



WELCOME TO
GRAVITY
Corporate Readiness
Enlightening Workshop (CREW)

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GRAVITY

"Global Redeployment of Abilities via Intellectual Thrust and Youthfulness"
Corporate Readiness Enlightening Workshop (CREW)

- 1. Scope and objective of the Employability Skills Training Program "GRAVITY" - Global Redeployment of Abilities via Intellectual Thrust and Youthfulness:** - The corporate world today relies on the philosophy of "achieving more with less". Students may find themselves in need of a fresh, professional perspective on their career. This workshop provides a multisensory experience to the learners by using simulated activities followed by debriefs, videos, images, breakout room activities, self-reflection activities, and much more to enhance learning comprehension and retention.

This **GRAVITY** workshop helps remove old habits and unwanted feelings, and install new and more effective ways of thinking, acting and behaving. Here, the approaches are taught for communicating powerfully and for assisting students in finding solutions and transforming limitations into productive patterns. This will also help the students understand the mindset, skillset, and toolset, various facets of human behaviour, job interview skills, interpersonal relationships. It focuses on immediate application and feedback & provides multiple easy to recall models & mnemonics that provide clear action steps to apply at work. Students will also be able to explore the comfort zone and understand how it affects their judgements and patterns of behaviour, increase awareness of how our actions and the actions of those we work with can inadvertently limit communication, creativity and innovation at the workplace.

The main objectives of the program are:

1. To provides the right langrangian point to students & boost their "**Talent Intensive Mass Ejection (TIME)**" in the global pool of "*Engineering & Management Workforce*".
2. To resolve personal development issues through detailed interaction and question answers sessions.
3. To proactively manage the transition from being a student to employee / corporate citizen.
4. To familiarizes students with the work culture and fine tune them with the vision of the organization for transformative learning experiences and job sustenance.
5. To build confidence, develop self-esteem, upskill or re-skill for personal and organizational impact and to bring positive transformation in the attitude & behavior of the students.
6. To develop the analytical, problem-solving, decision-making, collaboration, innovative & creative thinking skills required in every professional in today's VUCA and talent intensive world.
7. To enhance observation and listening skills, brainstorming skills, public speaking skills, & mindfulness.
8. To equip the students with advanced job interview skills (GD, PI, BEI, CBI) and many other techniques to be in the "Hi-Pot" category.

2. Course learning outcomes:

CLO01: Deep understanding of top business & HR priorities and trends with its strategic linkages to workforce competencies required in today's VUCA world.

CLO02: Deep understanding of corporate sustenance variables, presentation skills, advanced job interview techniques, group discussion, resume writing, world-class employability skills including personal branding, human handling skills, Business Etiquettes, client management, boss management, performance management, conflict management, time management, team management, DEI&B, etc which have life changing abilities in the way a student would approach and move in a dynamic environment of Corporate/Business Houses.

CLO03: High level of confidence, intuitively and analytically competent, positivity, higher order thinking skills, entrepreneurial mindset, emotional intelligence, motivation, leadership, data driven decision making skills etc.

3. Mapping of Course Learning Outcomes (CLOs) with Program Outcomes (PO):

PO ↓	CLO →	CLO 1	CLO 2	CLO 3
PO		High	High	High

4. Complete course coverage plan:

Lect. No. & (Hours)	Topics
1 (1)	GRAVITY (<i>Global Redeployment of Abilities via Intellectual Thrust and Youthfulness</i>) – an overview
2 (2)	Decoding corporate environments and events touchpoints.
3 (3-4)	Concept & logic behind typical interview and its interlinkages to corporate working modalities.
4 (5-6)	Employability Skills Landscape – a journey towards demand and supply & personal branding.
5 (7-8)	Top Business and HR Challenges and mitigation strategies
6 (9-10)	Organizational Behavior
7 (11-12)	Workplace Trust
8 (13-14)	Case Study/Role Play/Online Test- Assessment No. 1

9 (15-16)	Emotional Intelligence
10 (17-18)	Transactional Analysis
11 (19-20)	Neuro-Linguistic Programming – Reprogramming Subconscious Mind for personal and professional effectiveness.
12 (21-22)	Understanding different types of Interviewers and strategies to handle them.
13 (23-24)	Advanced Interview Techniques Seal the Deal
14 (25-26)	16 world-class Behavioural Competencies: The Deal Makers
15 (27-28)	Advanced Resume Writing Techniques – The Deal makers - <i>What you see is sold</i>
16 (29-30)	Unique & Scientific Interview Hacks.
17 (31-36)	Case Study/Role Play/Online Test- Assessment No. 2

5. Details of all evaluation components:

Evaluation Component	Type of Component	No. of Assessments	Weightage of Component	Mode of Assessment
Component 1	Power Point Presentation (Case study/Role play)	1	80%	Offline
Component 2	Assignment/Write up (Outside of working hours, it will be home work)	1	20%	Online submission
Total		100%		

