Corporate Overview:

We “Take the Next Step Forward” to introduce our self as **JSB Management Solutions** a YOUNG Corporate Management Solution provider, having based our Head Quarters in Pune (Maharashtra) with offices in Delhi (NCR) and Lucknow. We have alliance partners in almost all the cities of INDIA like Mumbai, Bangalore, Hyderabad, & Chennai.

With these varied alliance partners and regional offices we cater our services Nationally as well as Internationally in US, UK, Germany and Australia.

We provide learning and development solutions in Soft Skills, Behavioral, Leadership Development, Academic Development, Executive Coaching and Mentoring that drive thoughts to action, optimize performance, cultivate breakthrough results and reinforce competitive position.

We include both in-house and open-house training experiences, with specific solution sets, designed to fit your specific business need and learning objectives.

Our Commitment:

We make every effort to continue that history of achievement, sharing it proudly with clients through services that include off-the-shelf courses, business consulting for immediate impact, and transformational tailor-made learning experiences.

With content that is rich, significant, and delivered by proficient instructors, JSB Management Solutions is dedicated to involving with clients and rousing individuals to engage develop and go beyond expectations.

We bring that same severity in the design and delivery of the high-impact, practical and engaging programs and workshops. Your people come away feeling that they have been given absolute and total attention.

We do our utmost to guarantee that what they learn with us will make a difference. It will help them and their organizations succeed.

At the heart of the whole thing we do is our commitment to empathy, imminent application, excellence and reliability.

**Your objectives, your needs and your expectations drive what we do.**

You will discover that we are accurate in the approach we take to understand what you want to attain – both in terms of the learning and development of your people and of your company and organizational goals.

Our Mission:

To make an effort to maximize value for our customers by offering them Quality and cost effective services for achieving rapid growth and reliability.
Our Vision:
To be recognized as a GLOBAL Management Solution Company for providing BEST QUALITY and COST-EFFECTIVE Services.

Delivery Methods
JSB works with organizations in formats to suit organizational and individual needs including:

- Skills and knowledge training workshops and seminars
- Modular and Bite-size sessions
- One-to-one coaching
- Action learning
- Blended learning
- Live rehearsals and planning sessions
- Facilitation
- Joint delivery
- Online Resource Centre and Networking for Effectiveness

Our Offerings:
JSB works with organizations, delivering thousands of highly customized training projects. The modules, topics and workshops featured here represent a snapshot of our overall capability – any of them can be tailored to your needs or bespoke learning solutions designed to fit specific requirements. With four or more participants, our in-house training is innovative, cost-effective and delivers measurable results.

Our excellent client retention rate is a demonstration of our outstanding level of service, and our straightforward, reliable approach to working.

If you require any further information about our in-company training options, please don’t hesitate to contact us.

- Soft Skill & Behavioural Trainings
- Communication Skills Trainings
- Management and Leadership Development.
- Executive Coaching and Mentoring
- HR Training & OD Intervention
- English Language Enhancement
Soft Skill & Behavioral Training Modules:
Browse our range of open courses and in-company training and coaching services below to see how we help individuals develop their interpersonal skills to effectively engage with peers, staff and senior management. By focusing on the rational and behavioural skills essential to top personal performance, we enable individuals at all levels to raise and sustain their game.

Development for Senior Managers and Executives
JSB’s consultants have a wealth of experience in working with and training senior managers and executives to develop inspirational leadership skills, change team dynamics and lead through organizational change.

- Leadership and Change
- Leading a Team
- Strategy Planning and Management
- Leadership Communication
- Value Based Management
- Creating Culture of High Performance
- Appreciative Inquiry, Sensitivity Training and Behavioral Lab

Middle Managers
- Leadership and Change Management
- Managerial Effectiveness
- Persuasion and Negotiation Skills
- Leading a Team
- Becoming an effective Team player
- Giving and receiving feedback
- Creating Culture of High Performance
- Innovation
- Strategy Planning and Management
- All areas of OD, HR and OB
- Coaching and Mentoring
- Sales and Marketing Management
Young Managers

- Managerial Effectiveness
- Personal Effectiveness
- Sales and Marketing
- Becoming an effective Team player
- Giving and receiving feedback
- Communication Skills

Communication Skills Trainings

We specialize in assisting leaders, managers and executives to ensure that personal and professional communication stands out – through innovative written communication skills and presentation skills training. Our media specialists also assist teams and individuals to optimize effective media strategies and techniques for broadcast, print and online media.

