

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, across 18 industries. We aim to build value driven, future ready businesses & organizations.

Our co-founders

Total 75 yrs of multi industries experience across India, Australia & New Zealand



Ms Divya Dhir
Panchkula, India
& Melbourne, Australia



Ms Deepti Mendiratta
Melbourne, Australia



Dr Nalni Dhir
Panchkula, India

Our co-founder's erstwhile organizations



Australia

India

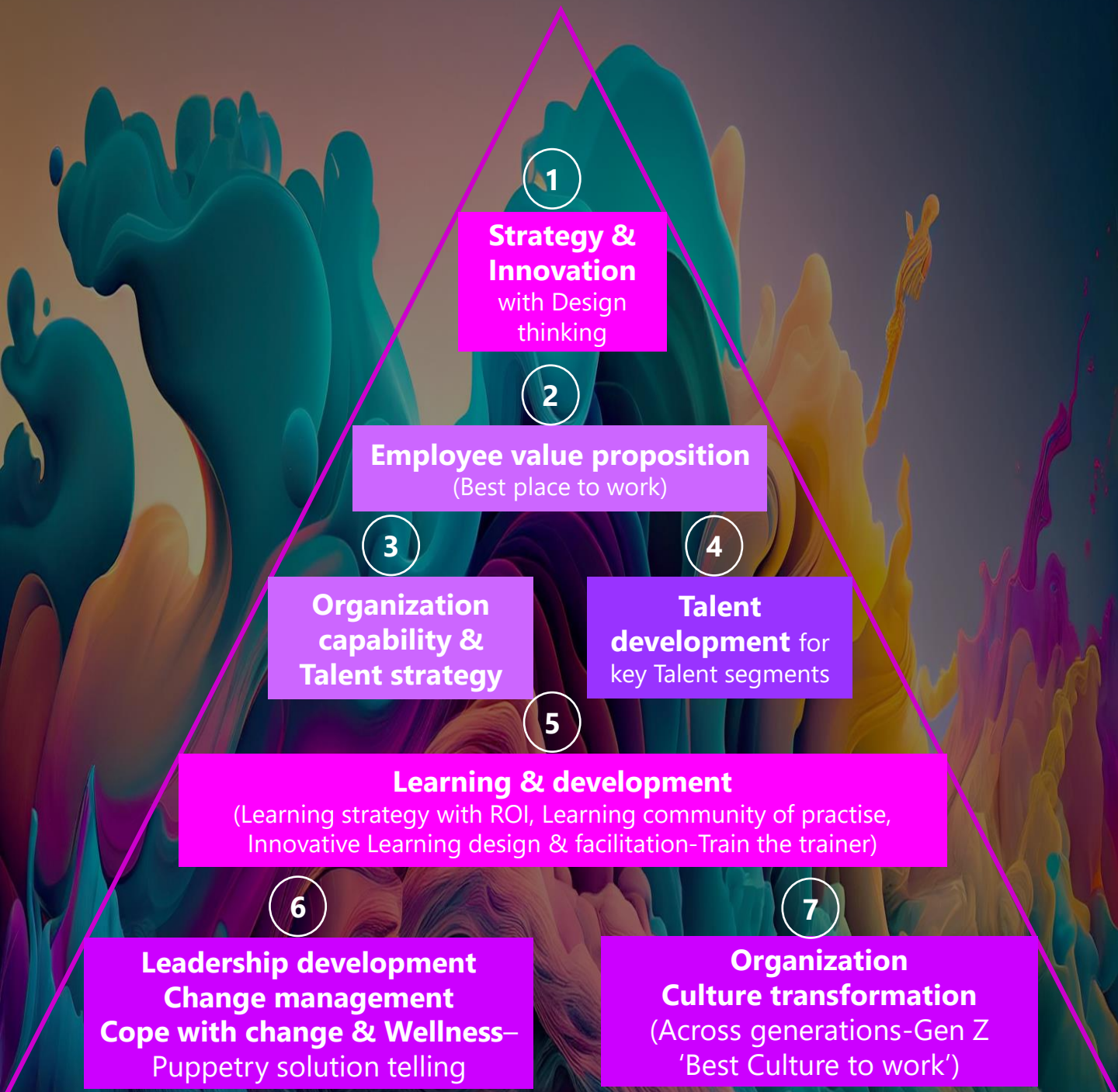
Our co-founder's consulting clients at erstwhile organizations



Australia & New Zealand

Creative learnings academy – What do we do?

We build future ready organizations across all sectors on 7 Anchors with 24 solutions (8 consulting & 16 facilitation)



Impact

Revenue | Profit | Cost | Time | Efficiency
Employer Brand equity | Talent retention
Culture | Innovation | Skills & more

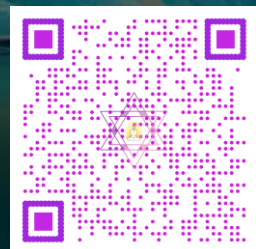


Creative learnings academy

Contact us:

+918699179869

Let's co-create magic!



