

**Think organization growth, culture &  
talent happiness creatively**

**Making organizations next generation ready**



**Creative learnings academy**  
**Let's co-create magic !**

# Creative learnings academy – Who we are?



## Who are we?

We are a specialized boutique consulting & facilitation-based learning organization. We think Organization growth, Culture & Talent happiness creatively. Our Unique selling proposition is our creative confidence to use design thinking, theater/art forms (e.g. puppetry), alternate andragogy, accelerated learning techniques-based approach in all our work. We aim to build value driven, future ready businesses & organizations.

## Our co-founders



**Ms Divya Dhir**

Panchkula, India  
& Melbourne, Australia



**Ms Deepti Dhir**

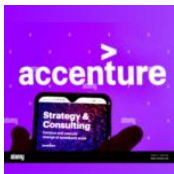
Melbourne, Australia



**Ms Nalni Dhir**

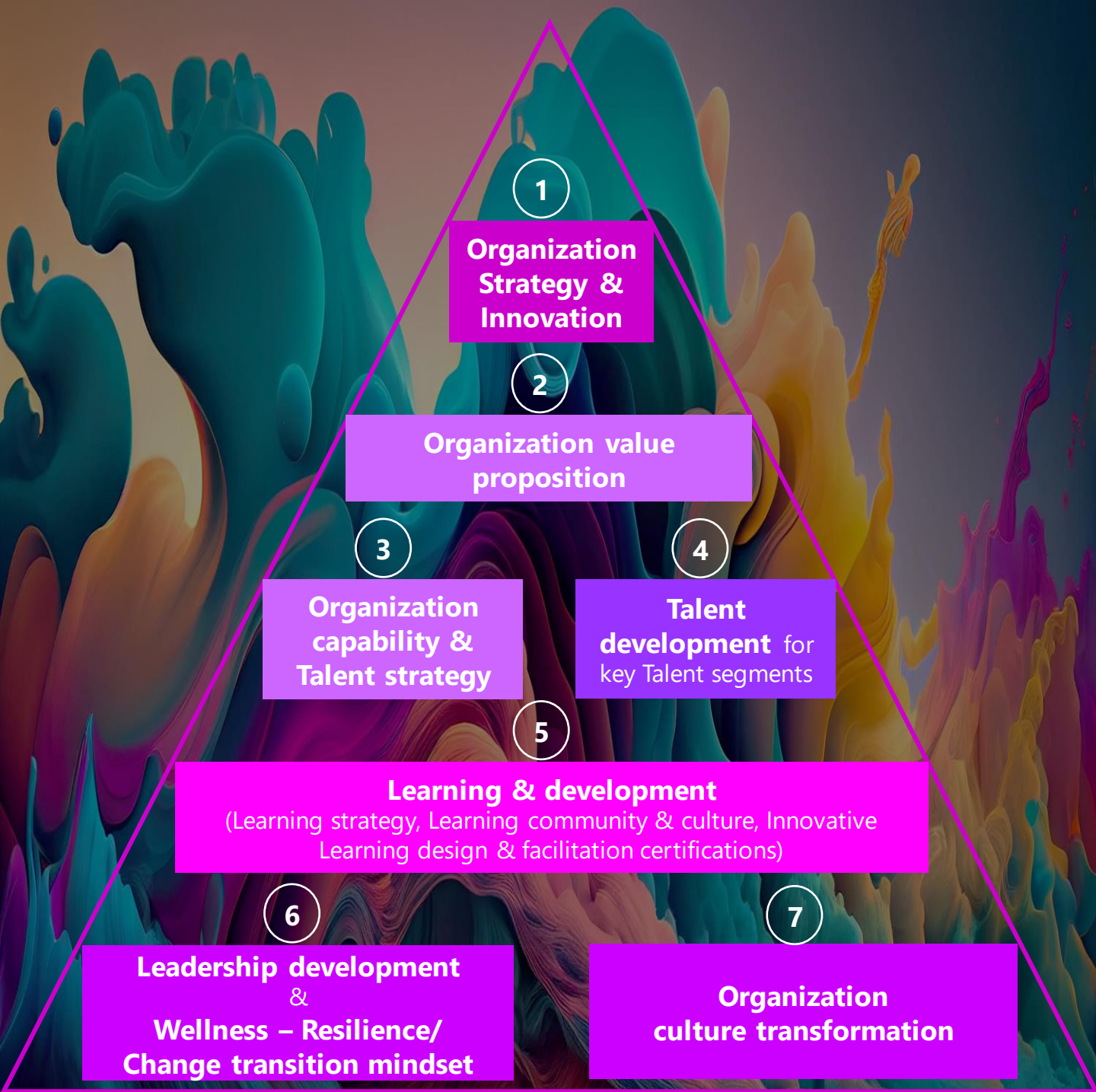
Panchkula, India

## Our co-founder's erstwhile organizations





**We build future ready organizations on  
7 Anchors with 21 consulting & facilitation solutions**



**Impact**  
**Revenue | Profit | Cost | Time | Efficiency**  
**Employer Brand equity | Innovation & more**

**Let's co-create magic!**



# Impact that we create across 21 solutions!

## Impact-Organization level

- Organization Revenue, Profit growth
- Unique solution advantage – Customer delight
- Brand Equity -The best place to work
- Attract & sustain Talent like a magnet (pull)
- Talent Behaviors aligned to Organization Culture
- Cost saved with overall lower attrition
- Build Talent with Future capabilities
- Faster Talent fulfillment strategy & frameworks
- Cost saved with key Talent retention
- Clear return on investment on learnings
- Time saved with faster learning cycle/ upskilling
- Never be short of critical talent capabilities
- Structured pathway for leadership pyramid

## Impact-Organization level

- Learning application benefit to customer
- Experiential learning with high retention
- Innovation & customer centric mindset
- Consistent performance even during change

## Impact-Talent level

Efficient future forward Employee/ Leadership development across levels

