



the
catalyst

ENGAGE | ENHANCE | ENABLE

Engaging, immersive learning programs to transform talent.

We are on a
mission to
make learning
fun, relevant
and applicable.

www.thecatalyst.co.in

What we do

TALENT DEVELOPMENT

Use immersive, personalized formats that make learning relevant for **EACH** learner by catering to his needs and style!

TALENT ASSESSMENT

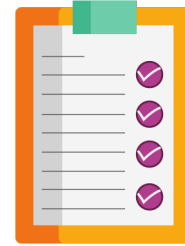
Clever mix of online virtual assessment and development centers and game based offline assessment and development games!

LEARNING CONSULTING

Setting up relevant learning programs based on incisive insights, evaluating effectiveness of learning programs, building learning calendars, training need assessment – assessment – you name it, we do it!



Our Learning Approach



Begin with a thorough needs assessment



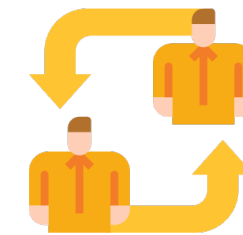
Be aligned with organizational goals



Have leadership buy-in



Be relevant to each participant



Enable continuous re-enforcement



Have a good mix of various learning methodologies



Allow participants to practice learned behaviors

We are striving for excellence!



Certification in discovery-based learning design and facilitation by Paradigm Learning LLC, USA.



Certification in experiential learning design and facilitation by MTa Learning System, UK.



Certified in game-based learning design by ID Mentors, India.



Undergoing certification in game design principles by Michigan State University.



Certification in Instructional Design and Facilitation by Vyaktitva.



Certification in Lumina Spark



Over the last 8 years, we have conducted several programs across multiple industries with stellar response and impact.



30,000+

Participants



112+

Organizations



21+

Industries



7+

Countries



Partial Client List



We aim to provide our customers with a top-rate service experience



and many more ...

Tactile Game formats



Tactile Game formats



Tactile games, ideal for kinesthetic and visual learners, engage participants in games which allow for various skills to be developed including team work, problem solving, decision making, communication, leadership, business acumen and concern for quality. These games, developed in partnership with MTa Learning, UK, are flexible, immersive and engage the whole brain. The debrief (both individual and team) creates powerful insights which are transferred to the workplace.

Tactile Game formats

Games are designed at various levels, for various lengths of time, depending on the type of audience and the desired learning outcomes. Some examples within certain themes are as below:

LEADERSHIP	PERFORMING FOR EXCELLENCE	BUSINESS PRIORITIES	TEAM WORKING
<ul style="list-style-type: none"> Taller Stack LED Statues LED Jigsaw Leading from afar Leading the team Cable Car Hoist Waste Away Maxi Market 	<ul style="list-style-type: none"> Disc roll Our Success Meeting Expectations Leading Pairs Meeting the challenge Everyone's a winner 	<ul style="list-style-type: none"> Delivered on time Build to design Money Matters Artifacts Container Freight Getting Ahead Disc Transporter 	<ul style="list-style-type: none"> Feet of Clay Spinning your web Caught in the web Minefield DIY My Success Successful Pairs Speedy Stack Group Necklace Short Thread Wheel Barrow Boxed in Enclosed Tall Stack Tightly Packed Odd type of stack Balancing Act Shapes
	PROBLEM SOLVING	COMMUNICATION	
	<ul style="list-style-type: none"> Colourful necklace Girders Jigsaw Odd colour of stack Water Tower Through the slot 	<ul style="list-style-type: none"> Getting it right Sorting Shapes Blind Statues My View Swinging Seeing Red Back to back 	

Further details on each game will be available on request while discussing the desired learning outcomes. Example below

Game Name	Time	Level	No. of participants	Learning Outcomes
Feet of Clay	15 mins	Intermediate	5 to 24	Understanding constraints, Agreeing and working to plans, Individual contributions to a team effort.
Maxi Market	3-4 hrs	Intermediate	10-20	Leadership, Project Management, Prioritising, Problem Solving, Communicating, Customer Orientation.
DIY	45-60 mins	Intermediate	10-15	Sharing, respecting and building on each others' ideas, Learning about each other as people.

