

# About BYLD Group

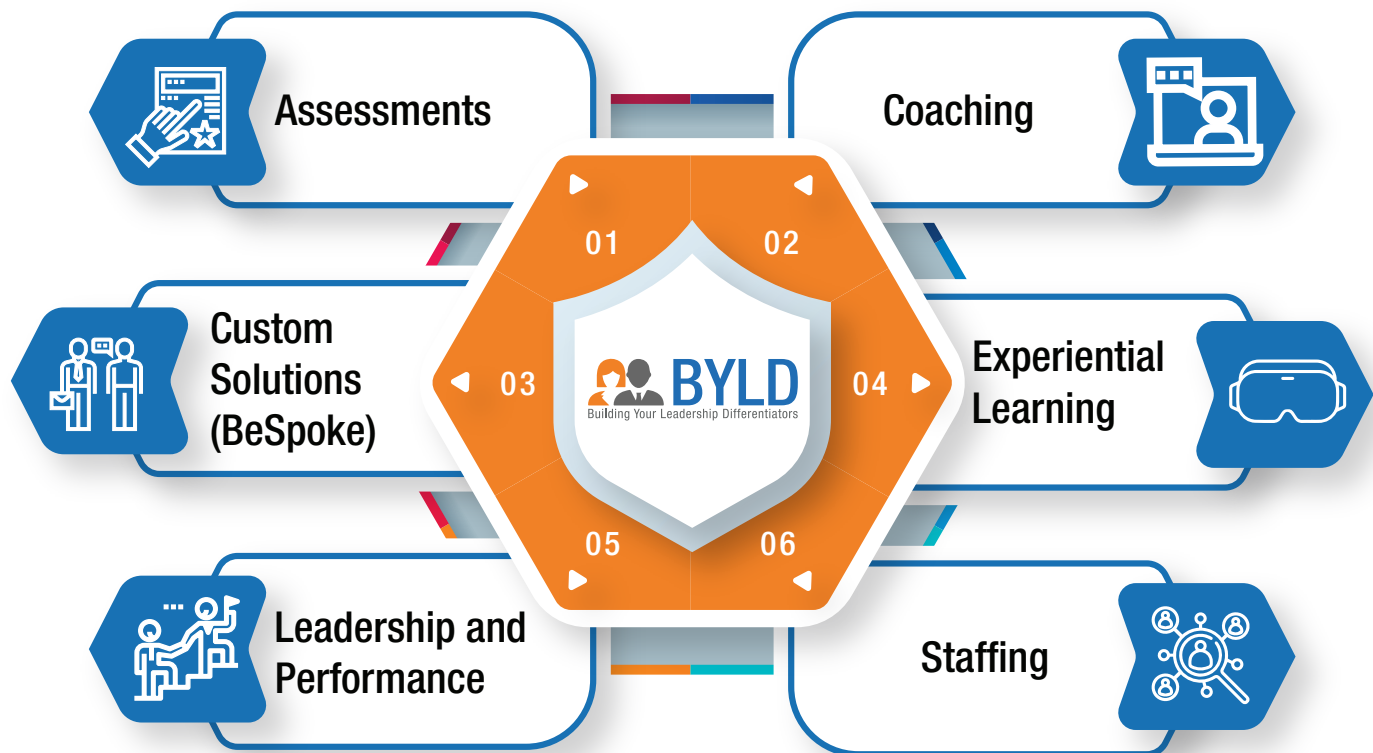
Founded in 1998, BYLD Group is the largest group in the South Asian region, offering technology-enabled HR and business productivity solutions. We have served 5,00,000+ individuals and worked with more than 50% of the Fortune 500 and over 60% of the Business World's top 1000 companies.

**Our practice areas and group businesses include:**



**Yogesh Sood**

CMD, BYLD Group,  
ACTP, MCC (ICF) Blanchard International India,  
and founder of first SEA chapter of ICF in 2004



## OUR MISSION

Our **MISSION** is to enable individuals and organizations to achieve **EXCELLENCE** through innovative and integrated solutions.