- Happy customers / less conflicts with EI
- Clear Value & impact for stakeholders
- Better collaboration, network for sales
- Trust & personal strength driven culture
- High performing teams –Happy customers
- Higher influence for faster decisions
- Engaged happy talent-Higher productivity
- Higher reception to feedback & action
- Culture of learning with faster skill development

## Consulting

### Overall organization level

- Organization Strategy
- Organization Innovation
- Organization value proposition- Employee life cycle
- Organization Culture transformation- Culture anchors aligned to the core
- Organization Capability & Talent strategy with Build, Buy, Borrow, Bot
- Talent Development for key talent segments
- Learning & development strategy
- Learning community of practice for tacit knowledge/ journeys
- Build your Managers & Leaders for tomorrow

## Facilitation workshops

### SME/Trainers/Teachers/ professors

- Innovative learning & facilitation design certification (UK/AUS/India)

### All employees

- Design thinking-Innovation mindset
- Cope with change – Resilient mindset

## Facilitation

### Individual or People leaders

- Emotional Intelligence (EI)
- Stakeholder Value star for any Project
- Networking & Organization sharp
- Trust, Craft your personal Brand

### People Leaders

- Leading High-Performance teams
- Influencing skills, Motivation, moments that matter
- Engagement with Head & Heart
- Coaching & feedback for growth
- Culture of Social/collaborative learning

# Pillar 1 – Key challenges that we solve..

LET'S UNLOCK THE SOLUTION.. TO YOUR PUZZLE  
TOGETHER.. BLENDED WITH A CREATIVE APPROACH

## 1. Organization Strategy & Innovation

How do we build an **Organization/ Business Strategy & Stakeholder Value star for future** to be the best in our field?  
How do we make a **unique product/ solution for your customers over competition?**

## 2. Organization value proposition

How do we truly **understand why do people work for us?**  
How do I build an **Innovative Organization Value Proposition** for an exemplary employee experience during its lifecycle & with organization level strategy, policies & benefits etc?