Tactile Game formats



Board Games



Board Games



Board games are ideal for cerebral and visual learners who love to strategize and explore new outcomes. Our board games are developed in-house and in partnership with **Paradigm Learning, USA** and have complex scenarios played out using game cards, chips, chance cards, rule sheets and a score board. Board games are usually used to anchor a session and open it up for various skills such as leadership, leading change, business acumen, collaboration, negotiation and building trust.

Board Games

Farming for Growth



Farming For Growth:

FFG is an interactive game based on Building Trust, Relationships and Stakeholder Management in a story based setting. It is played in 4 teams and the design is based on Trust Building decisions, on the Charles Green Trust model of Credibility, Reliability, Intimacy and Self Orientation. The game also leads into Social Styles and Stakeholder Management.

FFG is available both in offline as well as in virtual format

Board Games Maximise



MAXIMISE:

An exciting game built around bringing out collaboration barriers. Teams working in silos demonstrate behaviours to “WIN FOR THEMSELVES” instead of demonstrating collaborative behaviours that make the organization win. Ideal for teams where collaboration is a big learning outcome. Highly engaging game across all sessions conducted.

MAXIMISE is available only in the offline format

Board Games

Expedition to Mount Regus



EXPEDITION TO MOUNT REGUS:

A thrilling game on building High performance teams. Played in 4 teams as they go along a treacherous trek on Mount Regus. The path is filled with surprises and some very critical decision making. The game puts the teams through critical thinking moments, communicating the right way, planning ahead and executing.

MOUNT REGUS is available only in the offline format

Board Games

The First Quarter



THE FIRST QUARTER

A 12 week journey of a first time manager, simulating the first 3 months in the manager's life. The game poses various situations where the decision making ability of the manager is challenged and the player needs to think beyond individual contributorship, understanding that each decision now has an impact on Business, People and Customers

THE FIRST QUARTER is available only in both offline and virtual formats

Board Games

Zodiak



ZODIAK

Zodiak, in association with Paradigm Learning is a day long board game based learning intervention that is built for helping your teams learn Business Acumen. Learners as new owners of a company, learn about cash flow, return on equity, working capital, COGS, Assets etc. Teams can easily build an income statement basis this powerful game.

ZODIAK is available only in the offline format

Board Games Coming Soon!

WE ARE WORKING ON NEW GAMES AS WELL!

- Whole Brain Thinking
 - The FMCG Sales Game
 - Multi Generation Workforce
-

Simulation based learning



SIMULATIONS FOR ENGAGED LEARNING

Take a look at our games and
simulations for your teams

Simulation based learning



Simulations are safe scenarios for participants to try out new concepts of learning. We learn by putting into action what we have heard at a concept level. Virtual simulations allow participants to experiment and gain confidence in applying newer concepts and see the impact of their actions in real time, thus learning through them as well. In today's virtual training world, simulations work as a very good engaging format

Simulation based learning



Name of Simulation	Duration	Learning outcome
Leads	90 min	Situational Leadership model
Let's do Business	60 min	Authentic Leadership model
Antarctica	90 min	Planning and Organising Skills
Game Changer	60 min	Change Management and Influencing Models
Ex-Press	60 min	Facets of Executive Presence
iConverse	45 min	Crucial Conversations
Zucas Films	45 min	Strategic Negotiation
Stratagem	45 min	Decision Prioritization Techniques
Lost diamonds of Kalahari	60 min	Connecting the dots in a difficult situation
On Time Every Time	90 min	Planning and Organizing Skills
Negocio	60 min	Negotiation Skills in a Sales Situation
Deal Ordeals	60 min	B2B Sales Process

The above list is only indicative and not exhaustive. The list keeps developing as and when new simulations are created or new partnerships are built.