## OUR VISION

“Our **VISION** is to become the most preferred and comprehensive provider of personal, professional, and organizational effectiveness solutions.”



I CARE

## OUR VALUES

Inclusivity  
Customer Centricity  
Agility  
Reciprocity  
Entrepreneurship

# COACHING (SIGNATURE OFFERINGS)

BYLD Group offers time-tested, customized, and diverse coaching solutions. Our global team of professional coaches, best consultants, and facilitators provide multiple coaching solutions to teams, individuals, and organizations.

## We are there for:

- Coaching Culture
- Manager as a Coach
- Coach Certification (ICF)
- Coachable as an Employee
- Executive/Career/Business Coaching





# ASSESSMENTS

## (SIGNATURE OFFERINGS)

Organizations must assess and evaluate their employees effectively to build a productive work environment as workforce requirements evolve. Psychometric assessment solutions are crucial in employee assessment as they are reliable, scientific, and outcomes focused.

### We are there for:

- Talent Identification
- Talent Management
- Competency Discovery
- Leadership Assessments
- Succession Planning

Authorized Partner  
**EVERYTHING DiSC**  
A Wiley Brand

### Everything DiSC® Solutions

- Everything DiSC® Agile EQ™
- Everything DiSC® Sales
- Everything DiSC® 363 for Leaders
- Everything DiSC® Productive Conflict
- Everything DiSC® Work of Leaders
- Everything DiSC® Workplace
- Everything DiSC® Management
- Everything DiSC® Workplace on Catalyst™

Authorized Partner  
**The Five Behaviors**  
A Wiley Brand

### The Five Behaviors® Solutions

- Personal Development
- Team development
- The Five Behaviors for Virtual Teams

  
**TALENTSMART**  
Emotional Intelligence

### Assessment Center **Development Center** (AC-DC)

- High potential identification
- Enable succession planning
- Scientific and unbiased assessment on competencies

# LEADERSHIP AND PERFORMANCE

## (SIGNATURE OFFERINGS)

Give your leaders the right skills, support, and methods that successful leaders worldwide use. We bring you many world-renowned training brands on the top list of 500 Fortune companies.

**blanchard**  
INDIA

The Heart of Human  
Achievement™

Blanchard's approach begins with the core of leadership, guiding leaders to perceive each interaction as a chance to nurture trust and enrich relationships. We create engaging learning journeys driven by human interaction, allowing leaders of all ranks to transform their potential into tangible results.

### We are there for:

- Individual Development
- Team Development
- Leadership Development
- Organisational Culture shifts
- Diversity and Inclusion
- Blended Employee and Leadership Development

01

SLII®

02

Blanchard Management Essentials®

03

Building Trust

04

Coaching Essentials®

05

Conversational Capacity®

06

Courageous Inclusion™

07

Essential Motivators™

Leadership Point of View™

08

Leading People Through Change®

09

Leading Virtually™

10

Legendary Service®

11

Self Leadership

12

Servant Leadership Essentials™

13

Team Leadership

14

We are dedicated to enhancing the world by empowering individuals to enhance themselves. Through our renowned courses and top-selling books, we guide individuals in acquiring behaviors that significantly enhance their outcomes.

## We are there for:

- Personal Productivity
- Personal Change
- Interpersonal Influence
- Interpersonal Accountability
- Strategic Influence and Change

# Crucial Learning Solutions



**Crucial Conversations.**  
FOR MASTERING DIALOGUE



**The Power of Habit™**



**Crucial Influence.**



**Crucial Conversations.**  
FOR ACCOUNTABILITY



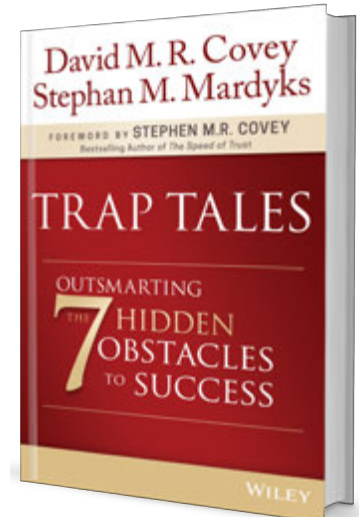
**Getting Things Done.**



## Trapologist at Work®

Based on an acclaimed book, Trapologist At Work® is a groundbreaking, research-based one day workshop.