## 3. Organization capability & talent strategy

How do we **lead the market with future innovations?**  
What **Organization level skills** are required to **build our Organization Talent** to be ahead of competition?  
How do we ensure to approach **the correct source to find the best fit talent in place**, either we have external talent vs internal talent or hire consultants, or automate with bots?  
How do we build a **Capability framework** (covering knowledge, skills etc) **for key critical roles?**

## 4. Talent segmentation & development

How do we **segment our Talent**, define an approach/process covering **Career pathing** with creative yet **impactful learning paths, Mobility options**, Succession planning & measure it with a clear **Return on investment** (Talent segmentation includes Hipots, Diverse, Grads, Critical, Executive etc.)?

## 5. Learning & development

How do we **build a Learning & development strategy / solution** (Vision, Need, Budget, Approach, Branding, Innovative experience, analytics, Impact & governance)?  
How do we ensure **tacit & experience-based knowledge is not lost** in the organization?  
How do we build a **culture of learning**, with **learning Community of practice**, to create a **journey map** to learn through internal & external expertise and resources?  
How do we build our SMEs/Trainers/Facilitators on **Creative & Innovative Learning design & facilitation?** How can we **coach** them on an **actual project to design & facilitate a workshop**, which is fun to attend, yet has an impactful learning experience (Creative learning design & facilitation includes Theatre, Accelerated, Game, Instructional design-based learning with Impact etc.)?

## 6. Leadership development & Change transition mindset

How do we help **Leaders/Managers/Employees to cope with new external business changes**, helping them move from Negative to Neutral to a Positive state of mind faster?

How do we **build our Managers & Leaders for tomorrow** (including Individual leaders, Manager of others/Managers, Executive leaders) with **future /leadership/ innovation skills etc** with creative yet impactful learning workshops?

## 7. Organization culture transformation

How do we find current gaps & build a great **Organization Culture** for overall Organization growth, success & happiness?



## OUR 21 CONSULTING & FACILITATION SOLUTION OFFERINGS

### 1. Organization Strategy & Innovation

a) Organization & Business strategy for future

b) Organization Innovation - Digital solutions for a complex problems – Create prototypes & a holistic solution journey ★

### 2. Organization Value proposition

### 3. Organization Capability & Talent strategy

### 4. Talent Development for key talent segments/ personas

### 5. Learning & development

a) Learning & development strategy

b) Learning community of practise & culture of learning

c) Innovative learning design & facilitation certification - Convert your Trainers/Subject matter experts/Teachers/Professors to become Innovative accelerated, alternate learning designers & facilitators ★

### 6. Leadership development & change transition

a) Change transition workshop - Cope with big changes & transition faster to a positive state of mind with puppetry solutions ★

b) Leadership Development solutions to build managers & leaders for tomorrow. Workshops/ Journeys :

- i. Design thinking/Human centered design
- ii. Leading high-performance teams
- iii. Influencing skills, motivation, moments that matter
- iv. Emotional Intelligence
- v. Building a learning culture-Social and collaborative learning
- vi. Stakeholder value star for a project
- vii. Networking while being organization & market sharp
- viii. Elements to build trust & craft your personal brand
- ix. Engagement of teams with head & heart
- x. Coaching for growth

### 7. Organization Culture Transformation

**Let's explore 21 Consulting & facilitation offerings summary to make your Organization future ready!**



Our 21 Consulting & facilitation product offerings

1.a) Organization & business strategy for future



Let’s co-create an 11 step Organization & business strategy and a stakeholder value star, to set the direction & plan of action, to achieve your future vision & stay ahead in the game. We use creative tools like sketching, posters, mythology, jingles, punchlines etc. in this journey.

Time for Action: 15 days 6 weeks

Explore the magic

1.b) Organization innovation

Let’s co-create a 12 steps Digital transformation solution, for a complex problem (with simple prototypes & a pitch for funding) & a holistic journey. We use creative tools like attribute gallery, circle time, stealth carnival, solution stalls, legos, museum tour, affinity clustering, headlines of the future etc. in this journey.



Your wish awaits

Time for Action: 30 days 10 weeks

2) Organization value proposition



Let’s co-create your new Organization value proposition solution, based on our unique Organization value proposition framework, with 8 lifecycle touch points & 6 organization anchors. We use creative tools, like sketching, posters, design thinking, accelerated learning & theater style learning etc. in this journey.

