

# PROFILE



Pathik is operating  
in two different segments

RETAIL & CORPORATE



# RETAIL



Helping every individual count !

## Public Programs:

Pathik runs its highly acclaimed training programs both in English and Marathi. These programs are personal transformation programs, which are conducted with a great deal of discipline, commitment and a back up support of counseling. This has resulted in their immense popularity. The fact that 100 % of the seats are always filled up through recommendations and every program has a waiting list of people, speaks for their effectiveness. In a year, 14 such 3 month long programs are conducted, and about 500 people add to the already existing alumni of 4,000 people. As part of its commitment to help people even after the program, Pathik runs the Alumni Association, which organizes panel discussions; growth oriented talk shows, guest faculties, competitions, cultural events, conventions and one day seminar at no charges at all. This has given the company a reputation that it delivers on its promise of results, and that it truly cares. The philosophy is to help each individual discover his own potential make him count.



Some of the prominent guests invited at alumni meetings to share their success stories



Celebrated Director of 'Lagaan' Ashutosh Gowariker  
Owner & Founder of 'Orchid Hotel' - winner of maximum number of awards in the World- Mr. Vithal Kamat



# CORPORATE



Engagement - Where the heart is involved

The desire to reach the top not with standing the risks and the obstacles... !!

The century in which we live, accounts for 50 % of the change that has taken place in the last 50,000 years! Alvin Toffler puts forth this alarming fact in his celebrated book - Future Shock. Our world is bombarded by change every second. One of the key challenges of our time is internalizing the elusive quality of adaptability. Hence, the key issue for corporate is making their most valuable resource - the human resource flexible in its mindset to take on the challenges posed by change. Flexibility assumes a readiness for change, and this necessitates involvement of the heart - in other words - 'Engagement'.

For corporate, Pathik has been involved in a range of behavioral training assignments. Pathik's expertise lies in creating 'Engagement'. The philosophy behind the training is : When the heart is involved, Change is read as Challenge, not Problem, Learning

as an initiative for growth not corporate compulsion for survival. We have adopted this approach and created lasting change in a wide variety of corporate like Parke Davis- Warner Lambert, Asian Paints, Tata SSL, US Vitamins, L & T Information Technology Ltd, CEAT, PEPSI, Mukand , Blue Star, Insight Asset Management and many others.

# Approach and Methodology



Training that is made to fit!

## Training that delivers!

- **Understanding the training need:**

Before beginning the training assignment we first have a series of meetings with the client company and understand the training need.

- **Back Office design of modules:**

We have a research library, which keeps a track of the latest training concepts and tools and the best literature available on different issues. Learnings from assignments in the past are also institutionalized. We also undertake benchmarking if need be to have access to the best training technology. We see the fit between the client need, and the best tools available on the concerned training issue.

- **Fine Tuning of the training modules:**

The first iteration of the training module is presented to the company. We may go through two or three iterations of the modules, to fine tune the training to the requirement of the client company.

- **Delivery of the training programs:**

The emphasis in the training program is as much on the training style as it is on the content. The trainers are trained to overcome inertia and resistance to learning. The training incorporates a range of training tools like games, role plays, video displays, simulations based on the requirement of the training. The modules are delivered in continuous sessions or in spaced out feedback oriented sessions, based again, on the training need.

- **Follow Up:**

Most of the training programs include a tie-in of a project, or structures meant to reinforce the training related to the training need.



## Internal Customer Service

Retained for training executives in the corporate office for implementing 'Internal Customer Service'. The training need was felt at a top management meeting, where one of the key issues identified was Internal Customer Service. The program was designed after detailed meetings with various functional heads. The need to institutionalize the learning of the program was emphasized. Accordingly, certain key behaviors were identified, which would run primarily through the program, and later emphasized through special structures meant to reinforce them. These key behaviors were aligned with the Most Valued Practices of Warner Lambert worldwide. In order to reinforce the behaviors emphasized in the training program, we evolved two structures for follow up: The first was a quarterly survey to measure Internal Customer Service levels. This survey was administered to the key internal customers of every trainee after the program. The other project involved short autonomous projects aimed at improving Internal Customer Service

levels. This entire project has been successfully implemented at the Hyderabad plant of Parke Davis, where the focus of the training was the entire management staff. The same project was run at Bombay for the entire Marketing and Management staff of Warner Lambert and Parke Davis, following which it was conducted at the Bangalore plant for the management staff.



