

syngrity

TRANSFORMATION SOLUTIONS



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ABOUT SYNGRITY

Syngrity is a research and evidence-based learning and development organisation.



- We are a **multidisciplinary team** with expertise in psychology, psychometric assessments, behavioral education, communication and experiential learning



- We **partner with policy-makers, employers, and educators**



- We **Upskill and advance** 21st-century relevant **higher-order cognitive and experiential skills**



- **Headquartered in New Delhi**, we have worked with multiple institutions, colleges and industries across Asia Pacific, Middle East, Europe and America.



PRINCIPLES OF OUR LEARNING INTERVENTIONS

1

Strong Stakeholder Involvement

One of the most critical success factors is direct and ongoing involvement from institutional stakeholders and alignment with institutional values.

2

Learning by Doing

The learning journey / intervention must allow for learning over time, ensuring a continuous cycle of knowing – reflecting – applying – becoming.

3

Commitment to Growth

All participants must possess the mindset for growth and commit to enhancing their skills, values, and behaviours throughout and on completion of the learning journey / intervention.

4

Learning Experience

Our learning journey / interventions deliver an exceptional learning experience in both in-person and virtual contexts by using immersive and engaging learning techniques.



Improv Style Experience



Audio Visual Aids



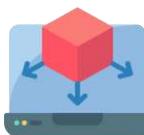
Case Studies



Projects



Role Plays



Scene Work



Group Discussions



Self Reflection



OUR OFFERINGS FOR COLLEGE AND UNIVERSITY STUDENTS



WHY?

According to the **India Skills Report 2025***, the employability rate of Indian graduates has risen to **54.81% in 2025**, reflecting a **growing emphasis on skill development**. However, technical skills alone are not enough. The report points to a need for **higher-order behavioral and cognitive skills** which are essential for long-term career success and meaningful contributions to society.

Universities and colleges can address this need by offering **impactful upskilling workshops and learning interventions** for students and young adults alongside technical skills to build well-rounded professionals who are future ready.



HOW?



WHAT?

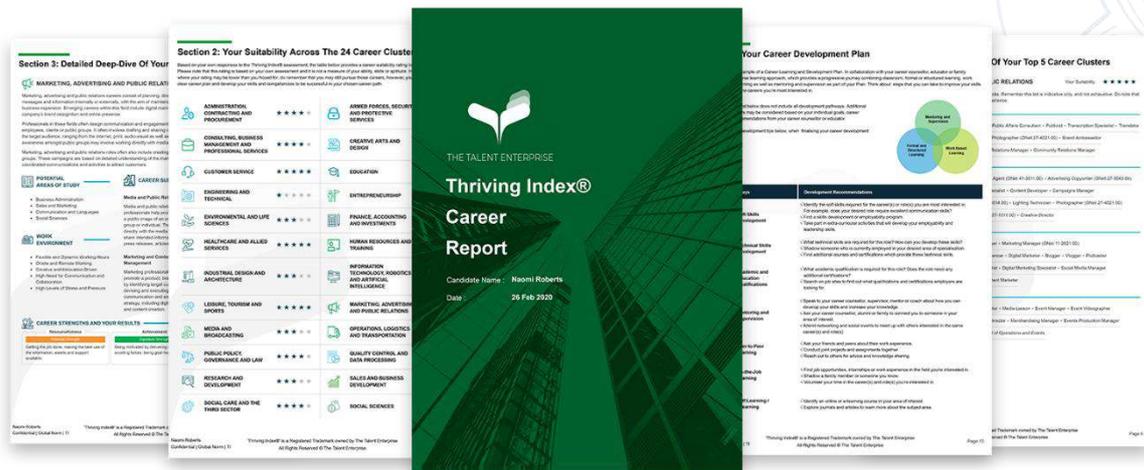
Syngrity offers tailored training programs that enhance employability and workplace readiness as well as cultivates the joy of learning and upskilling for young adults transitioning from student to work life. Through **experiential workshops** we strengthen a range of higher-order cognitive and behavioural skills such as problem-solving, adaptability, and leadership skills that prepare young individuals to excel in evolving professional landscapes.



ASSESSMENT : CAREER THRIVING INDEX®

About:

The Career Thriving Index® identifies an individual's innate strengths and recommends careers where they can thrive. Based on a 'world of employment' map comprising over +1000 Roles across 24 Career Clusters and 95 Career Sub-Tracks, It provides feedback on critical strengths that are required to thrive in their top 5 sectors, providing a clear roadmap for career planning and future development.



