

KeyLearning Performance Consultants | Who We Are

KeyLearning Performance Consultants (referred hereafter as *KeyLearning*) is an outcome of many years of desire and planning to enter the L&D and Performance consulting space with interventions that are both practical and provokingly invigorating.

The major premise on which hinges all the offerings and ideas of *KeyLearning* is the earnest confidence that individuals and teams can ***experience the Joy of Success through unlocking their innate Potential.***

This is the primary approach for any intervention offered by *KeyLearning*. The aim is to ensure that with each *KeyLearning* intervention, individuals and organizations gain the confidence of Self-resourcefulness and Discernment in taking decisions and developing themselves or teams.

Traditionally, organizational learning and development interventions have always focused on the visible, concrete, “main event” components of learning: face-to-face programs/workshops or virtual training -that introduce new concepts, skills, tools, and behaviors. However, a significant component of the learning intervention—the ongoing sustainment and reinforcement of the new knowledge and behaviors—is often neglected or overlooked. Failing to sustain and reinforce desired behavior changes often results in a less-than-full yield—a marginal return on the original investment. It becomes more a ‘spray and pray’ approach than a ‘sustain to attain’ approach.

Experience teaches that for learning initiatives to be successful, they need to be structured with the learning environment, with the nature of the work, and with the work styles and capabilities of the team who will ‘sustain’ the learning (managers, Change agents, leaders, work-flow champions etc)

Hence the question asked in every individual/organization that KeyLearning will engage with are the following:

- Is the organizational need that is aimed to be addressed linked with the organizational strategy? (**Relevance**). Learning/developmental interventions will not lead to success as they are not powered by the strategic intent and insight and hence, easily de-valued and discarded with passage of time.
- What is the level of the audience who will be targeted for the learning/developmental intervention? (**Reach**). Ideal audience include those who exclusively contribute to the success of the organization through subject-matter expertise, leadership or as change-agents.
- Who or what will be deployed for sustaining this new knowledge or changed learning environment across the organization? (**Resources**). Organizations/teams that properly plan and are willing to invest in and continue to allocate resources for sustaining the outcomes of the learning/development interventions meet success more frequently and in good measure.

These are the clients that KeyLearning endeavors to partner with. In case the client does not bring clarity to the above, we will engage with them first to help them understand the importance of these three-pointed approach (**Relevance, Reach and Resources**) and how it benefits them in the long run. This also means in the corollary that KeyLearning will respectfully walk away from engagements where these are compromised.

Domains of Work/Consultancy

In its current format, KeyLearning Performance Consultants is primarily a Learning partner – that partners with its clients through the delivery of Instructor-led learning workshops, experiential learning and small-group interventions. (**Solutioning through Delivery**)

Learning Strategy and Training Design are focus areas for most organizations, and we partner with them in building the best-in-class Learning Strategy, Training designs and Structure to build successful outcomes. (**Solutioning through Consulting**)

Professional Coaching is an important area of expertise that is offered on a one-on-one or small team basis. (meant to improve personal /team focus, skills and resultant success). This can be also used for High-Potential employees for preparing them for the next level. It could also be for Trainers and Facilitators in upping their skillsets. ***(Solutioning through Coaching)***

Few of the interventions are as follows (and not limited to these):

- Self-Leadership
- Situational Leadership
- Emotional Intelligence
- Managerial Training- Foundations, Advanced levels
- Leadership Training - different levels (Crucibles, Value-based)
- Building, Managing and Leading Teams
- People Skills, Inter-Personal Relationships
- Accountability
- Customer Management
- Change Management – Behavioral and Systemic
- Sales Organization skills - Selling, Sales Management and Sales Effectiveness
- Key Account Management - Zoltner and Sinha
- Building a new Mindset - Carol Dweck
- Life Orientation workshops - Stuart Atkins
- Training Design and Strategy workshops - Questillic
- Conflict Management and Workplace skills -
- All Competence skills (Communication, Presentation skills, IPR, Motivation, Customer service etc)
- Assessment Centers

Current Explorations

- Partnering with industry leading and people-focussed organizations in improving the People portfolio in terms of Learning interventions, Talent Development and Organizational Engagement.
- Collaborating with key value-based partners for Industry presence and L&D thought-leadership
- Identifying areas of synergy with Consulting Firms as a L&D partner in their consulting assignments with the inputs required to complete a comprehensive solution for their client.
- Proactively work with a growing industry and journey with them as they grow- helping them with L&D measures and milestones as they firm the industry standards.

Contact us

KeyLearning Performance Consultants is founded by Vijay George Kuruvilla, a People Talent and Organizational Development professional, who has over 23 years of corporate experience in Sales, Marketing, HR, OD and Leadership across multiple industry sectors and geographies including AsiaPacific, Middle East and Africa.

You may contact us over phone at +919818553644 or on details as below:

Website : www.KeyLearning.in
Email : Coach@KeyLearning.in
Twitter : [@MyKeyLearning](https://twitter.com/MyKeyLearning)
Phone : +91 9818553644, +91 80 41470448
Address : **KeyLearning Performance Consultants**
204-Alpine Block, Rakesh Fantasy Gardens,
Kasturi Nagar 2nd Main, Bangalore
Karnataka, India 560043