Consulting

Overall organization level

- Organization Strategy
- Organization Innovation- Product/service prototypes
- Organization Culture transformation-Culture anchors aligned to the core – Best culture to work for multigenerational Talent
- Organization value proposition- Employee life cycle – Best place to work
- Organization Capability & Talent strategy - Build, Buy, Borrow, Bot, capability frameworks, future skills uplift
- Talent Development for key talent segments
- Learning & development strategy &
- Learning community of practice – capture tacit knowledge/ journeys
- Build your Managers & Leaders development strategy with global inspirations

Facilitation workshops

SME/Trainers/Teachers/ professors

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

All employees -Individual or People leaders

- Design thinking-Innovation mindset
- Technology application bootcamp
- Innovation Lab – Product/service innovations
- Cope with change – Resilient mindset
- Emotional Intelligence (EI)
- Reiki healing & hand mudras
- Networking & Organization sharp
- Trust, Craft your personal Brand

All People Leaders

- Change management
- Leading High-Performance teams
- Building a social /collaborative learning culture
- Coaching & feedback for growth
- Influencing, Motivation, moments that matter
- Crafting a stakeholder value star for a Project
- Engagement of teams with Head & Heart

Impact-Organization level

- Organization Revenue, Profit growth
- Unique product/solution advantage – Customer delight & 1st mover advantage
- Brand Equity –Attract & sustain Talent like a magnet (pull)
- Talent Behaviors aligned to Org Culture
- Cost saved with overall lower attrition
- Build Talent with Future capabilities
- Faster Talent fulfillment
- Key persona - Talent retention
- Clear return on investment on learnings
- Time saved with faster learning cycle/ upskilling -Never be short of critical talent capabilities
- Pathway for leadership pyramid – Excellent leaders

Impact-Talent level

- Learning application benefit to customer
- Experiential learning with high retention
- Innovation & customer centric mindset
- New/existing-Product/service innovation
- Revenue growth & High market share
- Consistent performance during change
- Faster acceptance of change
- Happy customers / less conflicts with EI
- Mental healing & wellness
- Better collaboration, network for sales
- Trust & personal strength driven culture
- Lead organization change with impact
- High performing teams –Happy customers
- Culture of faster skill development
- Higher reception to feedback & action
- Increased influence for faster decisions
- Clear Value & impact for stakeholders
- Engaged happy talent-Higher productivity

Our 8 Consulting solutions



Creative learnings academy

1. **Organization & business strategy for tomorrow** – 15 days
2. **Organization Innovation** - Unique product & solution advantage- 30 days
3. **Organization culture transformation** - 'Best culture to work' Talent behaviors aligned across generations, with CLAs culture, climate anchor framework- (Diagnose-Research-solution-Award)- 12-22 days
4. **Organization value proposition (OVP)**- 'Best place to work' Based on CLAs employee lifecycle framework (Diagnose-Research-solution-Award)- 12-30 days
5. **Organization capability uplift on future skills** | Key **Capability frameworks** for critical roles | **Talent strategy** (Build, buy, borrow, bot) - 14 days
6. **Talent development for key Talent segment** -18 days
7. **Learning & development strategy** (ROI \$ Impact)- 22days, **Learning Community of practice/Culture of learning** (tacit knowledge) - 6 days
8. **Leadership development | Change management | Resilience mindset with wellness** pathways / workshops to Build managers & leaders - Individual leaders, People leaders- Managers of others/managers & Executive leaders - 3 days

Creative learnings Academy

Leadership development pyramid



We cover 16 key themes for the experiential learning workshops/labs on :

All Individual & People Leaders

1. Design thinking-Innovation mindset (Intro -1 day & application-3+2 days)
2. Technology application bootcamp (2 days+ 2 hrs)
3. Innovation lab – Solution journey-product/ service prototypes (30 days)
4. Cope with change – Positive mindset resilience with puppetry solution creation (2+2-4 days)
5. Emotional Intelligence (1day)
6. Reiki healing –Wellness (1/2-2 days)
7. Networking while being organization & market sharp (1/2day)
8. Trust, craft your personal brand (1/2 day)

SME/Trainers/Teachers/ professors

9. Train the trainer - Innovative learning designer & facilitator (5 days)

Only People leaders

10. Change management (1 day)
11. Leading high-performance teams (1day)
12. Building a learning culture-Social and collaborative learning (1/2day)
13. Coaching for growth & giving feedback (1/2day)
14. Influencing skills, motivation, moments that matter (1day)
15. Crafting stakeholder value star for a project (1day)
16. Engagement of teams with head & heart (1/2day)

Note : 1 day workshop = 7hrs+food /tea break & ½ day workshop = 4hrs+tea break



A Complimentary Assessment & a 1-1 meeting with the C-suites (CEO/ CHRO/ HR/ L&D/ Talent/Capability/Culture/ R&D/ Innovation Heads) on :

- Aspiration vs Reality self evaluation on 7 anchors , 24 areas to make your org next generation future ready
- A strength, maybe, opportunity report
- 1-1 consultation discussion to fix the next steps roadmap
- Client success & impact stories of transformations



Take this 15mins complimentary diagnostic assessment & book your personalized 1-1 session now!

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

Know us more – Contact us

Our co-founders

All -Consulting, Facilitation, Wellness & change



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Panchkula, India
& Melbourne, Australia



Ms Deepti Mendiratta
Melbourne, Australia



Dr Nalni Dhir
Panchkula, India

Wellness & Change

Know us more..



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

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