Time for Action: 30 days 10 weeks

Explore the magic



Our 21 Consulting & facilitation product offerings

3) Organization capability & talent strategy



Let’s co-create your 3 action, Organization capability & talent Strategy, focused on job agnostic forward compatible skills, capability framework, 4B Talent sourcing strategy. We use creative tools like legos, sketching, movement, colored walls & theater style learning etc. in this journey.

Time for Action: 14 days 5 weeks

Explore the magic

4) Talent development for key talent segments

Let’s co-create your Talent development for 7+ key talent segments/ personas, with 8 header solution to uplift them for future. We develop your approach with career pathing, development plans, mobility options & succession planning. We use creative tools like persona gallery, display carnival, sketching etc. in this journey.



Your wish awaits

Time for Action: 18 days over 6 weeks

5.a) Learning & development strategy



Let’s co-create a 10-step holistic Learning & development strategy together, to make your organization future ready. We use creative tools like picture decode, scavenger hunt, legos, puzzle, mix & match, visualize a vote etc. in this journey.

Time for Action: 22days over 8 weeks

Explore the magic

Our 21 Consulting & facilitation product offerings

5.b) Learning community of practice & culture of learning



Let’s co-create a 7-component learning community of practice & culture of learning solution together. It’s focused on building a learning community of practice (built through internal & external experts) & a culture of learning with application of knowledge, sharing within your organization & across industry.

We use creative tools like unpuzzle the sequence, picture decode, how might we, visualize a vote, wall design etc. in this journey.

Time for Action: 6 days over 3 weeks

Explore the magic

5.c) Innovative learning design & facilitation certification

Let’s launch an Innovative learning design & facilitation workshop, with optional coaching. Learn 60+ creative tools of learning design & facilitation techniques. Including tools of theatre/ alternate andragogy-based learning, accelerated creative learnings, game & instructional design based experiential learning.



We use creative tools like stealth learning carnival, comic journey, singing, poems, relay race, museum tour etc. in this journey.

Your wish awaits

Time for Action:  
A- 7 days over 3 weeks or  
B- 15 days over 4 weeks with coaching

Our 21 Consulting & facilitation product offerings

6.a) Change transition workshop



We upskill your Leaders, managers/employees to cope with big life changes and transition faster, from a negative to neutral to a positive state of mind. Let’s launch a Change transition workshop journey with puppetry-based solution telling. We use creative tools like puppetry, jingle, movie, puzzle, mix & match, relay race, treasure hunt etc. in this journey.

Time for Action: 6 days over 3 weeks

Explore the magic

6.b) Leadership development solution

Let’s craft a unique leadership development solution strategy, to build your managers & leaders for tomorrow journey. We understand the current leadership pyramid, leadership development offerings (based on experience, exposure, education), current Internal content curation, calibration expectation & crafting a best fitted solution from our offerings.



Your wish awaits

Time for Action: 3 days over 1 week

6.b i) Design thinking



Let’s launch a Design thinking/ Human centered design workshop journey, covering 5 design thinking attributes and 25+ design thinking tools. We use creative & immersive tools like attribute gallery, circle time, stealth carnival, solution stalls, legos, bon fire etc. in this workshop.

Time for Action: 5 days over 2 weeks

Explore the magic



Our 21 Consulting & facilitation product offerings

6.b ii) Leading high-performance teams



Let’s launch a 4 step ‘Leading a high-performance team’ immersive workshop journey, for your learners. We use creative tools like circle time, storytelling, affinity clustering, unravel the high-performance model treasure, fix the puzzle etc. in this workshop.

Your wish awaits

Time for Action: 1 day

6.b iii) Influencing skills, motivation & moments that matter

Let’s launch an “Influencing skills, motivation strategy & moments that matter” workshop journey for your learners. This workshop covers, 7 steps and currencies of Cohen Bradford’s influencing model & 7 motivation theories, creating moments that matter. We use creative & immersive tools like puzzle, mix & match, guess the c, stealth learning carnival, bonfire etc. in this workshop.



