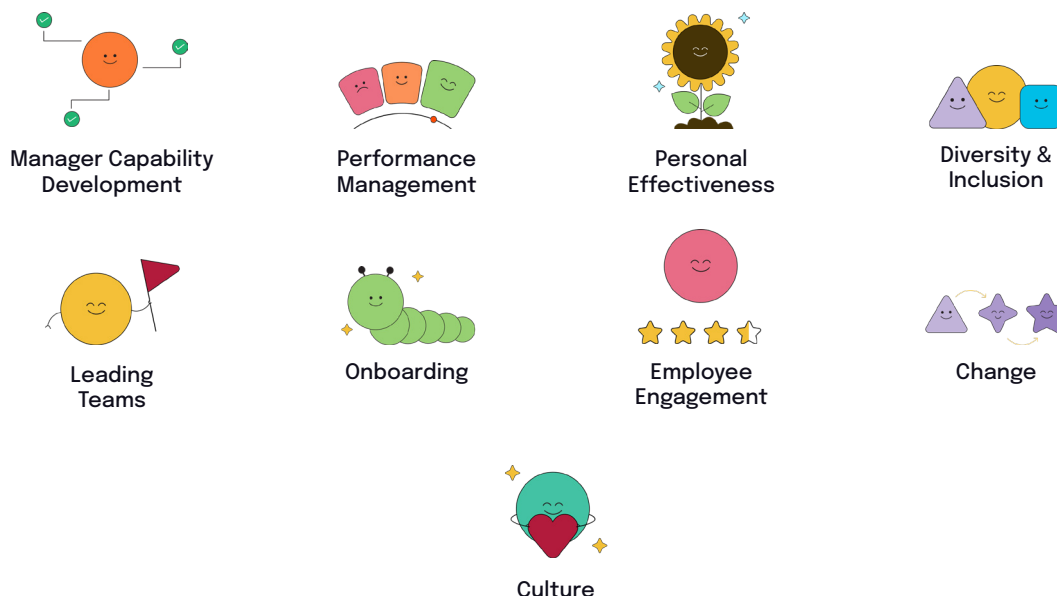
We tailor learning.

So your people do better



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!



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

- 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



Delivery Capabilities

- 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



Technology Capabilities

- 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



Program Management

- Inhouse Customer Experience (CX) Team for Program Management
- Program Marketing support
- Scaffolding learning support
- Detailed Impact Studies

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.

"Working with FocusU allows us to leave our worries to you and your team; with the confidence that you will make it happen!

Each time we have partnered with you, it has been a brilliant experience. Each time our ask has been different and you and the team have delivered and exceeded expectations!

It's wonderful to have a learning partner that gets your vision and helps translate it brilliantly!

Thank you for being such amazing and dependable partners!"




Namrata Singh, Learning Experience & Engagement Lead, HSBC

Learning has to be tailored to deliver the right impact

A typical FocusU learning journey leverages various building blocks to custom create a targeted developmental program that helps achieve learning outcomes aligned to your organization's learning requirements and business goals.

The key question we try to answer at this stage is:

What level of impact does our L&D stakeholder want to achieve with this intervention?

Stages	Description	Sample Options
 Preparing	Means much more than pre-work. It includes preparing the learner by building expectancy and clarifying their WIIFM. It also includes preparing the managers of the learners.	<ul style="list-style-type: none"> • Pre-assessment / 180° survey • Pre-work • Learner communication • Manager alignment • Journey kick-off & orientation
 Knowing	Using instructional approaches that are appropriate to the required behaviors and skill, delivering learning aligned to the ultimate business outcomes sought.	<ul style="list-style-type: none"> • Instructor / virtual instructor led training • Business simulations • Story-based courses • Masterclass sessions • Gamification
 Applying	Utilizing instructional strategies that maximise the transferability of learning to the work of the individual and organization.	<ul style="list-style-type: none"> • Workplace application exercises • Group Reflection • Peer feedback / Teach back • 1:1 Coaching
 Becoming	Taking the learning back to the workplace by implementing the new learning acquired through goal-specific initiatives, mini-projects, or even reflections.	<ul style="list-style-type: none"> • Post-assessment / 180° survey • Workplace initiatives • Action learning projects • Graduation

"We have realised that there is a 'FocusU' way of working and one ends up experiencing Fun, Professionalism, Learning, Action, Achievement while achieving the outcomes of the workshop. The facilitators helped us build our strategy for this year using Lego Serious Play which the participants thoroughly enjoyed. We could see that the facilitators had complete command over the facilitation technique and were even able to tailor it to suit our unique requirements. "

Pooja Malhotra, Head HR, British Council Management Services, Pvt. Ltd.