Take a look through our range of communication skills training courses and training options below - all of which can be tailored and delivered in-house.

Communication at Work

- Better Communication Skills at Work - Communication that Delivers Results
- Briefing Teams Effectively
- Communicating Effectively in the Workplace
- Developing Your Personal Impact and Building Productive Relationships
- Effective Telephone Collection Techniques
- Managing Challenging Conversations
- Senior Level Communication Skills Workshop
- Phone, Video and conference calls - communication, command and control

Presentation Skills

- Advanced Presentation Skills
- One-to-One Presentation Skills Coaching
- Preparing and Structuring Presentations
- The Complete Presenter
Management Solutions

...take the next step forward

Written Communication Skills

- Professional Written Communication
- Writing Effective Reports
- Writing for Results

Management and Leadership Development

We work with managers and HR/L&D partners to build management and leadership capability. We have a proven track record in helping clients when managing people, projects and performance. Take a look through our range of leadership courses and training options below, covering all aspects of people management from recruitment and integration of staff through to performance management and retention.

If you have a number of colleagues looking for management training courses, contact us about your in-house training needs. We are as comfortable delivering an integrated international management development programme as we are providing you with one-off management training sessions.

People Management

- Emotional Intelligence - Excelling in Leadership
- Essential Management Skills
- Focused Leadership and Building High Performance Teams
- High Performance Leadership - Why Should Anyone Follow You?
- Management Development
- Managing, leading and influencing without formal authority
- Mentoring Skills
- People Management Skills for New Supervisors and Team Leaders
- Team Management and Leadership Skills for Supervisors and Team Leaders

Performance Management

- Business Partnering Skills
- Effective Budgeting
- Finance for Non Financial Managers
- Positive Absence Management
- Setting Objectives and Managing Performance
Project Management

- Advancing your Project Management Skills
- An Introduction to Effective Project Management
- Manage Projects for Profit
- Managing People and Stakeholders in Projects - Communication and Leadership Skills
- Managing and Leading Change

Executive Coaching and Mentoring

Our executive coaches work with individuals, from middle managers, professionals and talented executives to CEOs and senior partners. We help them develop the skills, insight and self-awareness they need to build and sustain their success – and that of their organisation.

Discreet, targeted and highly impactful, we match, coach and approach to meet the requirements of coachees, whether they need to:

- Build strategic leadership and managerial capability, particularly in a new or revised role
- Respond quickly to current or anticipated changes in their environment
- Achieve a shift in thinking, attitude and approach towards themselves, others or their circumstances
- Develop new skills and knowledge to meet a personal or organisational challenge
- Assess and reshape their own or their team’s performance, career or objectives

We match executive coach and coachee carefully and empathetically – to secure an effective working relationship built on trust and confidentiality. Our coaches operate flexibly to meet coachees’ time and business needs, working in person or on the phone as required. Coaching contracts may be open-ended or restricted to a specific number of sessions; either way, we ensure that coachees commit to agreed actions between sessions to build momentum and enhance contribution.

- Executive management development and performance coaching.
- One-to-one skills development.
- Leadership development.
- Developing personal and business strategies.
- Supporting change programs and corporate initiatives.
- Maximizing personal presentation and communication style
- Training and preparation for media interviews
HR Training
JSB’s consultants lead the way in HR training, offering you a comprehensive range of HR training options, organisational development training courses, talent management strategies, coaching and consulting services.

Browse the comprehensive range of HR training options below designed to help you develop critical skills and access latest thinking. We continually update our range of innovative, expert-led seminars and conferences that enable HR, L&D and OD professionals to respond to and anticipate the strategic and operational challenges they face.