Most of our setbacks in the workplace are caused by time-consuming traps we didn't know how to spot. This highly effective workshop guides participants to move quicker toward achieving their goals, trap free. Trapologist at Work® is a GPS designed to accelerate success in any challenging environments.



## For Individuals, Teams, and Organizations



The curriculum sequence starts with approaches to improve individuals' effectiveness and personal leadership.

Next, the course focuses on key strategies that enable individuals to work collaboratively as team players.

Lastly, we hone in on the cutting edge methods to align employees with the organizational vision/goals

## Organizational Benefits with Trapologist

Individuals, teams, and organizations who have experienced the workshop report:

- Increased focus and productivity
- A collaborative work culture
- A meaningful employer-employee relationship





# EXPERIENTIAL LEARNING (SIGNATURE OFFERINGS)

Today's stressful and disruptive work environment is undermining everyone's efforts to learn and grow. Let's face it; working smarter is your only option, and that's where our experiential learning programs help you learn quickly and gain the skills you need to keep working.

For companies of all sizes, people, and organizational needs, we offer a variety of unique and highly effective experiential learning programs, both virtually and offline:

- Immersive
- Non Immersive

## We are there for:

- Deep Immersive learning and behaviour change
- Competency based Double loop learning vs Classroom (Single loop Learning)
- Simulation based learning (Online and In Person)
- Business Acumen Development
- Commercial Acumen
- Strategic Acumen

01.



- Gold of the Desert Kings™
- Museum Caper™
- King Kahufu
- Council of the Marble Star™
- Promises, Promises!™
- Rattlesnake Canyon™
- Expedition Outback™
- Windjammer™

02.



- Immersive HR tech platform that combines VR and psychometric testing to help companies deliver scalable change themselves



- Create - Creative thinking fundamentals + 'Who Killed Creativity?' Simulation (CSI1)

03.



- In partnership with Business Today, we present our wide range of **170+** customizable, globally known, industry-specific simulations that are created in accordance to the client's business needs and goals.



# CUSTOM SOLUTIONS (BESPOKE)

## (SIGNATURE OFFERINGS)

The BeSpoke service line offers highly customized and outcome-driven learning solutions to accelerate achieving desired business outcomes.

On the other hand, our Persona GLOBAL® makes an efficient assessment tool for the organizations facing challenges in change leadership, communication, organizational alignment, sales, customer service, and management.

### We are there for:

- Customised (Relevant to Audience)
- Culturalized (In the language of Target Audience)
- Contextualized (Industry Relevant)
- Large scale System managed Learning and development services
- Design- Develop-Deploy Content and Trainer delivery services

### BeSpoke

BYLD Bespoke solutions are based on the best practices in Sales, Leadership, and Individual Effectiveness. Team BYLD works with you to develop a plan that will help you achieve your goals.

#### Our Solutions

- Are tailored to your specific needs
- We take into account the cultural and contextual factors that may impact your success
- We provide ongoing support and coaching

#### Our Programs

- Leadership
- Sales
- Individual Effectiveness
- Women Leaders
- Learning Journey



Persona GLOBAL® is a worldwide provider of assessment tools and methodologies for corporations facing challenges in change leadership, communication, organizational alignment, sales, customer service, and management.

#### Persona GLOBAL® Solutions

- The Persuasive Communicator®
- Team Building
- Transition to Management®
- Beyond Coaching Mentoring
- Purpose, Recognition, Influence, Development, Energy (PRIDE)
- The Persuasive Salesperson™



# STAFFING AND TECHNOLOGY SOLUTIONS

## (SIGNATURE OFFERINGS)

We are an industry-leading suite of HR outsourcing services backed by cutting-edge technology. We strive to fulfill your third-party payroll needs.