Explore the magic

Time for Action: 1 day

6.b iv) Emotional intelligence



Let’s launch an “Emotional Intelligence” workshop journey covering 4 elements & 12 components of Emotional Intelligence. We use creative & immersive tools like mythology, videos, poster, Legos, puzzle, movie clip, choose a picture, act the word, bonfire etc. in this workshop.

Your wish awaits

Time for Action: 1 day

Our 21 Consulting & facilitation product offerings

6.b v) Building a learning culture of social and collaborative learning



Let’s launch a “Building a learning culture of social and collaborative learning” immersive workshop journey, covering 15+ social & collaborative behavioral science techniques. We use creative & immersive tools like intimate press conference, mix & match etc. in this workshop.

Time for Action: 1/2day

Explore the magic

6.b vi) Stakeholder value star for a project

Let’s launch a ‘Stakeholder value star for a project’ immersive workshop journey, for your learners. Stakeholder value star framework helps you choose the value of your project, in 6 areas with 18 metrics. We use creative & immersive tool like persona stakeholder value, museum tour, affinity clustering, posters, value difficulty matrix, headlines of the future, bonfire etc. in this workshop.



Time for Action: 1 day

Your wish awaits

6.b vii) Networking while being organization sharp



Let’s launch “ Networking while being organization sharp” immersive workshop journey for your learners. Participants craft a strategy to build, improve, sustain one’s network with ‘clay donut network flag’ & be organization sharp to manage up well with ‘persona craft’. We uses creative tool like craft, clay donut, genie wall etc. in this workshop.

Time for Action: 1/2day

Explore the magic

## Our 21 Consulting & facilitation product offerings

### 6.b viii) Elements to build trust & craft your personal brand



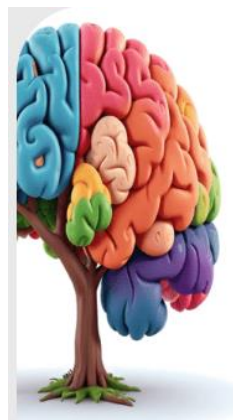
Let's launch an “ Elements to build trust & craft your personal brand” immersive workshop journey, for your learners. We use creative tool like guess the word, wandering tour, build your own model, explore action flower art to build trust action flower, mythological/movie/story character, unravel the treasure, painting their brand etc. in this workshop.

Time for Action: 1/2day

Your wish awaits

### 6.b ix) Employee Engagement with head & heart

Let's launch an “ Employee engagement with Head & Heart” immersive workshop journey, for your learners. At the end participants innovate and craft employee engagement solution, for different audience based on rational & emotional commitment. We use creative tool like visual commercials, visual learning summary, relay race, idea tour etc. in this workshop.



Explore the magic

Time for Action: 1/2day



## Our 21 Consulting & facilitation product offerings

### 6.b x) Coaching for growth



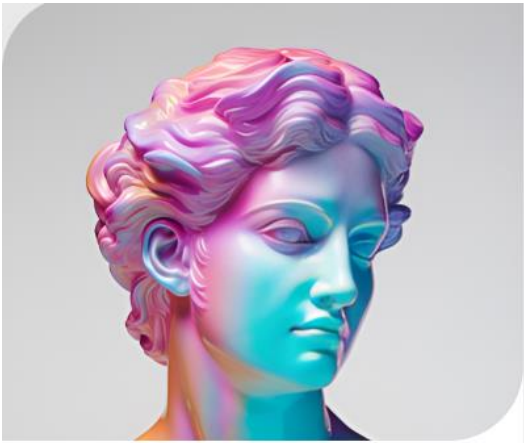
Let’s launch a “Coaching for growth & giving feedback” immersive workshop journey for your learners. At the end participants innovate, do mocks as they use GROW Coaching model for structured coaching & SBI Model to give feedback. We use creative tools like intimate interactive theatre, circle time etc. in this workshop.

Time for Action: 1/2day

Your wish awaits

### 7) Organization culture transformation

Let’s co-create your Organization Culture transformation solution, based on 11 culture climate anchors & 2 culture emotion & feeling anchors. We use creative tools like employee drawing, posters, genie wall, wiki wall etc. in this journey.



