

AnD Learning Academy

Unleashing Organizational Potential:
**The Socio-Economic
Approach to
Business Growth**

The business leverage you have been searching for...

A PROGRAM EXCLUSIVELY FOR BUSINESS OWNERS

SEAM

THE SOCIO-ECONOMIC APPROACH TO MANAGEMENT

The globally successful program now in India
by AnD Academy

ABOUT US



Welcome to the world of **SEAM!** Discover a powerful approach to management that integrates socio-economic factors to drive organizational success, efficiency and profitability.

45



Years of interventions

2011



Organizations

72



Industries

7



Operational tools

High level of social and economic performance

DO YOU NEED SEAM?

Answer the following questions about your business to know!

- Yearly goals missing/vague/only revenue focused

- Nothing really moves unless you intervene or initiate

- Lack of dashboards to view company performance

- Year on year growth is erratic or stagnant

- Massive gap between you and your second in line

- Salary increase is disproportionate to profits

- Incentive plans are not motivating sales team

- Departments constantly blame each other

- Customer always prefers talking to you

Does this sound familiar to you? If your company is facing these challenges, it's time to consider the Socio-Economic Approach to Management (SEAM). With SEAM, you can address these issues head-on and transform your organization for sustainable growth and success.

SELF- FINANCE YOUR ORGANIZATION

An effective method for organizational change!



Reduce hidden cost by 55%

Diagnose dysfunction, streamline processes, and optimize resource allocation to minimize hidden costs and boost your organization's profitability and sustainability.



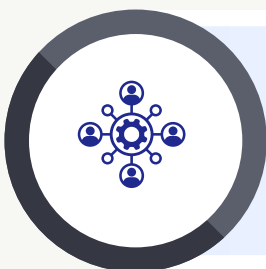
Unleash human potential

Empower your workforce through skill development, fostering a positive work environment, and aligning individual strengths with organizational goals, unlocking the full potential of your human resources for sustainable growth and success.



Enhance productivity

Increase per-employee per-hour contribution by **35-55%** through the implementation of SEAM within a year.



Transform organisational culture

Embrace a culture of collaboration, innovation, driving positive change and aligning values with actions. SEAM empowers organizations to create a nurturing environment that fosters continuous improvement and sustainable success.

WHY CHOOSE SEAM?

We help you in the metamorphosis, the change management, the evolution and the profitability of your organization.

1

SEAM increases the level of professionalism of your employees.

2

SEAM is compatible with all your projects and change methods you are currently implementing.

3

SEAM embeds change in each manager and employee.

4

SEAM enables assessing every month the economic result of change, even if you operate in a highly competitive environment.

WHAT WILL YOU LEARN IN THE SEAM PROGRAM!

Module 1: Introduction to SEAM

- Understanding the Socio-Economic Approach to Management (SEAM)
- Core principles and concepts of SEAM
- SEAM in the context of sustainable business practices

Module 3: Addressing Dysfunctions in SEAM

Identifying and analyzing dysfunctions within organizations

- Working condition
- Work Organization
- Communication- Co-ordination- Cooperation (3C)
- Time Management
- Integrated training
- Strategic Implementation

Module 5: Tools and Techniques of SEAM

- Time management and prioritization techniques
- Delegation matrix and effective task allocation
- Competency matrix for talent management
- Internal External Strategic Action Plan
- Priority Action Plan

Module 2: Economic Performance in SEAM

- Economic indicators and financial analysis
- Value creation and financial sustainability
- Balancing profitability and long-term growth

Module 4: Hidden Cost Reduction in SEAM

- Uncovering hidden costs and their impact on profitability
- Analysing and optimising processes for cost efficiency
- Strategies for resource allocation and waste reduction

Module 6: Projects and Economic balance

- Identifying projects that need to be implemented.
- Learning to economically balance the projects.
- Creating and training internal project management team.

PROGRAM ARCHITECTS

Sajiri Utturkar



Sajiri is a certified Socio-Economic Approach to Management professional with extensive expertise in Executive Coaching, Facilitation, and Organization Behavior Change. As an accomplished author, she brings a direct communication style and keen insight to create enjoyable and effective learning experiences. With over a decade of business ownership, Sajiri excels at identifying and addressing organizational challenges at different growth stages. She collaborates with leadership teams to achieve their vision and implements crucial HR processes, competency matrices, assessment frameworks, and incentive policies. Sajiri's influence extends across Asia, the Middle East, and Africa, where she conducts training sessions for global organizations and serves as a Guest Lecturer at renowned B Schools like Amity University and SIBM.

Monimoy Sengupta



Monimoy is an OD consultant and Leadership Development expert, focusing on addressing root issues for sustainable results. He uses humor and unique insights to facilitate learning and encourages participants to view everyday concepts differently. As a founder and business owner himself, he relates to the challenges faced by owners and co-develops practical solutions. With experience working closely with large corporate businesses and SMEs, Monimoy gains a unique vantage point on their core issues. He has undertaken consulting and training assignments in African countries and the Middle East, working with organizations of varying sizes and industries. Additionally, Monimoy finds joy in engaging with students, serving as a visiting faculty at colleges.

HOW?

01

3 DAYS IN-PERSON CLASS

Understand and experience the content.
Lean from the years of implementation
and peer discussion.

02

90 DAYS GUIDED PILOTING

Implement the learning in your
organization with the help of our
facilitators and experts team.
Taste the success first hand.

03

3 DAYS IN-PERSON CLASS

Come back to the class, reflect on what
went right. Learn the remaining tools.
Prepare to implement across
the organization.



SEAM CERTIFICATION

SEAM certification course is your gateway to unlocking the full potential of your organization. Gain the knowledge, tools, and strategies to drive sustainable success, reduce hidden costs, and enhance employee productivity and well-being.

Embrace the Socio-Economic Approach to Management and propel your business to new heights of excellence.

Two hour session will be conducted by ISEOR, Lyon France and the certification will be co- sponsored by And Academy and ISEOR, Lyon France.

Batch details-

20th -21th -22th October & 12th -13th -14th January

Fees- 1,75,000/- ONLY +GST

(Price inclusive for 2 members of one company)

Group discounts available

Enroll in the **SEAM** certification course **Today** and embark on a transformative journey towards a prosperous future for your business.