YOMA Technologies, on the other hand, care for your business and talents. Our in-house YOMA App has been connecting top talents with businesses for years. YOMA Technologies specialize in custom software development, mobile app development, IT staffing and SaaS solutions.

### We are there for:

- Industrial Staffing + Technology + Analytics
- General Staffing + Technology + Analytics
- Staff Augmentation
- Managed Services + Analytics
- Skill & performance review
- Payroll and compliance management

### Hiring Solutions:

- Customer hiring solutions : Lateral and Search
- Recruitment Process Outsourcing (RPO)
- Frontline bulk hiring



- General Staffing
- Industrial Staffing
- Staff Augmentation
- Managed Services
- Shared Resource Program
- Apprenticeship Program (NAPS)



- Custom Software Development
- Mobile App Development
- IT Staffing
- SaaS Solutions



# CONSULTING PRACTICE



## Get Expert Assistance and Resolve Your Business Challenges

BYLD Group has a talent pool of veteran Consulting Practitioners (CPs) with corporate exposure in diverse areas like **Automotive, IT/ITES, Pharma, FMCG, Banking, Media** and **Travel, BFSI**, and more. With their vast industrial knowledge, skills, and strengths, our principal advisors can help organizations deal with upcoming business challenges, offer detailed insight into the current business scenario, and prepare a future road map to provide a competitive edge to businesses in their niche segments.

We perform a detailed analysis of various issues or problems, brainstorm possible solutions based on careful evaluation, and then provide the best customized solution for your corporate needs and requirements. Our seasoned consulting practitioners are well-versed in their niche business areas and have years of experience to help you achieve desired business goals or objectives. They have unparalleled exposure to industries with diverse teams and sizes in their specialized areas, increasing the acceptance and credibility of their bespoke solutions.

### Know Our Consulting Practitioners (CPs):



**Amarvijay Taandur**

Principal Advisor - Civil, Infra, Heavy Engineering, Power and Automotive



**Ronald Soans**

Principal Advisor - IT, ITES, Consulting and BFSI



**Monica Sharma**

Principal Advisor - Banking, Retail, Hospitality, Media and Travel



# Client Speaks



*The virtual session conducted by VitalSmarts(Crucial Learning) on Crucial Conversations received a good feedback from the participants. The content for this workshop has always been a winner but the facilitator is the one who helps in rolling out the context to the participants with the right energy, examples and discussions. Priti was an awesome trainer who drove the content as per the participant expectations. Her high on energy mode kept the class engaged, encouraged interactions, questions & discussions. All the activities were properly explained with examples and the content was delivered with real life instances which made the session relatable.*

*Very good session to be run again!*



**Nisha Abraham**  
(Abbott India)



*In keeping with these current times, Tirian Innovative Solutions offers atop-of-the-line, research-backed, gamified program called “Creative Thinking Fundamentals – Who killed creativity?” It is a niche program based on neuroscience, backed by extensive research that clearly defines and assesses the creative quotient, identifies creativity blockers, helps uncover strategies to overcome the creativity killers, and further helps to understand and apply these strategies at the workplace by removing blind spots and finding new and innovative solutions to the challenges at the workplace.*



**Sonia Banerjee**  
(Independent Consultant)





# Client Speaks



*I deeply appreciate the enduring partnership between my team and BYLD. Your collaboration epitomizes success, growth, and unwavering trust. Your commitment to excellence and open communication has paved the way for shared triumphs and mutual growth. As I reflect on the many years together, I take pride in the progress made, trainings delivered, and the positive impact created. Here's to an inspiring partnership filled with continued success, triumphs, and new horizons to conquer together.*



**Varun Harnal**  
(Independent Consultant)



*It was an absolute engaging and knowledgeable session. There are times that you are at a loss on how to being a conversation and almost 99% of the times those are important and difficult conversations, This program will help you understand the best way forward towards having those conversations in the most healthy way possible!!! Kudos to the team of Crucial Learning and a big thumbs up to Mr. Jolly for making the session so interactive!!!*



