

# Masterclass



**In Developing People Manager Capability**



# *TRUST*

In Great Workplaces, the quality of the interactions between managers and their team members are superior. They are grounded in special practices and behaviors that build **TRUST.**

# Who *We Are?*

- Great Place To Work® Institute is a **global management research and consulting firm** dedicated to enabling organizations **achieve business objectives by building better workplaces.**
- As the world's experts in great workplaces, we deliver gold standard lists and rankings that identify and classify the world's best workplaces by surveying more than **12+ million employees** in over **57 countries representing over 10,000 organizations** of varying sizes, industries and structures each year.
- By conducting the **world's largest study** of workplace culture, surveying millions of employees and studying thousands of businesses for over **25+ years** and collecting **best practices** from **Great workplaces** across the world, we've created a **model for building performance based on trust.** It's our contribution to a **global shift in businesses** that is changing the way the world works.
- While you are the ones to lead the organization on this journey, we provide steady guidance from one of our offices around the world to make your company a great workplace.



Share



Transform



Recognize

**World's pioneer in studies pertaining to Workplace Environment & globally the largest & the most recognized study.**

# *Developing* People Manager Capability

Building trust in the workplace is a powerful investment in your team and in your company. Over time, it leads to better recruitment, lower turnover, more loyal customers, higher productivity, and just as importantly a more fulfilling experience for managers and team members alike. The journey workshop (Masterclass in Developing People Manager Capability) was conceived using this insight as the base and to help organizations translate this into behaviors and actions by managers that impact the creation of great workplaces.

Great Place to Work®-Masterclass in Developing People Manager Capability will help you develop the capabilities of your people managers to transform your organization, one team at a time. Using the tools and techniques provided, managers will develop their skills to build trust-based relationships with their employees and take the necessary steps to generate and sustain a culture where employees cooperate, innovate, and give their personal best.

# What To *Expect* From This Masterclass?

## Each participant will:

- Understand the importance of Trust in teams & the role of the manager.
- Learn to recognize opportunities to increase levels of trust and thereby create a great workplace environment.
- Be equipped to apply tools and techniques to enhance trust and engagement within teams.
- Design simple action plans to strengthen workplace relationships & create the desired change.

# Organizational *Benefits*

- Improved retention
- Higher Team morale
- More Collaboration amongst colleagues
- More transparency contributing to higher involvement and discretionary effort on the job
- Higher trust levels and stronger manager- employee relationships
- Higher productivity

# The *Facilitator*

## Dr.Vishwanath Joshi

Dr.Vishwanath Joshi leads the Practice of Journey Programme at Great Place to Work® India. He is a Post Graduate in Human Resource Management from Pune University and has a Phd in Management from Academy of HRD([www.academyofhrd.org](http://www.academyofhrd.org)). Spanning his corporate career of more than 10 years, he has worked with IT consulting organizations like Mahindra Consulting, Patni, KPIT Cummins Infosystems Ltd and Brainvisa Technologies, Pune. He was also an Advisor – Training and HR with Decos Software Development, Pune for more than 4 years. His Phd thesis explored how IT professionals in India experience their career and used a unique approach of Phenomenology to uncover this theme.

He has also published and presented papers in areas of Innovation, Customer Centricity, Strategic Leadership, Career Management and Creating High Performance Organizations in national and international journals. He is also an invited speaker at various conferences in India.

In his current role at Great Place to Work Institute, he is involved in designing and delivering Organizational culture building and employee engagement interventions for medium to large organizations across different sectors. Some organizations he has consulted with in last 3 years include Ericsson Global, Inautix, Sunpharma, Kotak Mahindra Bank, Tata Power, Robert Bosch, Siemens, Crompton Greaves, Citius Tech etc.

In the role of a facilitator, he has more than 14 years' experience in designing and delivering Leadership development programs in areas of High Impact Communication skills, Customer Orientation, Negotiation skills, Managing Relationships, Creating High Performance Leadership, Mentoring and Coaching, Performance Management, Managing Change etc.

His academic interests drives him to design and deliver high end Executive Education programs for Managers and Leaders at organizations like Wipro, Mphasis, IBM, Infosys, Intel, Reliance Infostream, EXL services, Cognizant Technology Solutions, Bank of America, Deutsche Bank, McDonalds, Tata Autocomp etc.

# Masterclass Details

For – People Managers, Line Managers and anyone with teams reporting to them.

Date – Thursday, 8<sup>th</sup> November 2018

Time – 8:30 am to 5:00 pm

Venue – Hotel Taj Samudra

Investment – LKR 17,950 Per Head (+Taxes)

~Special discount for group registrations ~

A certificate of participation will be awarded to all participants.

A great workplace doesn't just happen...

For more details contact :

Minuki de Silva

0777335912

[minuki.desilva@greatplacetowork.com](mailto:minuki.desilva@greatplacetowork.com)

Great Place to Work® Institute

0114545594