HR Strategy
- Building and Sustaining Innovation in your Organisation
- Developing a High Performance Culture
- Developing a Strategically Aligned Learning and Development Strategy
- Developing and Integrating a Diversity Strategy
- Developing your HR Strategy
- Developing your Recruitment Strategy
- Evaluating the Impact of Learning and Development
- Global Human Resource Management
- HR Measurement and Human Capital Management
- Managing Underperformance
- Mediation and Strategic Conflict Resolution
- Mental Health at Work - Challenges, Consequences and Opportunities
- Organizational Values: Influence Behavior and Deliver Results
- Social Media for HR
- Strategic Performance Management: Deliver Sustained Organizational Success
- The Annual Strategic HR Conference
- The HR Business Partner
- The Role of HR in Mergers and Acquisitions

HR Operations
- An Introduction to Human Resources
- Counseling Skills
- Essential Workplace Mediation Skills
- Global Workforce Mobility
- Managing Reorganisations, Restructures and Redundancies
- Practical Negotiation for HR
- Protecting Employees Overseas
- The Effective HR Manager
- The HR Administrator’s Role
- Train the Trainer Essentials - Developing Effective and Confident Training Techniques

**Talent Management**
- A Strategic Approach to Induction: Engaging your Talent from Day One
- Developing Coaching Capability
- Developing a Coaching Culture
- Developing a Leadership Development Strategy for your Organisation
- Exploring Employee Engagement
- Graduate Recruitment and Development
- Identifying, Engaging and Developing High Potentials
- Recruitment, Retention and Talent Management Strategies for your Business
- Self-awareness, Profiling and Psychometric Testing
- Strategic Workforce Planning: Transform Business Capability
- Succession Planning and Development

**Organizational Development**
- Organizational Development: Foundation Knowledge and Best Practice
- The Essential OD Toolkit
- Working Effectively with Change

**The Training Process**

**Features:**
- Following the guidelines of Adult Principles
- Tried and tested for effectiveness
- Progressive, hands on, experiential learning
- Multi-Modal Delivery
Training needs assessment:

A Training Needs Assessment (analyzing the current work situation) usually is the starting point of any demand-oriented training management.

By applying needs assessment, one turns away from supply-oriented training, at the same time making it possible to turn towards staff member orientation as well as allowing problem-solving-oriented training. By applying a training needs assessment, problems and requirements of the work situation are collected, making goal-oriented training measures possible.

On the basis of needs assessment, training objectives are defined. In advance set training objectives show what should be achieved through appropriate training measures.

When formulating training objectives, the following is considered:

- The observable changed behaviour of the training participant
- The object (training matter)
- the conditions under which participants have to present results (e.g. allowed resources)
- the evaluation criteria, showing if and to what extent the participant has reached the training goals
Based on the training objectives, the necessary programs, contents and instruments are planned and developed. An essential goal of training planning and of the development of appropriate measures is to create training activities in such a way that the learning party can go through learning processes that lead to learning results which, in turn, correspond with the training objectives.

When planning and developing training measures, the following parts are included:

- Planning of structure (structure of programs, sequence of contents, classification, textual coherence, schedule)
- Planning of content and methods (didactics, forms of learning)
- Target group planning
- Evaluation planning (how will we know that we reached our objectives and what will show us that we did?)

Within the concrete learning situation the participant is actually confronted with the teaching staff (as well as with the contents and activities). This step leads to learning processes and finally to the results aimed at.

When implementing training measures, the following aspects are paid special attention:

- Increased application of on-the-job training and project-work
- Intensification of internal know-how transfer
- Use of new methods of teaching and learning, as well as the use of new learning technologies

A central position within the training process holds the transfer and the implementation of the acquired knowledge into the work situation, the applicability of training results to the work place represents a main factor of successful training.

The described training cycle represents a process, causing evaluation measures along all components of the training cycle.

Facilitators:

- Expert knowledge
- Evaluated and reviewed
- Similar past experience

The Methodology

Besides using the experiential model of delivery, our facilitators would use, where required, the following tools and techniques.

- Written Exercises
- Games and activities
- Role plays and skits
- Group discussion
- Practical studies
- Individual presentation
- Audio Video aids