6. Summary of the course topics to be covered in brief:

Contents	No. of hrs
<p>GRAVITY (<i>Global Redeployment of Abilities via Intellectual Thrust and Youthfulness</i>) – an overview:</p> <p>Professional calibration thru rough braking, absolute navigation, fine braking & vertical descent. This is a special & unbeatable "Habitable Zone" in the learning corridor to help students sharpen their employability & corporate sustenance skills. Cross Functional Re-deployability – Essentials of Corporate Sustenance.</p>	2
<p>Decoding corporate environments and events touchpoints - Dissection of Corporate Culture:</p> <p>Understanding intersection of an employee’s expectations, the environment, and the events touchpoints that shape their journey within the organization. Understanding of emotionally charged moments which become the memories later — what we call “moments that matter a lot and has immense impact”. Understanding organizational culture, technology environment, Physical workspace, work-life balance, etc.</p>	2

<p>Concept & logic behind typical interviews:</p> <p>Understanding the deep psychology behind various interviews and its linkages to corporate working modalities, help determine your analytical, critical thinking, decision-making and problem-solving skills during the job interviews, understanding and acing different types of interviews like The Traditional Interview, The Phone Interview, The Video Interview, The Case Interview, The Puzzle Interview, The Lunch Interview, The Group Interview, The Working Interview, The Panel Interview and, The career Fair Interview.</p>	2
<p>Employability Skills Landscape – a journey towards demand and supply & personal branding:</p> <p>Deep understanding of the pinnacle of high-in-demand technical, functional and behavioral competencies, changing nature of work and skills, bridging the demand and supply gaps, adaptability, agility, architecting & augmented mindset creation techniques, building Employability Skills for a Hybrid World, transforming limitations into productive patterns, employability and skills integration as a major opportunity to improve sector sustainability, importance of personal branding which involves finding uniqueness, building a reputation on the things students want to be known for, and then allowing themselves to be known in the market. Ultimately, the goal is to create something that conveys a message and that can be monetized, essentials like embracing consistency, being visible and accessible, creating a value proposition, vitality and compassion, ensuring purposeful presence in the global market.</p>	2
<p>Top Business and HR Challenges and mitigation strategies:</p> <p>Understanding the factors (Business + HR) influencing the decision to hire and post hiring high order sustainability, clarity on Goals and KPIs, alignment with business in a new normal, unlocking the complexities of processes and systems in VUCA world, Talent optimization.</p>	1
<p>Organizational Behavior:</p> <p>Understanding organizational behavior and its components, understanding the models of OB and its significance in the real-world organizational set-up, Pre-calibration and post-calibration in an IC (Individual Contributor), team or group-setup, understanding personality, attitude, perception, motivation, leadership, conflict management etc.</p>	1
<p>Workplace Trust:</p> <p>Understanding culture of honesty, psychological safety, and mutual respect, Intrinsic and Extrinsic variables affecting interview or future work performance (predictive behavior), fundamental concepts about great workplaces, deep understanding of comfort zone, fear zone, learning zone and growth zone in various sectors.</p>	1
<p>Case Study/Role Play/Online Test- Assessment No. 1</p>	6
<p>Emotional Intelligence:</p> <p>Understanding the role of Emotional Intelligence in personal and professional life, Understanding and managing the emotions, as well as recognize and influence the emotions of those around us, define and practice self-management, self-awareness, self-regulation, self-motivation, empathy and social skills, Interpret and manage emotions in any favorable / unfavourable situations, eliminate fear of personal, professional or social rejection.</p>	2

<p>Transactional Analysis:</p> <p>Understanding components of behavioral reflections, understanding different ego states of mind and it's right positioning for win-win situations in personal or professional relationships. It offers a comprehensive model of personality, communication, motivation, leadership, conflict resolution, goal-setting among others to the business organizations and helps the employees in a firm to understand behavioral patterns, communication, interpersonal relationships, time management etc. Helps students to discard unproductive ways of performing, thinking, feeling, behaving, interacting, and finally communicate in healthy & most empowering ways. Helps students to solve problems, overcome difficulties and resolve challenges and conflicts. Helps students to take responsibility for their thoughts and actions.</p>	2
<p>Neuro-Linguistic Programming – Reprogramming Subconscious Mind for personal and professional effectiveness:</p> <p>This is a life-transforming training (like learning the language of our own mind) which helps remove old habits and unwanted feelings, and install new and more effective ways of thinking, acting and behaving. understanding how people organize their thinking, feeling, language and behaviour, in order to produce the results, they do or have done. It provides people with a methodology to model outstanding performances achieved by geniuses and leaders in their field, as well as for personal development and success in business or at workplace. This training would help the participants understand the various methods to be more effective at personal and professional levels and how desired patterns of behaviour can be developed through constant practice and efforts. It improves an individual's ability to learn and greatly improves self-confidence. It also reduces a person's level of anxiety and gives them a much deeper relaxation. It makes the mind the master of taking right decision and present the inner thoughts and other things really well. It makes the mind a quick, effective and powerful communicator.</p>	1
<p>The Understanding different types of Interviewers and strategies to handle them:</p> <p>There are many types of interviews that serve different scenarios. Knowing what to expect can help you to meet your goals. You may be prepared for all the possible questions, but a lack of awareness of interviewer styles could adversely affect your performance at interview. In an ideal world, all hiring managers would be highly skilled at conducting an effective job interview. There are certain “patterns” that have emerged from the interview process over the years. The goal is to familiarize yourself with some common interviewer archetypes and arming yourself with effective strategies for dealing with each of them, you'll be well-positioned to handle any job interview scenario that you may encounter on your quest for career advancement. Here, we will be learning about those patters and associated strategies to ace the interviews.</p>	1
<p>Advanced Interview Techniques Seal the Deal:</p> <p>BEI (Behavioral Event Interview) or situational questions handling techniques/CBI (Competency Based Interview) questions handling techniques, 4 types of advanced GD (Group Discussion) handling techniques even if the topic is totally unknown to the students. This training gives you detailed strategies for handling tough competency-based, or behavioral, interviews so that you can communicate the knowledge, skills, and abilities that you have and that employers demand. Solution to top 50 most difficult behavioural/situation/scenario-based interview questions.</p>	2
<p>16 world-class Behavioural Competencies: The Deal Makers:</p> <p>Understanding the 16 deal makers (behavioural competencies, mapped with the Theta Brainwaves) with corporate sustenance components for high impact presence in the corporate world. Using this master-key, you will be able to handle many FAQs in the job interview and your answers will be world-class and business outcome linked. It will also Increase confidence and improve interview communication skills when attending job interviews</p>	2