What would work best for your cohort?

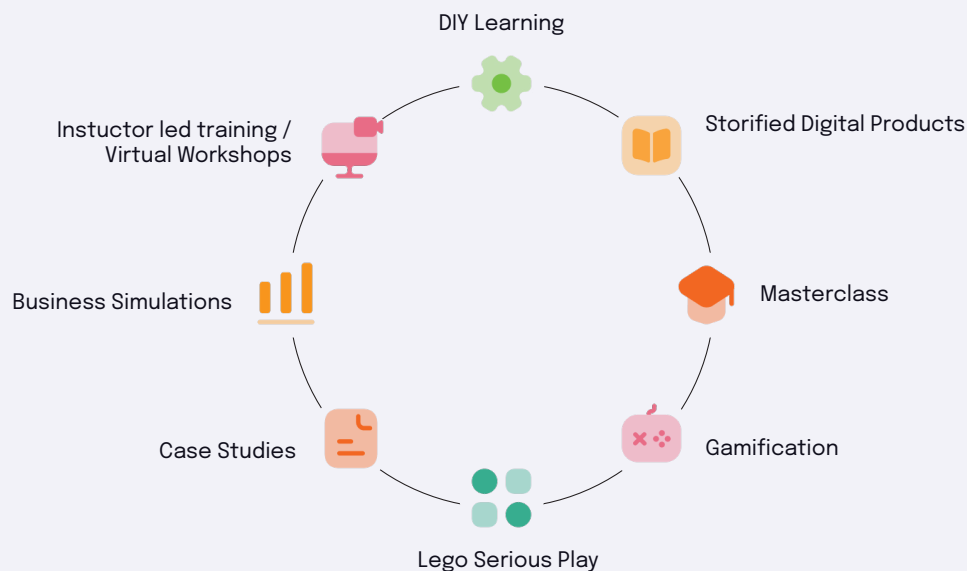
“If all you have is a hammer, you will start treating every problem you see as a nail.”

– Abraham Maslow

Every learning intervention, every learning cohort and every learner is unique. What works for one would not work for another. Which is why we choose from a varied toolkit of approaches and methodologies to design each intervention with a lot of thought, care, insight and distinctiveness.

The key question at this stage when we choose the methodology is:

What is the learner’s world? What would work best for this specific cohort?



Technology platforms that enable learning

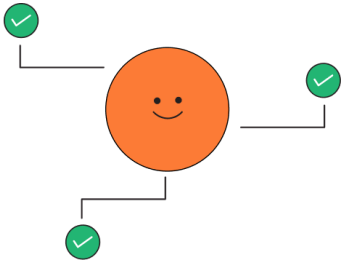


Gamification Platform



Learning transfer support platform

- Anytime, anywhere
- Intuitive: Think, Apply, Share
- Engaging activities
- Application focussed
- Social learning
- Nudges
- Useful analytics



Manager Capability Development

Better managers can unleash better business performance. When it comes to developing your managers – there isn't one silver bullet.

Topics covered:



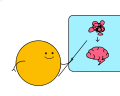
Managing stakeholders



The discipline of execution



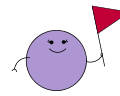
The gift of feedback



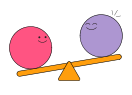
Stepping into coaching



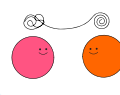
Leading with agility



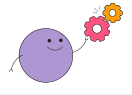
Women's leadership program



Mastering negotiation



Having tough conversations



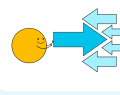
Sharpen your business acumen



Achieving remote working zen



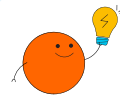
Presenting with Impact



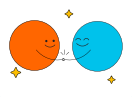
Managing through crisis



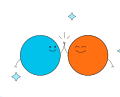
Hi-Po engagement



Strategic thinking



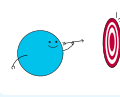
Building trust



The upside of collaboration



Managing hybrid world

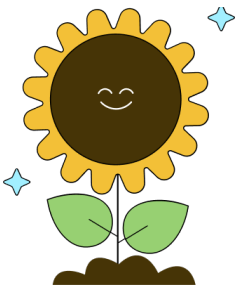


Goal setting

	Influencing through stories	
	Design thinking	>
	Creating a real time strategy	>
	Everyday leadership	>
	Handling conflict	>
	New manager training	>
	Nurturing a growth mindset	>
	Leading change	>
	Developing executive presence	>
	Driving accountability	>
	Better defensible decisions	>
	Spark your creativity	>
	Delegate. Don't abdicate	>
	Different folks, different strokes	>
	Doing more with less	>
	Managing change	>
	Critical thinking	>
	Championing digital transformation	>

From the design stage itself it was a partnership all the way to create a program just right for the IndiGo way. The FocusU team listened in carefully to understand the nuances and execute to perfection. The facilitation was exemplary.

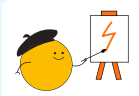
Shirin Sachdev, DGM L&D Indigo Airlines



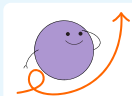
Personal Effectiveness

Every human should have just one motto: Be better than yesterday. Improving personal effectiveness is a life long journey, taken one step at a time.

Topics covered:



Spark your creativity



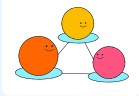
Nurturing a growth mindset



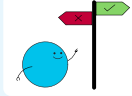
Managing your time better



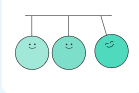
Getting past no



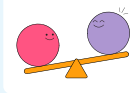
Building networks



Better defensible decisions



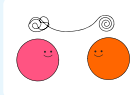
Influencing others



Mastering negotiations



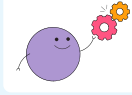
Critical thinking



Having tough conversations



Presenting with impact



Sharpen your business acumen



The gift of feedback

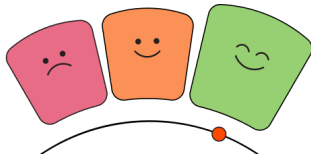


Handling conflict



Every time there is necessity to do a training intervention, the first choice and the obvious one for us is FocusU and that's primarily because they have understood our teams much better and the brief's get executed seamlessly, in other words, FocusU is now an extended family in our business.

Sridhar Aranala, VP Sales & Distribution, The Hindu Group



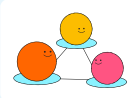
Performance Management

The difference between any two companies is ultimately the difference in the performance of their people. Managing performance is far more than just performance management.

Topics covered:



Driving accountability



Building networks



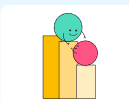
Achieving targets



Motivating your team



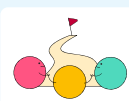
The gift of feedback



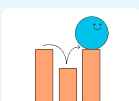
Coaching for performance



Performance turn around



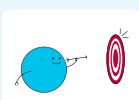
Making better achievement happen



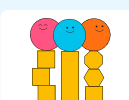
Bouncing back



Displaying true grit



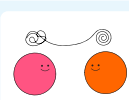
Goal setting



Different folks, different strokes



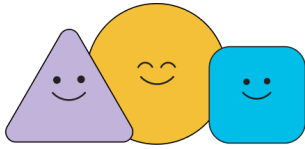
Finding your true north



Having tough conversations

I have never received such overwhelmingly positive feedback from each and every participant before for any other program!

Taslina Hasnat Jaigirder, HR Business Partner, Unilever Bangladesh



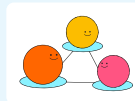
Diversity, Equity & Inclusion

None of us, is as smart as all of us. Diversity, equity and inclusion in teams needs to be driven with positive intent.

Topics covered:



Embracing DEI



Building networks



Different folks different strokes



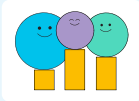
Leading inclusively



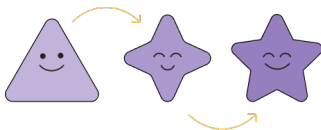
Micro aggression



Building collaborative partnerships



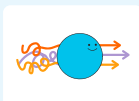
Fighting unconscious bias



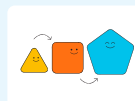
Change

In today's VUCA world, the most adaptable survive. Handling change calls for an equal measure of understanding and intelligence.