Explore the magic

Time for Action: 22 days over 8 weeks

# Time that we take for Action!

Our Journey to build world class organizations includes..

..New ways of thinking for our offerings with **clear time to action**

**Our 7 anchors/headers with 21 consulting & facilitation solutions :**

1. Organization Strategy & Innovation
  - a) Organization & Business strategy for future - **15 days over 6 weeks**
  - b) Organization Innovation - **30 days over 10 weeks**
2. Organization Value proposition - **30 days over 10 weeks**
3. Organization Capability & Talent strategy - **14 days over 5 weeks**
4. Talent Development for key talent segments - **18 days over 5 weeks**
5. Learning & development
  - a) Learning & development strategy - **22 days over 8 weeks**
  - b) Learning community of practise/culture of learning - **6 days over 3 weeks**
  - c) Innovative learning design & facilitation certification - **7 days over 3 weeks or 15 days over 4 weeks with coaching**
6. Leadership development
  - a) Change transition workshop - **6 days over 3 weeks**
  - b) Leadership Development solutions to build managers & leaders for tomorrow - **3 days over 1 week**

## Workshops/ Journeys

- i. Design thinking/Human centered design - **3 days workshop, 2 days pre/post action**
  - i. Leading high-performance teams - **1 day**
  - ii. Influencing skills, motivation, moments that matter - **1 day**
  - iii. Emotional Intelligence - **1 day**
  - iv. Building a learning culture-Social and collaborative learning - **1/2 day**
  - v. Stakeholder value star for a project - **1 day**
  - vi. Networking while being organization & market sharp - **1/2 day**
  - vii. Elements to build trust & craft your personal brand - **1/2 day**
  - viii. Engagement of teams with head & heart - **1/2 day**
  - ix. Coaching for growth - **1/2 day**
7. Organization Culture Transformation - **22 days over 8 weeks**

# Pillar 1 – Key highlights of the solutions

## The 7 anchors solution highlights of the solution

1. Organization strategy & Innovation for customer
  - Crafting an unique 11 step organization & business strategy to stay ahead
  - Getting a unique innovative product advantage over competition
2. Organisation Value proposition
  - Attracting & retaining your dream talent with a unique value proposition
3. Organisation Capability & Talent Strategy
  - Building future skills in organization people for capability advantage over competition
  - Talent strategy of roles to hire internally vs externally vs hiring contractors vs automating work
4. Talent Development for key Talent segments
  - Solutions to develop, engage & retain your key talent
5. Learning Strategy, Learning community & culture, Learning Design & Facilitation certifications
  - Next generation learning strategy, Learning community/culture with clear impact & return on investment with having capability backups
  - Innovative/creative/ new edged learning design & facilitation (Accelerated, theatre, experiential learning with 60+tools) for high retention & application
6. Leadership Development & Change Transition
  - Coping with big organization change & transition to a positive state faster
  - Building future leaders on being innovative, leading high performance teams, influencing, motivating, networking, organization sharp, building trust, creating stakeholder value, engaging teams, building their own brand, coaching, giving evidence based feedback, building a learning culture & being emotionally intelligence
7. Organization Culture transformation
  - Retain talent, be the best place to work with a new Organization culture



## OUR OFFERING- PILLAR 2

1



### HAND MUDRAS & AYURVEDIC TIPS

for 100+ Health problems  
Free on our youtube channel

**REIKI LEVEL 1,2,3a**  
Blended certification  
courses

2



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3



**CHANGE TRANSITION  
WORKSHOP WITH PUPPETRY  
SOLUTION STORIES**  
(Cope with change & transition  
from negative to a positive  
mindset faster)



Think organization growth,  
culture & talent happiness  
creatively

Let's co-create magic!!