# US VITAMINS



## Personal Transformation

At US Vitamins, the assignment was to get more engagement amongst the staff and workmen at the Chiplun plant. A two day module on Personal Effectiveness was designed, laying stress on the personal lives of the people. About 150 people including the head of manufacturing to the workmen were covered in these programs. This program was followed up by a follow up program where the focus was to help people apply the actual training inputs to bring tangible change in their own lives.

# LARSEN & TOUBRO INFORMATION TECHNOLOGY:



## Customer Management Communication Team Building

LTITL is primarily an export oriented software solutions company. Most of its assignments are in the US, Europe and Japan. The assignment included programs on Teambuilding, Communication and Customer Management. These programs were meant for project leaders, project managers and programmers. The programs required a high degree of tailoring, to make them, both Industry specific and Company specific. The content was decided after a Needs Study through discussion with project leaders, marketing heads and project managers. The content was tailored to handle the same issues in a different cultural setting. All the programs focused on solving practical problems identified by people offshore on the client site and back home with the internal teams. The emphasis was on developing common approaches to solving these problems and create self initiated structures for one's own team.



# TATA SPECIAL STEELS

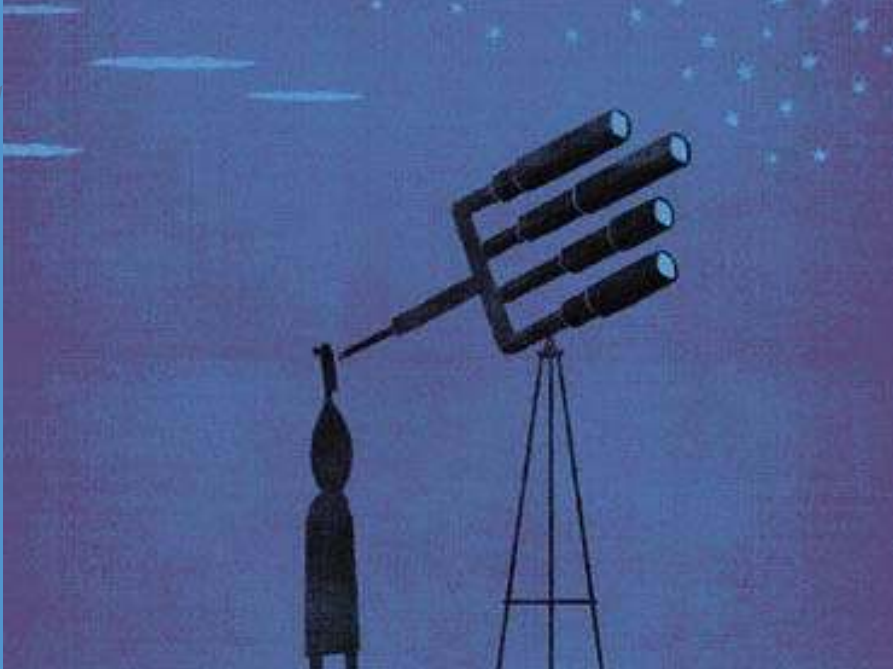


## Team Building

At Tata SSL, the assignment includes training on Teambuilding and Personal Transformation. So far over 300 people have already been trained. Another set of programs are developed for supervisors for supervisory development. This training has been imparted at both the Borivali plant in Bombay and the plant situated at Tarapur. Going by the feedback, the training is to be later imparted to a special batch of opinion makers, to make a significant impact in the culture change efforts of the company. The feedback has been rated as excellent.



# INSIGHT ASSET MANAGEMENT



## Visioning & Empowerment

Insight is one of the top 50 broking houses in Bombay, managed by Hemendra R. Sheth. The assignment for Insight included a Visioning and Leadership Program for the Senior Management and Motivational program aimed at building engagement for the middle management.

The program included a study of the organizational culture by conducting meetings with the senior management of the company, and included actual Scenario Planning sessions for drawing up a rough Vision Document for the company. The other project included the design of a visioning statement and a corporate values statement which was presented then to the directors of the company.



## PERSONAL TRANSFORMATION

This assignment included training Middle-Level Managers from all over India. The major objective was to inculcate within the managers, a sense of Pro-activity. With the banking industry undergoing tremendous changes during the last decade, it was extremely necessary for the managers to change their mindsets to adapt to the change. Basically their approach towards their work, their colleagues, and their subordinates and mainly towards the customers required radical changes.