Topics covered:



Leading change



Orchestrating change



Managing change



Agile leadership

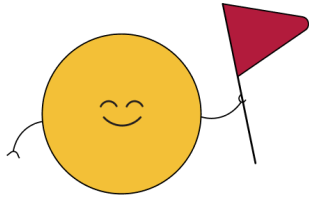


Building belief



Spark your creativity





Leading Teams

Team work is the secret sauce to better business performance. Building teams takes far more thought and understanding than putting your team through a team building program.

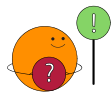
Topics covered:



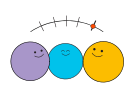
Different folks, different strokes >



Innovation mining >



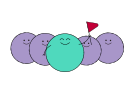
Find your why >



Building high performance teams >



Creating a shared vision >



Leading teams >



Building psychological safety >



Strategic thinking >



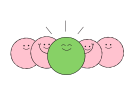
Aligning different perspectives >



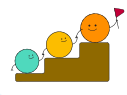
Exploring values >



Handling conflict >



Motivating your team



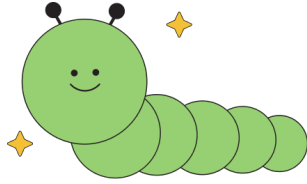
Executive integration >



Different folks, different strokes >

An amazing overall experience, which was like peeling layers of leadership psychology to discover self and understand others in the team. All done with support from FocusU who led us to a journey of unearthing the mindsets through challenging tasks and a right amount of debriefing.

Mayur Chaturvedi, Director HR & Admin, Zimmer India



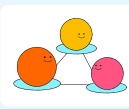
Onboarding

30% of all new employees leave within 90 days of joining. The journey from saying yes to an offer to being assimilated successfully is crucial.

Topics covered:



Induction programs



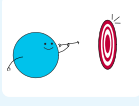
Building networks



Your first 90 days



Design thinking



Goal setting



Different folks, different strokes



Campus to corporate



Developing executive presence

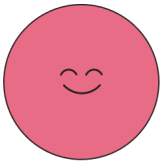


Agile leadership



The last gathering of From Spark to Sparkling Reality - Coming Together and Making a Difference was a soul stirring experience for the participants. You truly uplifted the spirit of participants, and they were very energetic, enthusiastic and positively charged with a new perspective while leaving the venue.

Srikant Lonikar, Ex-Head HR, Adani Ports and SEZ Ltd.



Employee Engagement

Gallup consistently reports that only 34% of the workforce is truly engaged. Engaged employees produce better business outcomes than those who are not.

Topics covered:

Purpose



Wheels of hope challenge



Gift a livelihood



Velocipede challenge



Geared for success



A stitch in time



Random acts of kindness



The gift of sports

Wellness



Mandala challenge



Laughter yoga challenge



Holistic wellness challenge



21-Day wellness challenge



Happy feet challenge



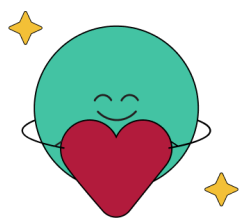
21-Day mental wellness challenge

Collaboration

	Mobile learning activities			Beatbox acapella	
	Celluloid challenge			Boom whackers	
	Storyboard challenge			Stonehenge challenge	
	Geocaching challenge			Comic book challenge	
	Scrum challenge			Map the city challenge	
	Roller coaster challenge			Quizmodo challenge	
	Search of lost dutchman's goldmine			Knowing me, knowing you	
	Team CSI challenge			One vision challenge	
	Drum circle (aka: Rhythm challenge)			Mavericks murder mystery	

It's not about the content or activities. Those can be replicated by others. It's what the FocusU team does with them which makes the experience so special.

Tanmay Vats, VP & Head – PepsiCo Global Value Innovation Center



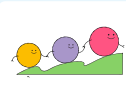
Culture

Culture is the environment that surrounds us all the time. It is the very air you breathe. If it's toxic, the organization eventually dies. Culture needs to be created purposefully.

Topics covered:



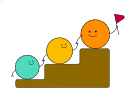
Gamifying culture



Team journeys



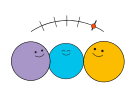
Find your why



Executive integration



Creating a shared vision



Building high performance teams



Building psychological safety



Exploring values



Aligning different perspectives



The top five reasons as to why I would engage them again will be:

- 1. Ability to understand the customer and empathize with them.*
- 2. They are willing to walk the pathway with the customer and hence the flexibility comes in as a huge relief in a world of stereotype, fixated trainers.*
- 3. They carry out their work with absolute passion and it is contagious!*
- 4. Willing to correct the course when required*
- 5. Very professional approach and there is a great comfort dealing with them.*

John J Kannath, Head HR, Tata Communications

Would you rather do it yourself?