**Rohini Rastogi**  
(Middleby Celfrost Innovations Pvt.Ltd.)



# Some of our Clients

**Deloitte.**

 **MERCER**

 **PEPSICO**

**Infosys**

 **EY** Building a better working world

**ciena**

**adani**

**Amway**

 **Dabur**

 **एनटीपीसी  
NTPC**

 **TATA**  
TATA CONSULTANCY SERVICES

 **genpact**

 **Hero**

 Sun Life Financial

**TATA | sky**

 **MAX  
LIFE**  
INSURANCE

**Johnson & Johnson**

 **Abbott**

 **Apollo**  
HOSPITALS  
TOUCHING LIVES

 **asianpaints**

# Overview

## Coaching

- InsideOut Coaching™
- Coaching Essentials
- ICF
- Executive Coaching
- Breakthroughs
- Coach Development program

## Experiential Learning

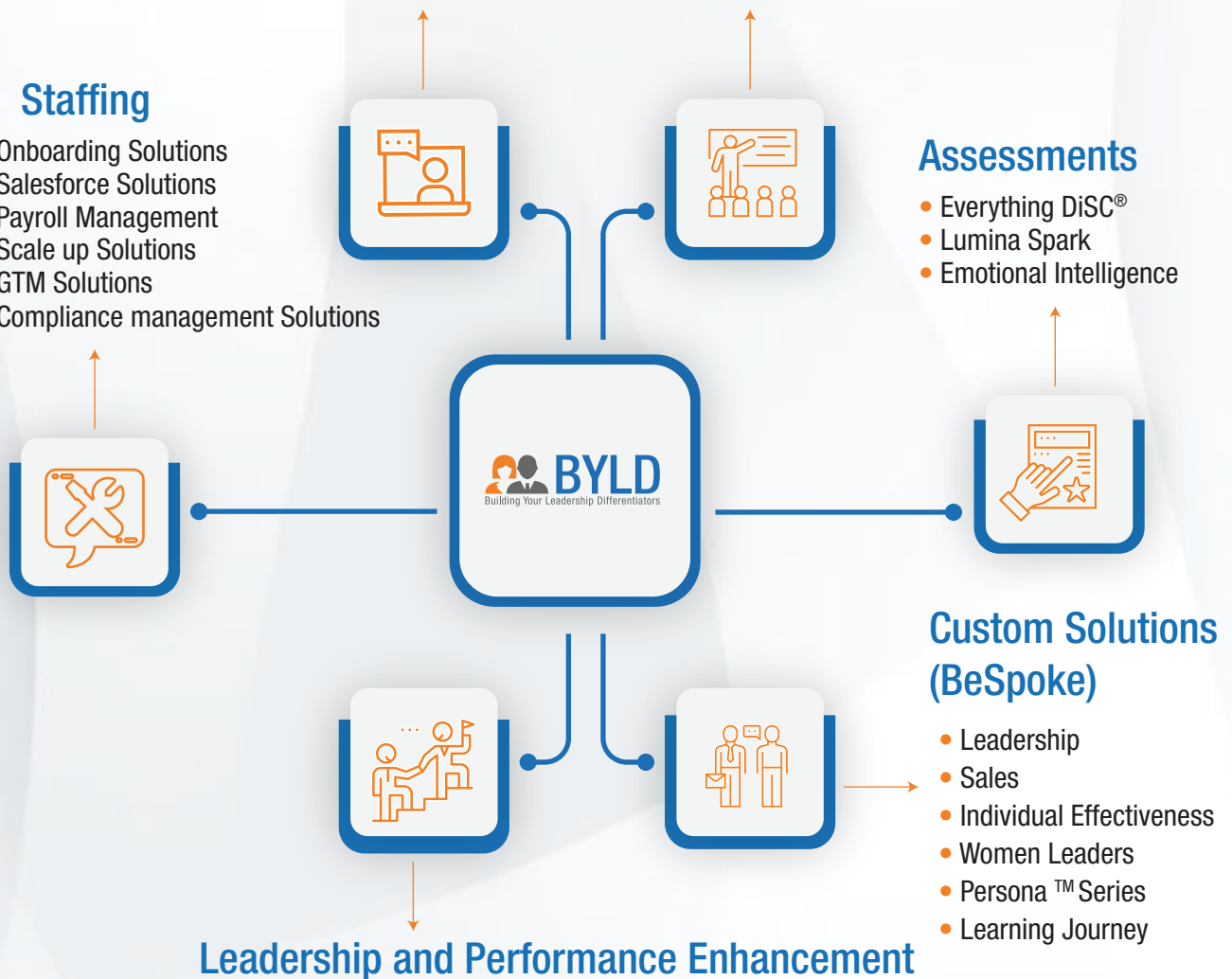
- Eagle's Flight™
- Jenson8
- Tirian
- Bussiness Today Simulations

