

⋮

# Using Your Whole Brain



## ❖ Who are we....

- Sanda Excellence is part of UK based Sanda Holding Group
- Operates Sanda Wellness in UK and India
- Operates Sanda Hotels in India
  - Baywatch Resorts
  - Dudhsagar Spa and Resort
  - The Beach House
- Sanda Excellence is exclusive India partner for Prism UK
- Sanda Excellence's unique experiential Training programs are designed by LMQ of the UK
- Trainers with diverse Global Training Experience of over 20 years

## ∴ What do we do....

Personal  
Development

Team  
Enhancement



Behavioral  
Awareness

## ⚡ How Prism can help?

- Leads to Self-awareness
- Improving *predictability* and self-confidence in employee
- Building relationships
- Effective utilization of human resources
- Avoiding or managing conflicts
- Improving the quality of life and work environment
- BECAUSE By studying the brain directly, we get to connect directly with the 'source' of human performance, rather than interacting through models developed through empirical observation alone.
- BECAUSE its simple and flexible!

## ❖ Why is it necessary?

According to a recent study,

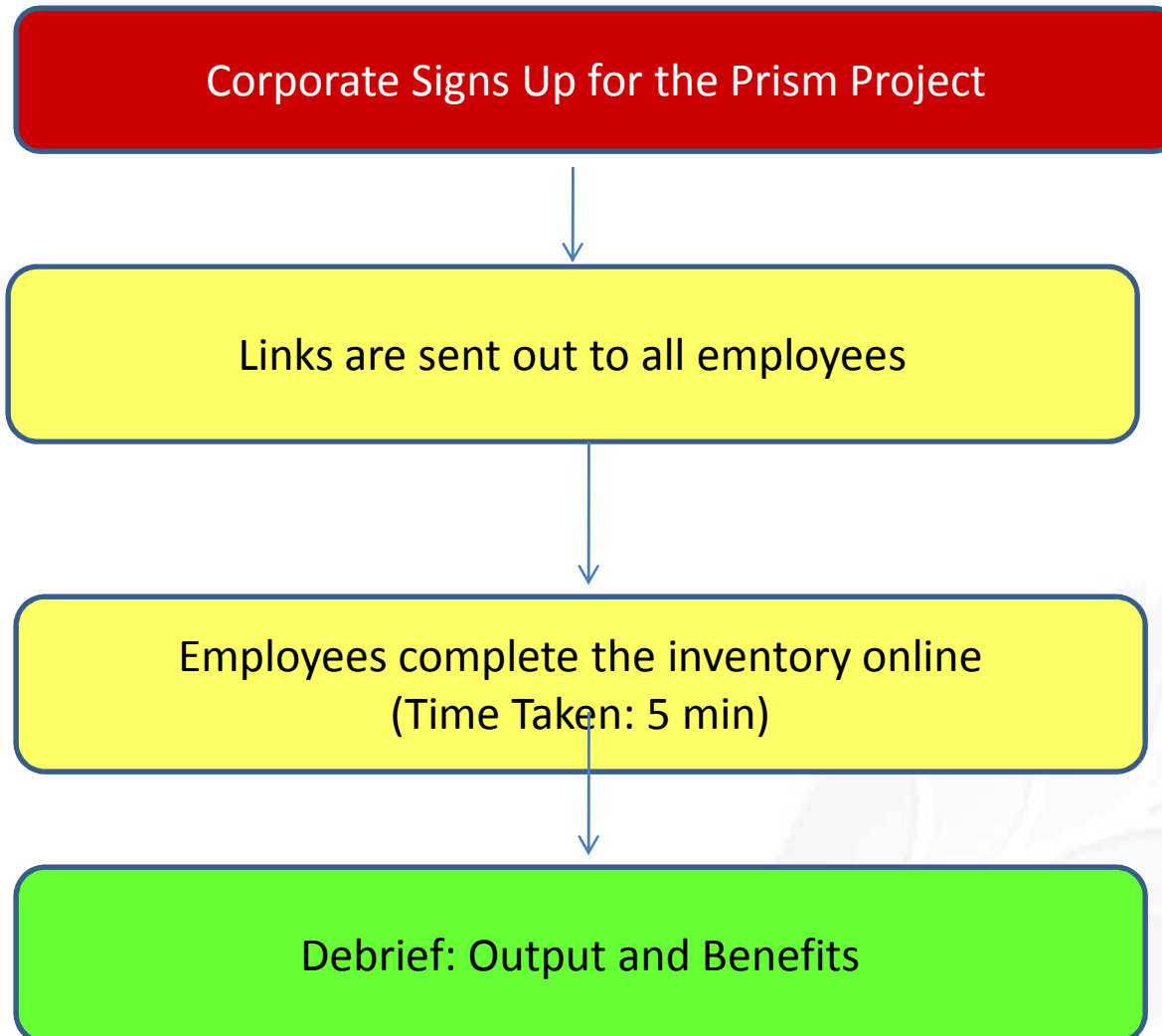
- **46%** of new employees fail, during the first 18 months, to reach their anticipated potential,
- **Only 19% achieve unequivocal success.**
- Contrary to popular belief, technical skills are not the primary reason why new employees fail;
- instead, poor interpersonal skills dominate the list, flaws which many of their managers admit were **overlooked** during the interview process.