Benefits:

- **Assesses critical strengths** such as grit, resilience, growth mindset, confidence, optimism, empathy and teamwork.
- In-depth information across the **top 5 occupations**, with insights on work environment, academic and job requirements, possible career tracks.
- Indicates the **main strengths related to the top 5 occupations** and how they correspond to the strengths of the student.
- Provides **career suitability across +1000 jobs** based on our future of work research



Expected Outcomes:

- **Self-Awareness** to help students understand their strengths, weaknesses, and career preferences.
- **Career Direction** to provide insights into suitable career paths based on personality, skills, and interests.
- **Better Career Decisions** which lead to more informed choices about education, job roles, and industries.
- **Lifelong Learning Mindset** that encourages proactive skill development and career resilience.



Logistics:

1. Conducted Virtually.
2. Followed by a one-on-one or group debrief between the candidate(s) and an accredited coach to understand how to read your report and the insights.

Section 3: Detailed Deep-Dive Of Your Top 5 Career Clusters

ENTREPRENEURSHIP Your Suitability ★★★★★

Entrepreneurs typically conceptualize and start businesses and ventures of their own and / or expand and build existing businesses. They usually tend to innovate and question status quo, and often take more financial and professional risk than those who work for others. Entrepreneurs can range from solopreneurs to tech-fundraisers to start-up owners to creators to franchisees.

Entrepreneurs are often engaged in all aspects of starting and building a business from product or service design, to marketing, finance, personnel management and information technology. They work on setting the overall strategy for their organization and are also involved in the day-to-day operations. Due to the rapid adoption of technology, and the rise of future workforce trends, such as gig working, the barriers to entry have never been lower to start as an entrepreneur. Many entrepreneurs initially start their ventures part-time, while having the safety and security of full-time jobs, eventually going full-time if they choose to. Their businesses can of course grow and scale to become prominent, large scale companies and employers over time.

POTENTIAL AREAS OF STUDY

- Business Administration
- Management Studies
- Finance and Accounting
- Marketing Management
- Human Resource Management
- Computer Science and Technology

CAREER SUB-TRACKS

SME Business Owners
Small and Medium Enterprise (SME) business owners typically start their own companies which may, lead to franchise owning business concepts. They would typically employ 200 employees or less and account for a vast majority of businesses in most countries.

Freelancers and Gig Workers
Freelancers and gig workers typically provide their skills and services to other businesses and organizations on a flexible cost and one-off basis. Many work from home or work remotely, and are often involved with multiple business ventures and start-ups of their own.

Angel Investors and Venture Capitalists
Angel investors and venture capitalists typically provide funding and growth opportunities to entrepreneurs, either investing their own money or that of other investors. Investors tend to fund and provide on-going advisory support. Many angel investors are typically former entrepreneurs, who are knowledgeable about investing in other businesses.

WORK ENVIRONMENT

- Flexible Working Hours
- On-the-go and Flexible Working
- Dynamic and Innovation Driven
- High Need for Communication and Collaboration
- High Levels of Stress and Pressure

CAREER STRENGTHS AND YOUR RESULTS

Contribution	Achieve	Engage
Being motivated to go above and beyond what is expected from you, it willingness to put in extra	Being focused on progressing your career, being recognized for your accomplishments	Owning your team, challenges and losses, being to bold and learn

Section 3: Your Top 5 Career Clusters

This section of the report provides information of your Top 5 careers, based on your own responses to the Thriving Index® assessment. These have been listed in rank order, with 1 being your most recommended career, 2 being your next most recommended career and so on. We encourage you to explore more about these careers through additional reading, engaging with professionals already working in these careers, actively pursuing work opportunities, such as internships, job rotations, work study etc.

1. ENTREPRENEURSHIP

Entrepreneurs typically conceptualize and start businesses and ventures of their own and / or expand and build existing businesses. They usually tend to innovate and question status quo, and often take more financial and professional risk than those who work for others.

2. EDUCATION

Careers in education involve teaching others new knowledge and skills across different subjects and to various ages of students. A career in education can range from teaching young children, to adult learning in vocational or academic settings. New careers in education also deploy technology and digital media to deliver learning outcomes.