The focus of the program was on principles of Pro-activity, Time Management, Interpersonal Relationships, Role Plays and developing passion towards their work.

# SHREYA LIFE SCIENCES



This assignment is currently in progress. The participants of the program include Sales Executives, Area Sales Managers and Regional Managers. The focus of the program is to develop a Positive Attitude, a Sense of Ownership towards the company, polishing their Sales Skills and sharpening their Communication Skills.

The participants are trained on various principles. The major focus of the workshop is to develop Communication Skills. Each participant is made to perform, practice and again perform. After the finals, the performances are evaluated and the best performances are awarded prizes. Over 270 participants from Mumbai, Ahmedabad, Aurangabad and Bhopal have been trained till now.



E. Merck



## Executive Development

At E. Merck the assignment was a three day Executive Development Program for the assistant managers and Managers at Goa. The assignment included drawing up a concrete plan for further development by suggesting support activities and structures to boost development activities.



A Brief Profile..

# SAMEER SURVE



Sameer Surve started training at the age of 18. His own life took a turn for the better, when he underwent a leadership training course under a trainer from Dale Carnegie Institute. Hooked on to the benefits of such a training program, Sameer desired to take up training as a profession. He underwent three years of intensive training to be a trainer, wherein he underwent the intensive seven week training 12 times. After that, he launched himself as a trainer along with his father and started Pathik Human Resource Development Institute in 1989. Pathik has so far conducted over seventy Leadership programs in English and in Marathi.

Academically, a commerce graduate, he later went ahead to do his M.B.A. with marketing as a specialization. Sameer has 14 years of training experience to his credit, and has so far trained people from all age groups and professions.

Sameer is also a certified NLP practitioner having being trained under Dr. Richard Bandler, the founder of NLP.

Sameer is directly involved with corporate for their training needs. Sameer has gained a reputation in corporate as a 'Master Motivator'. His candid and 'No-Holds-Barred' style has helped to bring 'Engagement' amongst the audiences he has addressed. The underlying issues here have always been behavioral, attitudinal and culture change. Reputed companies like Parke Davis, US Vitamins, Asian Paints, LTITL, PEPSI, CEAT, STP, Shreya Life Sciences, Telecom Factory, Tata Special Steels, Wockhardt, Dow Corning, Nicholas Piramal, Pune University have benefited from the motivational style of the training imparted by Sameer Surve to drive down critical change initiatives. These assignments have been of varying nature, linking motivation to key work related issues like Team Building, Customer Management, Personal Transformation, Time Management Selling Skills etc.

# Programs Conducted in The Year 2006-07



## 1) Personal Transformation (2 Batches)

### Topics Covered:

- Setting Goals
- UBU Attitude
- Time Management
- Projects

**Company's Name:** Wockhardt. **Duration:** 1 Day

**Location:** Biotech Plant, Aurangabad.

## 2) Time Management & Personal Effectiveness

### Topics Covered:

- Vision
- UBU Attitude
- Living in the Present
- Setting Priorities
- Scheduling & Planning
- Projects

**Company's Name:** Dow Corning.

**Duration:** 2 Days **Location:** Mumbai

## 3) Personal Transformation (4 Batches)

### Topics Covered:

- Beliefs
- Setting Goals
- Time Management
- Passion

**Company's Name:** Nicholas Piramal.

**Duration:** 2 Days **Location:** Ooty, Aurangabad.

#### 4) Leadership & Presentation Skills (6 Batches)

**Topics Covered:**

- Beliefs & Attitudes
- Go Getter Attitude
- Time Management
- Interpersonal Relationships
- Communication
- Presentation Skills
- Passion
- Projects

**Company's Name:** Shreya Life Sciences.

**Duration:** 2 Days

**Location:** Calcutta, Delhi, Patna.

#### 5) Managing Diverse Interactions & Conflicts Conducted on behalf of Educasia, USA

**Topics Covered:**

- Understanding Conflicts
- Making Values Driven Decisions
- Transforming Personalised Conflicts

**Company's Name:** Dow Corning.

**Duration:** 2 Days **Location:** Mumbai

#### 6) Soft Skills Development Program Conducted for colleges in joint venture with and for Pune University

(4 Batches)

**Topics Covered:**

- English Fluency
- Facing Interviews
- Group Discussions
- Written Communication
- Presentation Skills
- Team Building
- Goal Setting

**Duration:** 15 Days. **Location:** Colleges near Nashik