

Sectoral Expertise

The Experiential Way



Airlines

- ▶ Intervention to unveil the new set of values (called winning behaviors) through an engaging collaborative team activity - **Air Asia**



Automobile

- ▶ Learning-based experiential activity with a strong debrief on coming together as one big team, trust, and collaboration - **CARS24**

- ▶ Creativity and innovation workshop for the legal team - **Mahindra & Mahindra Ltd.**

- ▶ Self-paced courses to recognize unconscious biases that could impact business outcomes; identify common biases in gender and persons with disabilities; identify micro behaviors; and practice actions to create inclusive workplaces - **TVS Motor Company**

- ▶ Leadership development session through Lego Serious Play for the Leadership team - **BMW**



BFSI

- ▶ Webinars with the theme “Bounce Forward” focusing on resilience for Global Service Centre teams – **HSBC**

- ▶ Team cohesion session for the HR team - **First American**

- ▶ Learning intervention for the leadership team addressing key objectives, such as building an informal connection, aligning to a shared vision, and breaking silos to align with organizational goals - **ET Money**

- ▶ Experiential learning session on presenting with impact - **Terra Mauricia**

- ▶ Personal mastery session on execution for team leads - **First American**

- ▶ Leadership Presence workshop for managers – **Xceedance**

- ▶ Induction Program for new joiners - **Axis Bank**

- ▶ Virtual offsite focusing on prioritization, resource management, big picture thinking, and building impactful networks/teamwork to break the monotony in virtual environments - **Teachers Insurance and Annuity Association of America**

- ▶ Workshop on customer service excellence for the internal change and strategy team - **AXA XL**

- ▶ Self-paced learning intervention on "Giving Feedback" implemented during the yearly team evaluation – **Turtlemint**

- ▶ Manager Capability Building Journey for Mid Level managers around Ownership, Design Thinking, Conflict Management & Stakeholder Management - **Bharat Pe**

- ▶ Leadership Skill Development Workshop for Senior Managers (TLC) - **American Express**

- ▶ Future Fit Intervention Masterclass program themed on Resilience by Shalini Saraswathi - **HSBC**

- ▶ Campus to Corporate Learning Journey for Graduates for GSC and HTI entities - **HSBC**

- ▶ Process Facilitation with action setting and visual compass for Executive Committee Strategy Meet - **HSBC**

- ▶ CSR-themed Leadership Engagement programs - **HSBC**

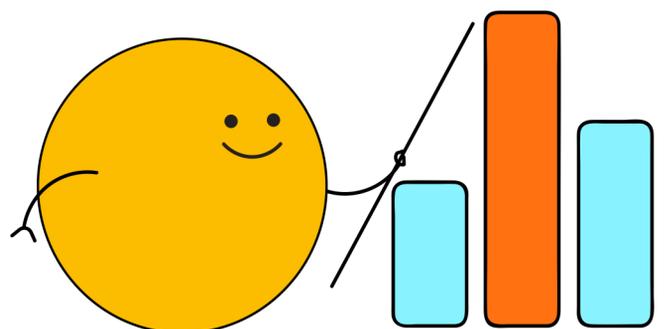
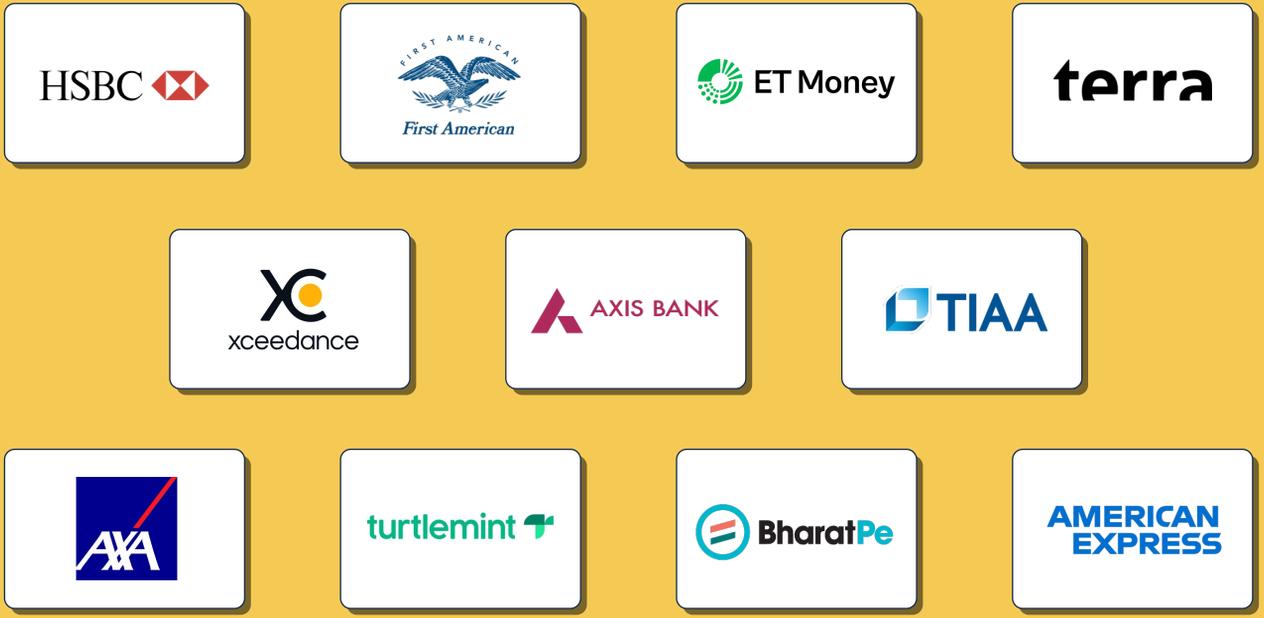
- ▶ Masterclass with Nitya Shanti on wellbeing and happiness for L&D Leadership – **HSBC**