3. ENVIRONMENTAL AND LIFE SCIENCES

Environment and life sciences professionals are involved with the study of the origins, behaviour, genetics, diseases, life process and research of living organisms such as plants, animals, wildlife and ecosystems. It often involves the conducting research or performing investigations to identify, abate or eliminate sources of pollutants or hazards that affect living organisms, the environment, animals or the health of the people.

Section 4: Your Career Development Plan

Outlined below is an example of a Career Learning and Development Plan. In collaboration with your career counsellor, educator or family member - follow a diverse learning approach, which provides a progressive journey combining classroom, formal or structured learning, work based or on-the-job learning as well as mentoring and supervision as part of your Plan. Think about steps that you can take to improve your skills and learn more about the careers you're most interested in:

- Please note that the list below does not include all development pathways. Additional development pathways may be considered based on your individual goals, career aspirations and recommendations from your career counsellor or educator.
- Please consider the development tips below, when finalising your career development plan.



Development Pathways	Development Recommendations
Soft Skills Development	<ul style="list-style-type: none"> Identify the soft skills required for the career(s) or role(s) you are most interested in. For example, does your desired role require excellent communication skills? Find a skills development or employability program. Take part in extracurricular activities that will develop your employability and leadership skills.
Technical Skills Development	<ul style="list-style-type: none"> What technical skills are required for this role? How can you develop these skills? Shadow someone who is currently employed in your desired area of specialisation. Find additional courses and certifications which provide these technical skills.
Academic and Education Qualifications	<ul style="list-style-type: none"> What academic qualification is required for this role? Does the role need any additional certifications? Search on job sites to find out what qualifications and certifications employers are looking for.
Mentoring and Supervision	<ul style="list-style-type: none"> Speak to your career counsellor, supervisor, mentor or coach about how you can develop your skills and increase your knowledge. Ask your career counsellor, alumni or family to connect you to someone in your area of interest. Attend networking and social events to meet up with others interested in the same career(s) and role(s).
Peer to Peer Learning	<ul style="list-style-type: none"> Ask your friends and peers about their work experience. Contact joint projects and assignments together. Reach out to others for advice and knowledge sharing.
On-the-Job Learning	<ul style="list-style-type: none"> Find job opportunities, internships or work experience in the field you're interested in. Shadow a family member or someone you know. Visualise your time in the career(s) and role(s) you're interested in.
Self-Learning / e-Learning	<ul style="list-style-type: none"> Identify an online or e-learning course in your area of interest. Explore journals and articles to learn more about the subject area.



SKILL IN FOCUS: CAMPUS TO CORPORATE



According to **Mercer-Mettl's "India's Graduate Skill Index 2025,"** * there is **a decline in employability**, with only **42.6%** of Indian graduates deemed employable in 2025. The gap often stems from a **lack of practical / soft-skills**, including corporate etiquette, communication, and self-awareness, which are essential for professional success.

Educational institutions can enhance employability by **implementing targeted training programs** that focus on the skills needed to thrive in corporate environments. Equipping students with **real-world competencies** ensures they meet industry expectations and secure meaningful employment opportunities.



Syngrity offers a robust **Campus to Corporate workshop** called **We-Aspire**, designed to bridge this gap by equipping students with essential workplace skills, enhancing their confidence, and preparing them for a seamless transition into the corporate world.

*Source: 'India' Graduate Skill Index 2025' - <https://blog.mettl.com/india-graduate-skill-index-2025/>

WE - ASPIRE

About:

We-Aspire is a campus to corporate intervention designed to equip students with essential skills needed to navigate the professional world with confidence. This workshop focuses on **corporate etiquette, business communication, personal brand and** alignment with **organizational values**, to ensure seamless integration into corporate environments. This program empowers students to make a strong first impression and build a foundation for long-term career success.



Objectives:

- **Enhance Workplace Readiness** & Professional Communication and Business Etiquette.
- Develop a strong **Personal Brand** for Career Success.
- **Build Self-Awareness, Credibility and Confidence** to ensure smooth transition into corporate world.
- **Cultivate a Growth Mindset** and Proactive attitude to navigate the corporate environment.



Expected Outcomes:

- **Smoothen Transition to the Workplace** to help students adapt to corporate culture, reducing the initial learning curve and workplace anxiety.
- **Increased Confidence in Professional Settings** via Training in business communication, etiquette, and self-presentation.
- **Higher Career Growth & Leadership Potential** to set a foundation for leadership development.
- **Alignment with Corporate Culture & Values** by understanding workplace expectations which will help students integrate seamlessly into organizations, leading to long-term career stability..