<p>Advanced Resume Writing Techniques – The Deal makers - <i>What you see is sold</i></p> <p>Decoding of JD, identification of the keywords and most relevant information, proofread and edit, unique resume for different job roles, essentials of ATS-Compliant CVs, professionally designed CV templates.</p>	1
<p>Unique & Scientific Interview Hacks:</p> <p>Communication Skills Hacks, Cognitive Psychology tips and tricks for job interviews, secret to keeping the job interview nerves in check, Top 10 trending tech courses for 2022, SWOT analysis.</p>	2
<p>Case Study/Role Play/Online Test- Assessment No. 2</p>	6

7. Course execution plan:

Lect. No. (Hour)	Topics	Due date of lecture Delivery	Deviation from the plan, if any with Remarks
1 (1)	GRAVITY (<i>Global Redeployment of Abilities via Intellectual Thrust and Youthfulness</i>) – an overview	As per available dates in the academic year	
2 (2)	Decoding corporate environments and events touchpoints.	Same as above	
3 (3-4)	Concept & logic behind typical interview and its interlinkages to corporate working modalities.	Same as above	
4 (5-6)	Employability Skills Landscape – a journey towards demand and supply & personal branding.	Same as above	
5 (7-8)	Top Business and HR Challenges and mitigation strategies	Same as above	
6 (9-10)	Organizational Behavior	Same as above	
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15 (27-28)	Advanced Resume Writing Techniques – The Deal makers - <i>What you see is sold</i>	Same as above	
16 (29-30)	Unique & Scientific Interview Hacks:	Same as above	
17 (31-36)	Case Study/Role Play/Online Test- Assessment No. 2	Same as above	

8. Academic Honesty policy:

University ensures the implementation of the highest level of academic integrity in all the documents being prepared / adopted by its faculty members and students. Any breach of the same will be tantamount to severe academic penalties.

9. This Document is approved by:

Designation	Name	Signature
Guest Faculty	Rajnish Sinha	
Program In-charge		
Approved By		
DD/MM/YYYY		

GRAVITY

"Global Redeployment of Abilities via Intellectual Thrust and Youthfulness"

**Employability Reforming Training
for University Students**

About Master Trainer/Coach

Equipped with MBA (HR), Bachelor's Degree in Psychology (Hons.) & DCPA, **Rajnish Sinha** brings along **23+ years** of **Global HR** (India | USA | APAC | SEA | UAE | KSA | EMEA) and **Corporate & Academia Training** experience. He has deep background in Leadership hiring, managing large-scale global recruitment transformation programs, mentoring, coaching, employability reforming etc. The experience & knowledge gained during these years with world's top notch organizations like **TCS, Birlasoft, Nucleus Software, Fiserv, Evalueserve**, etc have provided him with a solid foundation, widened his functional knowledge & the skills to contribute to the growth & further enhancements of both corporates & academia. He is also associated with various Engineering & Management institutions as "**Corporate Readiness Program Partner**" and "**Employability Reforming Trainer**" & Core Member of "**HR Academic Advisory Council**".

He is a fiercely optimistic and an embodiment of self-restraint, a unique soul driven by three properties born out of nature – "**Virtue**", "**Ignorance**" and "**Passion**" that compels him to get the things done effectively and efficiently, has been extremely passionate about contributing significantly to the fascinating HR challenges of corporate world and very well adjusted between materialistic and spiritual world with a blooming heart which keeps him healthy and happy. Compassion, willingness and spiritual repose, who are all great warriors providing him the assistance to the search for the desired goal.

THANK YOU FOR KNOWING ME!

RAJNISH SINHA



Thank you!

I would like to express my sincerest gratitude to you for your purposeful existence in this universe.



SIGN UP NOW

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Happy to connect.
Take the next steps.