Card Games



Card games are simple, quick and efficient and help introduce new concepts in sessions. Card games come in various formats such as value cards, fluency cards, question cards and trading cards. Each type serves a different purpose and can be flexibly integrated into various types of learning sessions.

Card Games



Card Games



Card games are simple, quick and efficient and help introduce new concepts in sessions. Card games come in various formats such as value cards, fluency cards, question cards and trading cards. Each type serves a different purpose and can be flexibly integrated into various types of learning sessions.

Learning Map Games



Learning Map Games



Maps are excellent learning tools for visual learners as they help map even complex concepts visually and logically and thus engage the whole brain. Coupled with customized trigger cards and information cards, they lead to some very powerful insight generation on concepts such as business models, process mapping, customer behaviors and marketing plans. Map based games beautifully allow for self paced discovery of new learnings.

Theme Based Games



Theme Based Games



Theme based games use popular themes such as Treasure Hunt, Master Chef, Solve the Murder Mystery, Kaun Banega Crorepati, etc to create high energy learning environments which get leveraged for creating focused learning outcomes. Ideally suited for themes such as teamwork, collaboration, time management and problem-solving, these games are widely used as part of induction training or larger programs.

Art Based Training



Art Based Training

Our Art Based programs engage the whole brain of the learner and create opportunities for creative and cognitive learning. We have used ART based programs for several learning outcomes, some of which are listed here.



LEARNING OUTCOMES



Creative Stimulation

Enhanced Observation

Self-Awareness

Become more Intuitive

Enhance Empathy

Whole-Brain Usage

Demonstrate Resourcefulness

Build goal VS process orientation

Our Flagship Programs

- 1 Leadership in the VUCA world.
- 2 First Manager Program.
- 3 Leading a Multi generational team.
- 4 Leading Stakeholders.
- 5 Wellness and Building Resilience.
- 6 Bursting silos and collaborating.
- 7 Leading and Managing Change.



A decorative graphic at the top left of the slide, consisting of a dark grey rectangle with a white dashed line running vertically through the center, flanked by two yellow vertical bars.

Our approach:

Learning Journeys



Online quizzes, reinforcements, learning badges and scores.



Personalized coaching, SME connect calls, on-job learning.



Classroom game driven sessions with action planning.

Personalized and meaningful learning journeys which last for 3 months to 12 months immerse the learner completely in the learning process. A holistic experience comprising of game based classroom sessions, online reinforcements, personalized reflections and coaching and on-job projects make for a potent combination.



Case Studies



The Catalyst recently launched a program based on the master chef theme for the sales team of a top FMCG organization in India. The learning need for the organization was to help their sales team improve their planning, organizing and time management skill.

The Catalyst is involved in rolling out a year long intervention for a major beverage company for significantly upskilling the front line channel sales team across a range of competencies. The entire program conception, design and implementation across 200 team members Pan-India has been done on experiential learning principles and complemented using constant on-job reminders and re-enforcers.

The Catalyst was recently involved in the design and implementation of a 120 day long journey for the high potential manager talent of a top Pharma company. This program was designed on experiential learning principles and supported with many pre and post learning interventions to ensure on job application of learnings.

Catalyst has engaged with a well known IT company. The core objective of the program was to Create awareness of other's needs, leveraging diversity, strengths and uniqueness of team members to build high performing teams using Digital Display. The action taken by participants was presented along with challenges and learnings to the rest of the group and managers.



Thank you

"Tell me and I will forget. Show me
and I will remember. Involve me
and I will learn."

-Benjamin Franklin



Phone Number

+91 75021 43999

Email Address

info@thecatalyst.co.in
raghu@thecatalyst.co.in

Website

www.thecatalyst.co.in