Logistics:

1. Best conducted indoors.
2. Can be a 1-day workshop or journey format.
3. Can be conducted for minimum batch size 30.
4. Gender-inclusive cohorts.





SKILL IN FOCUS: WOMEN IN LEADERSHIP



In 2024, only **18.3% of senior leadership roles in India were occupied by women**, showing slow progress from **16.6% in 2016**.*. **Less than 30% of women hired at entry-level positions advance to leadership roles**, emphasizing the need for targeted interventions to support women's career growth.

Universities and colleges can address these barriers by investing in Women in Leadership programs that provide mentorship, skill-building, and confidence development. Empowering women through such initiatives early-on contributes to **increase in women leaders at the top**.



Syngnity's **She-Aspires** program is a specialized initiative designed to equip young women with the skills and confidence needed to transition successfully into the workplace with the guidance needed to help them **overcome unconscious biases, gender stereotypes and develop leadership capabilities early-on**.

Source: * 'Women Leadership in corporate India 2024 Report' - <https://assets.kpmg.com/content/dam/kpmg/in/pdf/2024/04/women-leadership-in-corporate-india-2024.pdf?>



SHE-ASPIRES

About:

Aimed at female freshers and female campus hires, this program focuses on **corporate grooming, business etiquette, and effective communication to build confidence and leadership presence** in female talent as they enter the workspace. The workshop also provides participants with the tools needed to deal with **workplace biases and gender stereotypes** and **cultivate the self-awareness** needed to take up leadership roles in the future.



Objective:

- Build **Confidence & Leadership Mindset**
- Enhance **Business Communication & Executive Presence**
- Navigate Workplace Dynamics & **Overcome Bias**
- Develop **Career Planning & Growth Strategies**
- Foster **Professional Independence**



Expected Outcomes:

- **Faster Workplace Adaptation** by learning corporate etiquette, communication, and workplace expectations, reducing the learning curve.
- **Increased Engagement & Confidence** via introduction to self-awareness and personal branding empowering young women to take ownership of their careers from the start.
- Develop the awareness and practical strategies to recognize, address, and navigate biases and stereotypes with confidence and resilience in leadership roles.



Logistics:

1. Best conducted indoors.
2. Can be a 1-day workshop or journey format.
3. Can be conducted for minimum batch size of 30 participants
4. All women cohort.





SKILL IN FOCUS: COMMUNICATION SKILLS



According to the **National Association of Colleges and Employers (NACE) Job Outlook 2025 report**, **73.2% of employers seek candidates with strong communication skills**, highlighting the importance of clear articulation in professional settings.

By improving storytelling and presentation techniques, young professionals can **articulate ideas effectively, fostering credibility, presence and confidence** in managing clients and interpersonal relationships.



Syngrity's signature workshops **Style of Language** and **'Present Like a Pro': Presentation & Storytelling** help students and young professionals enhance their communication, storytelling, and presentation skills. It provides practice-based training to refine public speaking, engagement strategies, and audience connection, ensuring impactful communication in the corporate world.

*Source: 'NACE Job Outlook 2025 Report' - https://www.nacweb.org/docs/default-source/default-document-library/2025/publication/research-report/2025-nace-job-outlook-jan-2025.pdf?Status=Master&sfvrsn=57d47fb0_3&



STYLE OF LANGUAGE

About:

Style of Language is our signature communication program designed to enhance presence and confidence through mastery of voice and speech.. This instructor-led offering emphasizes **breath work**, the **physicality of sounds, posture**, and **delivery techniques** to refine verbal and non-verbal communication. Through practice-based tools and exercises, participants learn to **deconstruct sounds for clarity and precision**, **harness the power of intentional breathing and silence**, and **make impactful entrances and exits in conversations** and presentations.



Objectives:

- Learn to **use breath** control to enhance vocal clarity, emotional connection, and overall presence.
- Develop **clear articulation and tone modulation** to convey messages effectively.
- Master **techniques to fully engage with speakers** and respond thoughtfully in conversations.



Expected Outcomes:

- **Improved Clarity & Pronunciation** for learners to develop more precise articulation.
- **Enhanced Confidence** via a stronger command of breath control and voice projection.
- **Stronger Logical Expression** through mastery of word and sentence stress that improves structured thinking.
- **Cross-Cultural Communication Skills** to enhance understanding in multilingual and multicultural settings.
- **Professional & Academic Advantages** includes clear, confident speech that benefits different career paths.