If you have a large internal training team to roll out your learning interventions or you would like to run the sessions yourself, we could help you with our comprehensive DIY Learning kits.

DIY Learning Kits: Storified Experiential Actionable

KIT Components

PRE



Program Outline



Program Teasers



Pre-program Practice

POST



Post Program Practice



Certificate

DURING



Program Slides



Facilitator Guide



Participant Workbook

Key Highlights Comprehensive

- Designed for easy facilitation
- Provides engaging learner experiences

Value Added Services



Pocket Insight



Manager Checklist

Key Highlights Versatile

- Run as a 120 min or half-day workshop
- Deployed as an ILT or VILTP

Would your learners like to learn at their own pace?

If you would like to deploy learning asynchronously through an LMS (yours or ours) do check out our story-based digital products.

Storified Digital Products (SDPs)

Storified E-Learning Modules

Key Highlights

- Flexible self-paced learning
- Storified workplace scenarios
- Engaging & interactive content
- Skill application activities
- Useful learning aids & resources

Key Topics

Giving Impactful Feedback

Ace Your Job Interview

Leading Teams Effectively

Mastering Hybrid Working

Demonstrating Inclusivity at the Workplace

Foundations of Design Thinking

Conducting Effective Meetings

Flex Your Creativity

Customer Centricity

Influencing Stakeholders

Mindfulness at Work

Workplace Emotional Intelligence

Delegate, Don't Abdicate

[Click for more](#)

Hear stories from others like you



A 25-day gamified mental wellness journey

[Click to read more](#) ➔



Cascading culture across a large organization through game mechanics

[Click to read more](#) ➔



Engaging 3,000+ employees across the Asia-Pacific region, for 6 months through gamified engagement with the intent of building cross-cultural relationships & collaboration

[Click to read more](#) ➔



A global pharmaceutical major undertakes a gamified learning journey

[Click to read more](#) ➔



A digital, gamified onboarding experience for multiple batches

[Click to read more](#) ➔



A blended learning journey using game mechanics, hits it out of the park in terms of learner engagement

[Click to read more](#) ➔



A regional leadership team rediscovers its mojo using lego bricks

[Click to read more](#) ➔

We would love to have a testimonial like this from you

"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."

- Maya Angelou



"They swayed us away from our daily work pressure with their warm and infectious smile and extraordinary energies."

Vidita Chachra, Deputy Manager, XL Catlin



"The messages of continuous learning and co-creation were brought out beautifully through the experiential activity, during our workshop with our Top distributors."

Ekta Kumar, Lean and Continuous Improvement Lead- India, Shell Lubricants



MAERSK

"The team had so much fun, while experiencing learnings from each other and the activity itself. So many moments of wow - we loved it all."

Radha Sriharsha, HR Lead, Maersk OSC India Pvt. Ltd.



WE FUEL AMAZING

"You people have energized our team beyond our expectation."

Kiran Kumar, HR Manager, Cairn India



"We have been thrilled to work with FocusU over the past three consecutive years in a row."

Anoop Prakash, Managing Director, Harley Davidson



"I know I can never go wrong with FocusU when I wish to conduct an impactful session that leaves my team members energized and inspired."

Akanksha Takyar, Associate Manager HR, Avery Dennison India



"Each activity that they conducted was done really-really well. A Ten star rating isn't enough to summarize the value that they added to the participants who attended."

Antony Titus, Head - Customer Service Development | DHL Express



"I have never received such overwhelmingly positive feedback from each and every participant before for any other program."

Taslima Hasnat Jaigirder, HR Business Partner, Unilever Bangladesh



"It's not about the content or activities. Those can be replicated by others. It's what the FocusU team does with them which makes the experience so special."

Tanmaya Vats, VP & Head, Pepsico GVIC

[Click for more](#)

Join the ranks of some of the best brands

Consulting



FMCG



Pharma



Technology



Others



[Click for more](#)

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 and 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:

hello@focusu.com | +91-8882337788 bonzur@focusu.com | +23059194131