- ▶ Speaker Series on Metaverse for new hires - **HSBC**

- ▶ ‘Future Leaders’ Learning Intervention for the Global Graduate Program – **HSBC**

- ▶ Lego Serious Play for Leadership Strategy Meet – **HSBC**

- ▶ Unconscious Bias Gamified Intervention for Managers - **HSBC**
- ▶ Future Fit themed Learning and Engagement Interventions - **HSBC**



Chemical

- ▶ Developing leadership capabilities to drive business growth for the senior leadership cohort - **Meghmani Finechem**
- ▶ Onboarding experience for new employees, including a pre-engagement and virtual connect, via the Gametize app - **BASF**
- ▶ Lego Serious Play for the leadership team to develop a mission as well as get the team aligned to the same - **Paushik Limited**
- ▶ Build-your-business simulation for hi-po managers - **Akzo Nobel**
- ▶ Helped the business team learn the concept of storytelling through a keynote session - **Tata Chemicals**



Consulting

- ▶ Offsite to align the Learning, Talent, and Development team to their goal of "Being an Extraordinary team in the world" with 3 principles: connecting, being unshackled, and committing to doing the best - **Public Sapient**
- ▶ A hybrid masterclass with Japsreet Bindra on ChatGPT in Gurgaon - One of the big 4 audit and accounting firms
- ▶ An online business simulation to help managers learn about managing emotions - **Ernst & Young LLP-E&Y**
- ▶ Workshop to teach the recruitment team the value of teamwork – **BCG**
- ▶ Helped inculcate trust and collaboration between sub-teams reporting to the Global Service (GS) L&D team – **BCG**
- ▶ Intervention to align the Learning and Talent Development team to the goal of being extraordinary, connected, unshackled, and committed - **Publicis Sapient**
- ▶ A visioning session for all HR BP's of the organization to align and identify the strategy on how they will contribute to the business goals - **Publicis Sapient**

- ▶ Year-long Virtual Storified and Gamified Pre-boarding till Onboarding Journey for all Hires - One of the big 4 audit and accounting firms

- ▶ A learning journey on managing hybrid workplaces, critical thinking and influencing stakeholders for people managers - one of the big 4 audit and accounting firms in India

- ▶ Psychological Safety learning intervention across all levels of team members - one of the big 4 audit and accounting firms in India

- ▶ Story-powered sales learning journey intervention for account leaders - one of the big 4 audit and accounting firms in India

- ▶ Year-long series of 'Tech-Talks' by a host of Masterclass speakers aimed at cutting-edge digital upskilling across teams - One of the big 4 audit and accounting firms

- ▶ Learning intervention on Agile Leadership for senior managers - one of the big 4 audit and accounting firms in India

- ▶ Leadership Development through 'The Leadership Challenge' workshop - one of the big 4 audit and accounting firms in India