Logistics:

1. Best conducted indoors.
2. Requires a minimum of 3 hours for an introductory session (can be offered as a more detailed 20-hour module).
3. Can be conducted for small groups of 10-15 participants or one-on-one coaching.





'PRESENT LIKE A PRO': PRESENTATION & STORYTELLING

About:

Our Presentation & Storytelling module is designed to help participants craft compelling narratives using proven storytelling frameworks such as the **Hero's Journey, and The Three-Act Structure**. Beyond structuring stories, the module emphasizes the **delivery techniques** necessary to speak with **confidence, presence, and impact**, ensuring every story leaves a lasting impression.



Objectives:

- **Crafting compelling stories** using narrative frameworks and story structure.
- **Delivering stories or presentations with impact** with a focus on body language and voice.
- **Ensuring engagement** and connection with audience.
- **Tips and techniques to make effective presentation slides.**
- **Communicating value** through storytelling.





Expected Outcomes:

- **Improved Structure & Clarity** through storytelling techniques to organize thoughts into clear, engaging narratives.
- **Better Audience Engagement** via voice modulation, pacing, and nonverbal cues.
- **Stronger Personal Brand** that helps individuals stand out in their field and build a distinct professional identity.
- **Deeper Emotional Connection with Audiences** by understanding narrative structures to foster authentic and impactful communication.



Logistics:

1. Best conducted indoors.
2. Can be conducted for small groups of 30 participants.
3. Requires a minimum of 1 day.





SKILL IN FOCUS:

EMOTIONAL INTELLIGENCE AND DIVERSITY, EQUITY & INCLUSION



The **average Emotional Intelligence (EI) score in India in 2023 was 98.2**, which is **below the global mean of 100***, indicating a gap in emotional awareness and interpersonal effectiveness. The **"India Skills Report"** also highlights the need for increased Diversity, Equity & Inclusion (DEI) sensitization within the Indian workforce, emphasizing the importance of addressing biases based on gender, caste, disability, and sexual orientation.

Training in EI helps young professionals develop **strong interpersonal skills, better teamwork, and effective communication** in diverse workplaces. DEI sensitization ensures that students **understand and navigate diverse professional spaces** with empathy, making them more adaptable and inclusive leaders.



Syngrity offers **We-Lead**, a specialized workshop designed to develop EI, and DEI awareness, empowering students to champion inclusivity through Emotional Intelligence, and respect for all.

WE – LEAD

About:

We-Lead is an experiential theatre-based workshop designed to sensitize participants on **Emotional Intelligence & Empathy** and **Diversity, Equity & Inclusion**. The workshop adopts theatre and immersive exercises to enable participants to unpack their Unconscious Biases, Intersectional identities, understand empathy and how to practice it, to build an inclusive ecosystem of allyship that enables belonging for all.



Objectives:

- Educating participants on the **fundamentals of diversity, equity, and inclusion**.
- Understanding around **Unconscious Biases** and how to recognize and correct biased behaviors.
- **Recognition that identity is complex, and discrimination is intersectional**, and latter can take different/ compounding forms.
- **Unpacking empathy** and demonstrating Emotional Intelligence.





Expected Outcomes:

- **Increased Awareness** to become more conscious of their own biases, privilege, and the diverse lived experiences of others.
- **Empathy Development** through theatre and role-playing exercises to step into others' shoes, fostering emotional connections..
- **Improved Cross-Cultural Competency** to navigate diverse professional and social environments more effectively.
- **Advocacy & Allyship** to become proactive in addressing discrimination and supporting marginalized communities.



Logistics:

1. One-day, in-person workshop for groups of up to 25-30 participants.
2. Can be conducted indoors or outdoors- certain sections will need projector access.





SKILL IN FOCUS: WELLNESS



46% of young adults struggle to balance work stress with other life responsibilities, leading to burnout and decreased well-being.* Young workers are **more likely to take time off due to mental health issues** compared to older employees, which contributes to **increased absenteeism and lower productivity** in the workplace.

Equipping students with wellness strategies helps them **manage stress effectively, prevent burnout, and maintain mental well-being.** Universities and colleges can foster **mental resilience and emotional stability** in students, preparing them for the demands of the workplace.