## ❖ The Proposal

- Sanda Excellence is offering Complimentary Prism Intro Inventories to the employees of the Organisation.
- Sanda Excellence will work with the organisation to send out the Inventories to the employees for completion
- It takes 5 – 10 minutes to complete each Inventory and the results are generated instantly for the employees
- Sanda Excellence will provide a complete overview on the Introduction to Prism and how it can help to enhance the effectiveness in the employees.
- This proposal includes all the employees of the organisation regardless of their location.
- Process for debrief of the Brain Maps and Introduction to Prism at locations where Sanda Excellence does not have a office will be agreed mutually between the Company and Sanda Excellence

## ❖ The Process



## ❖ Output & Benefit to Employees

- Output for Employees:
  - Brain Map
  - Summary of their preferred and non preferred behaviors
  - Introduction to the various behavior dimensions
  - Ready reckoner toolkit on behavior dynamics
- Benefits to Employees:
  - Understanding the source of their behaviour – The Brain
  - Knowledge of areas where behaviour can be modified to enhance performance
  - Knowledge of other behaviour preferences to enhance communication skills; leadership skills



## ❖ Output & Benefit to Company

- Output for Company:
  - Access to Employee Brain Map
  - Understand the employees preferred and non preferred behaviors
  - Introduction to the various behavior dimensions
  - Ready reckoner toolkit on behavior dynamics to aid Management
- Benefits to Company:
  - Knowledge of areas where behaviour can be modified to enhance performance within teams
  - Knowledge of other behaviour preferences to enhance communication skills; leadership skills within employees
  - Employee welfare at no cost to the Company
  - Enhance morale in employees by extending to family members

## ❖ Brain Mapping applications include

Recruitment

Conflict resolution

Team building

Diversity training

Leadership development

Customer service

Sales training

Performance management

360 degree feedback

Succession planning

Job benchmarking

Communication skills

Personal Development

Emotional Intelligence profiling

# Who uses Brain Mapping



## ❖ India Client Listing



Zuari Industries



Oriental Institute of Management, Navi Mumbai



A.C. Patil Collage of Engineering & Management, Navi Mumbai

*"Thanks for the report. I agree that most of analysis is applicable to me."*

*Uday B Shinde - Placement Officer  
A C Patil College Of Engg*

*"..Prism profile tool has been exceptionally accurate in assessing my profile.I would put the accuracy at 99.5%. It not only helps one realise one's own strengths and weaknesses but also assists in making judgements in one's own capacity with spectacular precision.."*

*Prof Raghavendra  
Oriental Institute Of Management  
Vashi*



## ❖ How does this information help?

By peering inside the brain, we can see how its owner

- takes in information,
- makes decisions,
- changes and resists change,
- remembers and recalls, and
- responds to people

In essence the brain affects three factors critical to success in Business and in Life

- Control,
- Communication, and
- Competence.

## ❖ Closing thoughts

- Awareness and recognition is the first step towards change
- If no traits are absolutely bad, then recognize that differences, perspectives and conflicts are actually *opportunities* to broaden our thinking and prospects
- At Companies, the complexity of collective behavior makes the challenge even greater. Furthermore, as with repairing a ship while it is at sea, these changes must be made at the same time that the company continues to operate
- All of this requires a Professional Training & Development Intervention

Thank  
You

**Sanda Excellence**

**Hemang Laheru**

**Program Director**

Registered Office

G2 Akruti Centrepont,

MIDC, Andheri (East)

Mumbai 400 093

+91-22-42149011

+91-98203 96383