- ▶ Series of 'Return to Office' Engagement program for employees - one of the big 4 audit and accounting firms in India

- ▶ Masterclass sessions with experts like Paddy Upton, Simon Taufel, Rajan Singh, Jaspreet Bindra, Ankur Warikoo, and Abhilash Tomy amongst others - one of the big 4 audit and accounting firms in India

- ▶ Wellness Masterclass with Milind Soman and Saina Nehwal - one of the big 4 audit and accounting firms in India

- ▶ "Find your Spike" learning and reflection intervention for senior managers - one of the big 4 audit and accounting firms

- ▶ Tax Conclave CSR Themed Engagement - **KPMG**

- ▶ Visioning Exercise for the Innovation Council - one of the big 4 audit and accounting firms in India



Consumer Goods

- ▶ Intervention for senior leaders to improve collaboration, delegate tasks and accelerate decision-making - **Esme Consumers**

- ▶ Keynote by Hardika Shah, for Reckitt Nutrition (IT Shared Services team), on Equity/Equality, on International Women's Day - **Reckitt**

- ▶ Learning program for the Senior leadership team covering growth mindset, handling change and accountability - **Tata Trent**

- ▶ Virtual development journey, focusing on decision-making for Directors of the organisation - **Harman International**

- ▶ Multiple sessions for different business units as part of #togetherseries to build a collaborative mindset and be open to learning from each other - **Harman (car technology and lifestyle audio company)**

- ▶ A design thinking and change management session for the digital leadership team on digital transformation - **Tata Consumer Products Limited**



E-commerce

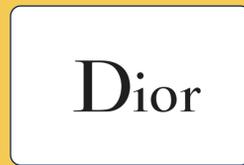
- ▶ Conducted "Wheels of Hope," a CSR challenge that involved assembling of 12 wheelchairs through teamwork for transport employees (the wheelchairs were donated to a non-profit, post assembling) - **Amazon**

- ▶ Masterclass with Simon Tafel on his learning, experiences, and tools to build and display resilience - **AWS**



Fashion & Apparel Luxury Goods & Jewelry

- ▶ Emergenetics session for the Leadership team – **Myntra**
- ▶ Full-day intervention to help retail associates project confidence during customer interactions – **Chanel**
- ▶ Session on ownership for the sales team – **Dior**
- ▶ Team intervention focusing on trust, communication, collaboration, big-picture thinking, and talent utilization for the India & APAC teams – **Adidas**
- ▶ A series of group coaching sessions on "Challenge the Process" for the senior leadership team - **Esme Consumer**
- ▶ Session on adapting to change, reinforcing attitudes, and understanding individual strengths for the India team - **Swarovski**
- ▶ Leadership program for first-time managers – **GAP**
- ▶ 'Speaking with Candor' Learning Intervention – **GAP**
- ▶ 'Critical Thinking' Learning intervention - **GAP**



Fast-moving Consumer Goods (FMCG)

- ▶ Helped the bottling team sharpen its presentation skills - **Coca-Cola Bangladesh**

- ▶ Virtual Masterclass with Harsha Bhogle on overcoming tough times - **Coca-Cola South West Asia Team**

- ▶ Helped the strategy team become more aligned, break biases, be more self-aware and empathetic - **Beam Suntory**

- ▶ Workshop on 'Road to Accountability' to assist the team to adapt to the new normal and take more ownership - **ABC Food**

- ▶ Masterclass by Prakash Iyer for the leadership team on leading in tough times, resilience, and overcoming adversity - **PepsiCo**

- ▶ Learning intervention for the leadership team to prepare for upcoming changes, discuss fears, collaborate, and build organizational objectives - **METRO Cash & Carry**

- ▶ Session on storytelling for the HR team - **Kellogg's**

- ▶ Intervention for the leadership team to take a pitstop to introspect, build fresh bonds, and reaffirm commitments before setting flight again - **Hershey India**

- ▶ Session on team cohesiveness for the Demand Planning team- **Hindustan Unilever Limited**

- ▶ Session on 'Goal setting for a business' for the IT team - **Perfetti Van Melle**

- ▶ A six month long women leadership learning journey for mid-level women managers of Perfetti. The journey was on breaking mental barriers, radiating confidence, time management and prioritisation, growth mindset, influencing without authority and conflict management. Additionally, a session for all managers in the organisation on unconscious bias - **Perfetti Van Melle**