**Know more about us...**





## Trust & Ethics



## Courage & Innovation



Pictures courtesy: pngtree

## Growth & promise driven



## Respect & Honesty



**Our detailed values with personal characters & inspiration stories are available at our website!**





Creative learnings academy

**Our vision is to be earth's most creative & immersive organization in our area of expertise, which partners with clients to craft innovative solutions & build future ready talent & organizations.**





Creative learnings academy

**Our Mission is to fulfill Organisation's growth dream of leaders, by making a meaning a full impact on Career journeys & Business outcomes. We use Design thinking, Theatre based tools, accelerated learning methods :**

- 1.To Carve an Organization Strategy & innovation**
- 2.Organization Value proposition**
- 3.Organization Capability & Talent strategy**
- 4.To paint the Talent development solution for various talent segments**
- 5.To build a Learning strategy, Learning community of practise, culture of learning & facilitate innovative learning design & facilitation certifications**
- 6.To facilitate Leadership Development to build future proof leaders**
- 7.To diagnose the undiscovered culture & pivot the Organization Culture to the new**



# How are we different - Our USP

## Our Unique selling proposition

### A. CREATIVE APPROACH to Build Future ready Organizations

Our Approach for all offerings is using

#### 1. Creative ...

- Alternate Andragogy/ Theatre based tools
- Design thinking approach
- Accelerated learning methods

We diagnose the problem, Interpret results & build impactful solutions.

We aim to achieve Organisation's growth dream of leaders, by making a meaningful impact on career journeys & business outcomes.

### B. HOLISTIC EXPERIENCE, EXPOSURE to Build Future ready Organizations

2. Our overall core team expertise is of 75 years

3. Our Diverse Global team work experience is across Australia, New Zealand, India, Asia. Team located across Australia & India

4. Our Expertise is Multi Industry (Banking, Data & Analytics, IT, Power & energy, Manufacturing, Government, Utilities, Education, Steel, Hospitals, Consulting etc)

5. Our Experience is to Solve diverse/ Different problems of divergent Capability, Size & scale in our area of work



# Creative tools & techniques that we use

## Our Unique selling proposition

To use Design thinking, Theatre/art forms (eg Puppetry), Alternate andragogy, Accelerated learning techniques



## Over 60 + Theatre/Alternate andragogy/Games/Accelerated learning tools

- Painting/Poster/Picture decode/Art Gallery/ Wandering ppt
- Drama-Play /Street play/ Intimate interactive theatre
- Movie/ Video
- Books /Doha/Mythology-Vedas, Stories
- Dance/Flash mob
- Radio/Music/Song/Rap/Jingle/Poem
- Puppetry/ Craft/ Lego-Blocks
- Circle time & group freeze
- Quilting/Jewellery /Pottery/Sculptures
- Digital art/ Visual Art/Fine art/Machine art
- Simulation based carnival-Video games, Games
- Caricature/Thematic/ Interactive Post/ Comic strips
- HCD-Day in a life persona, Resource center



Creative tools & techniques that we use



Over 60 + Theatre/Alternate  
andragogy/Games/Accelerated learning tools

Let Go  
Barriers

Genie  
wall

Learning  
Treasure

Learner  
Thermometer

Wikiped  
wall

Persona story   Reverse press conference   Visual Learning summary

Stand guess share   Museum tour/Art Gallery   Live poll

Puzzle   Quotes on wall   Mix & match   Acting the Learning material

Scavenger hunt   Moments that matter   Whole body movement

Stealth learning carnival   Icon/ word   Relay race

Treasure hunt   Leaderboards- Game show   Bon fire

Question face off sprint   Album   Branding cards

Interactive story telling with movement



### What do we offer complimentary?

"Let's make your organization future read"

Take this complimentary survey (15mins) with diagnostic questions on...

- ★ 38 Organizational challenges
- ★ 40 Organizations future aspirations

Post the assessment survey you will get :

- ★ A report of the best suited consulting & facilitation solutions for the specified opportunities / future aspirations from our 21 unique creative solutions, with an assessment survey master
- ★ A complimentary 30 mins video session (which you can book online) with our experts on the potential solutions for your needs

[Take this complimentary diagnostic assessment & book your personalized virtual session now!](#)





**Do write to our genie to collaborate,  
with your dream team!**

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**[www.creativelearningsacademy.com](http://www.creativelearningsacademy.com)**