



Client: - An International FMCG company

Requirement: - Improving People Managing skills– Being effective and innovative

A large FMCG company due to external factors was undergoing internal changes. They wanted us to improve their level 4&5 and level 6&7 of 100 odd personnel. This band consisted of the supervisors and managers.

Our GO training and development team decided to first spend time at the production unit to understand the supply chain of the product. We even went on the delivery trucks to understand the problems faced at all levels. This helped us develop the modules to impart the best training possible for this international FMCG unit.

This exercise helped us understand the trainees, and the mindsets of the people who were above and below them. In turn we realized the organizations work culture, challenges faced by marketing staff and the issues related to collection.

We decided to conduct 7 two day sessions in various soft skills. The modules covered topics like interpersonal skills, communications and thinking out of the box, time management, self development, stress management, decision making, problem solving, change management and team building to increase productivity of the individuals.

The trainees had 4-15 years of experience so we broke them down into groups depending on their experience. This ensured high level of interaction and facilitated better understanding of the topics discussed. It also focused on areas that they lacked in knowledge.

The GO team developed a unique module that consisted of question and answer methodology to train the executives. The written and oral method enabled them to retain the training as the process. Without any misconceptions the answers they arrived to, required them to think as well as helped them understand. We found that this method was highly effective.

It involved role playing, case studies, group activities, mental agility exercises and team activities followed by discussions of key learning. The trainees were also made to come up with a problem they faced (internal & external) and they themselves were made to come up with the solutions.



This helped them learn about the other departments and this training helped improve the interactions and camaraderie between them.

At the end of the training session their sales numbers went up and the FMCG started becoming more productive.