- ▶ A visioning session for the sales team of Perfetti using Lego Serious Play, which helped them work together to identify the strategic pillars to achieve their organizational goals. - **Perfetti Van Melle**

- ▶ Session on collaboration and teamwork for managers across various levels – **ITC**

- ▶ Lego Serious Play visioning session for the Senior Leadership team - **Hershey's**

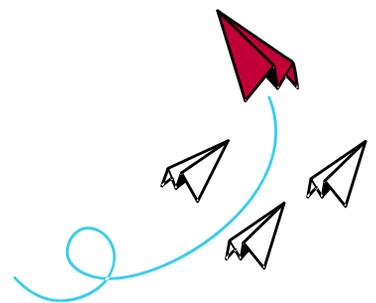
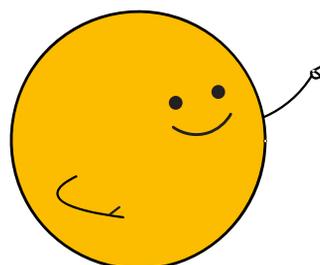
- ▶ Session on collaborating on team priorities for the Support function team - **Bunge India**

- ▶ Masterclass by Prakash Iyer on leading in tough times, resilience, and overcoming adversity for the leadership team - **PepsiCo**

- ▶ Intervention targeting competencies in empathy, alignment, goal-setting, bias breaking, and self-awareness for the strategy team - **Beam Suntory**

- ▶ Management Trainee Program around Introducing Valu Pillars - **Havells (FMCG)**

- ▶ Visioning Exercise using LSP for HR Leadership Team - **HUL**



Healthcare

- ▶ Learning journey on Campus to Corporate - **Providence Health & Services**
- ▶ A series of gamified workshop experiences to cascade culture across the organization – **Indegene**
- ▶ Learning journey on Trust and Accountability - **Providence Health & Services**
- ▶ Intervention at the team offsite to establish cross-functional collaboration, psychological safety, and team norms for effective teamwork and goal sharing – **Abbott**
- ▶ An intervention to develop a growth mindset and encourage fearlessness in taking risks for mid-level and senior-level managers - **Coloplast**
- ▶ An intervention to build trust, ownership, team norms, collaboration, engagement, and immersive experience among the team - **Dr. Lal PathLabs**
- ▶ Custom content design for onboarding to cascade values across the organization – **Indegene**
- ▶ Workshop for the legal team on assertiveness and the art of saying 'No' - **1mg**
- ▶ An intervention to build Interpersonal connect, foster trust & collaboration for the Leadership Team- **GE Healthcare**
- ▶ Intervention for Sales team members to win over fears, bring in change of mindset, face customer challenges and bring in customer centricity through a team collaboration activity- **Becton Dickinson**
- ▶ An experiential workshop for senior leaders of Pristyn Care to arrive at a shared understanding of what “Patient-Obsession” is - **Pristyn Care**
- ▶ Multiple batches of learning journey for managers of Providence along with pre and post program assessments - **Providence.**

 Providence

 Indegene

 Abbott

 Coloplast

 Dr. Lal PathLabs

 TATA 1mg



 BD

 Pristyn Care

IT

- ▶ A series of masterclasses on Executive Presence by Shital Kakkar Mehra – **CGI**

- ▶ Conducting a visioning session with Lego Serious Play, followed by group coaching sessions at the HR Leadership meet – **CGI**

- ▶ Design Thinking program to inspire innovation, help adapt to change, and customer centricity for the team – **VoerEir**

- ▶ Masterclass session by Prakash Iyer to help sales team members across offices gain an understanding of winning in adverse situations, encourage optimism and collaboration – **CleverTap**

- ▶ Brainstorming session with experiential activities to develop an action charter for the team - **Sterlite Power**

- ▶ Intervention on building trust and collaboration, for the Google leadership team (large customer sales), aimed at increasing team effectiveness – **Google**

- ▶ Learning workshop on self-discovery mindset, trust, collaboration, and influencing without authority – **Github**

- ▶ A session on Psychological Safety, Visioning, and Virtual Team Building Olympics to build trust – **Microsoft**

- ▶ A visioning session for all HR leaders of the organization on “building a legacy” using Lego Serious Play – **Microsoft**

- ▶ Session on uncovering unconscious biases, through the Gametize app, followed by a discussion and debrief for the team – **Adobe**