## Staffing

- Onboarding Solutions
- Salesforce Solutions
- Payroll Management
- Scale up Solutions
- GTM Solutions
- Compliance management Solutions

## Assessments

- Everything DiSC®
- Lumina Spark
- Emotional Intelligence



## Leadership and Performance Enhancement

- Crucial Conversations® for Mastering Dialogue
- Crucial Conversations® for Accountability
- The Power of Habbit™
- Influencer
- Getting Things Done®

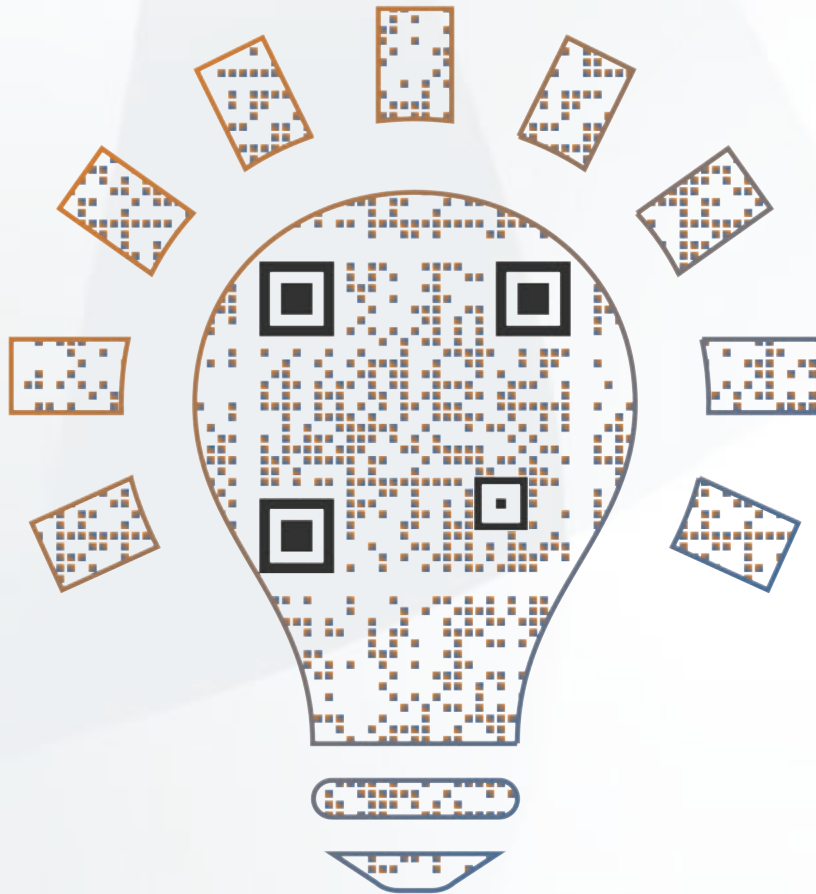
- SLII®
- Blanchard Management Essentials®
- Building Trust
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- Conversational Capacity®
- Courageous Inclusion™
- Essential Motivators™
- Leadership Point of View™
- Leading People Through Change®
- Leading Virtually™
- Legendary Service®
- Self Leadership
- Servant Leadership Essentials™
- Team Leadership

- Trapologist at Work™

- The Five Behaviors®




# SCAN TO FOLLOW



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