



# STRANGWAY ORRIDGE

## Overview

- Over 20 years of experience in the field of facilitation, learning and development, and leadership.
- Keynote speaker at leading institutions like IIT Kanpur.
- Led workshops and learning interventions across the diverse soft-skills canvas.
- Possesses a unique blend of adventure, business acumen, and passion for learning.
- Passionate facilitator with a proven track record of inspiring growth through experiential learning workshops.

## Areas of Expertise

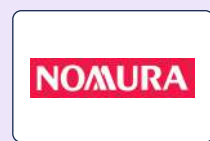
- Senior Leadership interventions
- Team Management & Facilitation
- Leadership Development
- Strategic Planning & Visioning
- Learning Journeys Facilitation
- Psychometric profiling using Emergenetics

## Key Facilitation Experiences

- “Visioning and Strategy” workshops for the GIS team at Lam Research, the GPS team at Google, Haleon, Biomeurix, Publicis Sapient, ET Money, and more.
- Customer-centricity workshop for customer-facing client service associates team at Chanel with participants from India and France.
- CSR-based workshop for Microsoft CEO and his direct reports to drive home the message of diversity & inclusion.
- Kickstarted the year-long CGI CME-LC team’s journey of co-creating the future of purpose, trust, and collaboration using the LSP methodology for 200+ members.
- Workshops on “Sustaining a Growth Mindset” and “Candid Conversations” for the CFO and his team at Tata Trent.
- A series of workshops on “Building a Change Mindset” for a leading telecom service provider in Mauritius.
- Several leadership engagement workshops for a team of 15 Global Leaders of Nomura Bank.

- A learning journey that began with a workshop on “Visioning and Strategy” for the regional leadership team of Unilever using the LSP methodology and advanced to the “Operating Plan” for this team.
- A workshop on “Exemplary Leadership Behaviours” for the CEO and his team at ESME.
- Using “Emergenetics”, a profiling tool to build effective and transformative teams at Providence, Hyperverge, HUL, HCL, and more.
- A very interesting workshop on “Communication and Empathy” for Station House Officers (SHOs) of Delhi Police.

## Clientele



## Certification and Education

- American Heart Association (AHA) Certified
- Emergenetics Coach
- Completed the Six Sigma Black Belt Course
- Bachelor of Computer Science from St. Stephen’s College, Delhi



## Business Experience

- Worked with Snow Leopard Adventures, Delhi for 7 years
- Ran own restaurant called LBW in Gurgaon for 7 years
- Learned to conduct training from Arjun Raina for 2 years
- Ran own training company for another 2 years, then freelanced as a trainer for 2 years
- With FocusU Engage as a facilitator since 2009

## Publications

- [Spontaneity is overrated](#)
- [Why ‘situational awareness’ matters](#)

## Passion

- DIY and craftsmanship
- Motorcycling and all things adventure
- Basketball and fitness

# Testimonials



"It was a pleasure working with FocusU. The top five reasons as to why I would engage them again will be:

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

**John J Kannath**  
Head HR, TATA Communications



"We have been thrilled to work with FocusU over the past three consecutive years in a row for our annual retreat, starting with a group that has grown from 40 to over 150! Every year they bring their creativity, positive energy, and expertise in hosting our team and ensuring each and every individual participates and learns.

**Looking forward to next year!"**

**Anoop Prakash**  
Managing Director, Harley Davidson India



Working with FocusU has been a pleasure. We have realized 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. They were flexible, accommodating, understood the problem at hand and offered solutions proactively. On the ground, the workshop experience was exhilarating for all participants where some quoted that the time flew as they worked and had fun, we achieved the outcome and felt motivated. Above all a great team which has a lot to offer. All the best!

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

# 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](http://www.focusu.com)

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

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