- ▶ Emergenetics session for the HR leadership team, aimed at improving team alignment, cooperation, communication and collaboration - **Lenovo**

- ▶ Annual Virtual Campus to Corporate program focusing on company values and principles for new graduate hires - **CSG International**

- ▶ In-person Knolskape Simulation 'Grand Prix' to improve decision-making, execution, and profitability for the professional service team – **Google**

- ▶ Session on presenting with impact – **HP**

- ▶ Offsite for the sales function on accountability, leadership challenge, and creativity – **Wipro**

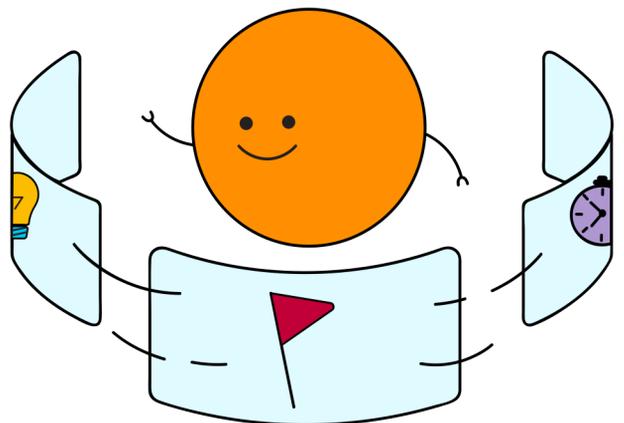
- ▶ Negotiation skills training for supply and procurement team – **Moglix**

- ▶ Manager Capability Building Learning Journey around Managing Stakeholders, Coaching & Conflict Management - **Esper**

- ▶ Virtual Intervention for Development Bootcamp Graduates focused on engagement and collaboration - **Dell IT**

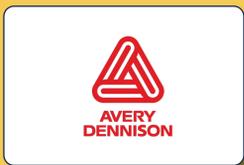
- ▶ A learning program for employees of Github with multiple objectives around building social equity and deeper connections, building a collaborative mindset to focus on team goals and build skill sets relating to presenting with impact, conflict management and accountability – **Github**

- ▶ A visioning session for Sales Leaders using Lego Serious Play - **Google**



Manufacturing

- ▶ Learning program for the finance team on problem-solving and decision-making skills - **Avery Dennison**
- ▶ Learning-based program for managers on self-growth, development and career conversations with their teams – **Kohler**
- ▶ Conducted a session with the business simulation Build-Your-Business - **Akzo Nobel**
- ▶ Leadership challenge workshop for senior managers - **Asian Paints**
- ▶ Learning program aimed at making compelling presentations, storytelling, leadership, personal credibility, engagement, inspiring action, enhancing confidence and personal credibility - **Beiersdorf**
- ▶ Sessions on psychological safety, radical candor and growth mindset for the senior leadership team – **Haleon**
- ▶ Lego Serious Play session to enhance belongingness and highlight the marketing function's critical role in the organization's vision – **Haleon**
- ▶ Developing a vision mindset for leaders - **Schneider Electric**
- ▶ A four-month engaging journey for mid-managers on working together as one team, building trust and being aligned to a big picture thinking. Each session was delivered using experiential activities. - **ABB**



Marketing

- ▶ Intervention on building connection, collaboration, and fostering a one-product organization mindset for the product engineering and support team using Lego Serious Play and other experiential activities - **Epsilon**



Non-Profit & Education & Government

- ▶ Workshop to celebrate fundraising successes, set goals, emphasize current donors, engage potential donors, foster collaboration and adapt to changing fundraising realities - **American India Foundation**

- ▶ Workshop for leadership team understanding, cohesion, communication, and candor through personality assessment and team dynamics.- **Khan Academy**

- ▶ Training program for Area Business Heads focusing on holistic entrepreneurial capabilities, leadership and team accountability - **Byjus Tuition Center**

- ▶ Collaboration with **IIM-L** to include our self-paced course and Knolskape's Design Thinking Simulation in (6 modules) of their executive MBA program.

- ▶ Train the trainer intervention for the faculty -**TAPMI**

- ▶ Intervention for zonal business heads on customer centricity, team engagement, and collaboration to showcase a "We before Me" attitude - **Byjus Tuition Center**

- ▶ Learning journey for hi-pos on account management, project management, time management, cross-cultural collaboration, communication and daily leadership - **IndiVillage**

- ▶ Leading change Intervention for the extended leadership team - **Indian Energy Exchange Limited**

- ▶ Engagement intervention for delegates of different teams on team collaboration and alignment to goals – **GIZ**

- ▶ Intervention for the Senior Leadership team to foster trust and effective communication -**Bill and Melinda Gates Foundation (India and USA)**

Building Leadership Skills for senior managers using MBTI - **NTPC**



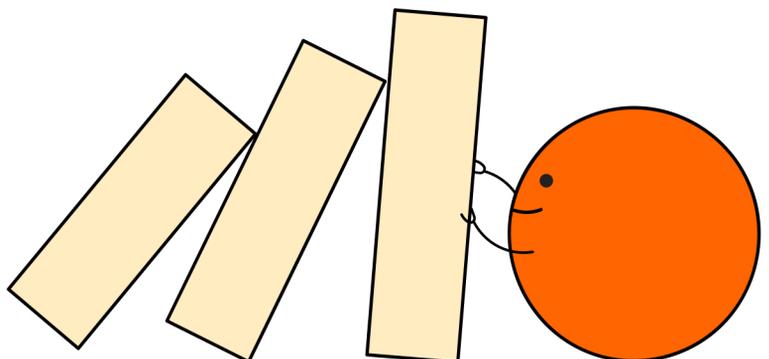
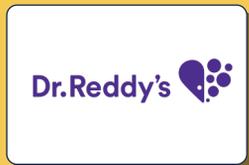
Oil & Energy

- ▶ Campus-to-Corporate program for new hires - **Indian Oil**
- ▶ Learning intervention on building high-performing teams - **Indian Oil**
- ▶ Virtual gametized challenge for International Women's Day to uncover unconscious biases within the team - **Vena Energy**
- ▶ Leadership Challenge Program for senior management - **Adani Energy**
- ▶ An experiential workshop on critical thinking and decision making, using an in-person facilitator-led business simulation with the leadership team - **Siemens Gamesa Renewable Energy, S.A.**
- ▶ Leadership intervention for young leaders - **WEC India**
- ▶ Learning interventions to enhance team collaboration and camaraderie for sales and cross-functional teams - **Suez**



Pharmaceutical

- ▶ A learning journey on effective communication for the GRFT team (Global Risk, Insurance, Investment, and Treasury) - **Dr. Reddy's Laboratories**
- ▶ Competency-based training on Effective Communication for different teams - **Syngene International**
- ▶ Pilot project with Eduflow for first-time managers on Emergenetics + Growth Mindset, Customer Centricity, and Group Coaching - **Syngene International**
- ▶ Interventions on 'Driving Accountability' for different team leaders - **Syngene International**
- ▶ Collaboration, ownership, accountability, and alignment towards common goals for the senior leadership team – **Roche**
- ▶ Growth Mindset session for managers – **Aspengl**
- ▶ Masterclass session with Prakash Iyer on work-life balance, empathy in team management, and balancing company demands with personal responsibilities with the Regulatory Team - **Advanz Pharma**
- ▶ Masterclass on Resilient Leadership for the team - **Fresenius Kabi**
- ▶ Stakeholder Management for Mid level Managers - **DRL**



Testimonials



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

Vidita Chachra,
Deputy Manager, XL Catlin



WE FUEL AMAZING

You people have energized our team beyond our expectation.

Kiran Kumar,
HR Manager, Cairn India



Unilever

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

Taslima Hasnat Jaigirdar,
HR Business Partner, Unilever
Bangladesh



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



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



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

Anoop Prakash,
Managing Director, Harley Davidson



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.



AVERY
DENNISON

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



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

Do check-out what our clients have to say about us: <https://focusu.com/testimonials/>

About Us

FocusU 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".

"How do we help L&D teams succeed in making a bigger impact?"

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

Learners find trainings to be boring when they are not customised. Learning hence does not percolate and get applied at the workplace – delivering very less return on training investment for L&D teams. We believe one size never fits all. Hence for each engagement, we take time to understand the need deeply, ask a lot of questions, at times push back against what we think are unrealistic expectations from a training program, but eventually arrive at a shared understanding with our L&D stakeholders on how we together want to meet the expectations of the business and create tangible impact. Only then do we jump into 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 1,000+ 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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