Syngrity offers **Kokoro – The Heart of Stillness**, a holistic wellness program for young adults that cultivates inner calmness through **Breath Work** and **Movement**, helping them stabilize their bodies while building mental & physical resilience.

*Source: 'Young Adults and Workplace Wellness' <https://businessforimpact.georgetown.edu/wp-content/uploads/2023/06/Final-Young-Adult-Report-.pdf?>



KOKORO – THE HEART OF STILLNESS

About:

Kokoro is designed around using movement to energize, revitalize and focus the senses. This is an interactive workshop that stimulates participant's Emotional & Creative drivers using **Breath Work and Dance your Senses** as the primary medium. The intervention is based on the belief that the body has the keys to wisdom and healing – one just needs to be able to find and use these keys to discover the self-healing power of the body. **Dance your Senses** is a practice focused on the art of movement and draws from various dance forms, including free form organic movement, such as, **Butoh, Stillness Movement, the 5 Rhythms (Flow, Staccato, Chaos, Lyrical and Stillness), the 5 Elements, aspects of Tranz Theatre and Martial arts**. It is not stylized dance or choreographed movements, rather movement as a means of one's expression.



Objectives:

- Helps forge **breath-mind-body connection**
- **Increases blood flow** and activity of the glands
- Works on various **musculo-skeletal alignments** and neurological pathways.
- **Release stress and tension** held by the body

KOKORO – THE HEART OF STILLNESS



Expected Outcomes:

- **Immediate Stress Reduction** via Breathwork and Dance your senses which promote relaxation, helping students manage academic and personal stress.
- **Improved Focus & Mental Clarity** as Breathwork boosts concentration and cognitive function.
- **Sustained Stress Management & Resilience** that help students manage long-term academic and life pressures.
- **Improved Mental Health & Emotional Well-Being** through movement therapy to lower rates of anxiety, depression, and burnout over time.



Logistics:

1. Requires a minimum of three hours.
2. Can be done for group sizes up to 30 people.
3. Can be conducted indoors or outdoors
4. Will require speakers.





SKILL IN FOCUS:

COLLABORATION, BEHAVIOURAL & LEADERSHIP SKILLS

The **World Economic Forum's Future of Jobs Report 2025*** identifies **leadership and social influence** as among the **top skills expected to grow in prominence** by 2025, making them essential for career success. According to the National Association of Colleges and Employers (NACE), employers **highly value competencies like teamwork and collaboration** when assessing new graduates. However, many students enter the workforce **without sufficient preparation in these areas**, making career progression more challenging.



Programs that focus on **collaboration, behavioural, and leadership skills** to help students transition smoothly into workplace dynamics. Universities that **invest in skill-building programs** ensure their students are **well-equipped to lead and thrive within complex organizations**.



Syngrity offers an experiential approach to developing skills around collaboration and leadership called **Theatre of the Self**—our signature offering that leverages **Forum and Improv Theatre**, along with exploring **Archetypes**, to help young adults develop these essential skills for workplace success.



*Source: "World Economic Forum – Future of Jobs Report 2025"

https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf?

THEATRE OF THE SELF

About:

Theatre of the Self is an interactive and inclusive playshop for participants based on **Improvisational** (Improv) and **Forum Theatre**, and an exploration of **Archetypes**, that are used to train participants in: **collaboration, communication, leadership, behavioral adaptability, enhancing accountability, and cultivating a growth mindset.**

Improv theatre is a form of live theatre in which the plots, characters, and dialogues of a game, scene or story are made up in the moment and premised on a key principle – The ‘Yes, and’ Mindset.

Forum Theatre is a participatory and interactive theatre methodology that promotes change and cultural / behavioral shifts by encouraging audience members to engage directly with the performance to explore solutions to real-life problem statements.

Archetypes represent recurring patterns of behaviour that influence how we show up as individuals, leaders, and team members. They help us identify our natural strengths while offering insights into areas where we might unintentionally hold ourselves back.



Objectives:

- Highlight areas where you naturally excel.
- Enable **better collaboration and teamwork.**
- Helps **cultivate agility, unleash creativity** and think out of the box.



Expected Outcomes:

- **Improved Collaboration** while engaging in group exercises like Improv and Forum theatre.
- **Boosted Creativity & Problem-Solving** to enhance quick thinking, adaptability, and innovation.
- **Adaptability** to navigate different scenarios through theatre to strengthen problem-solving and coping mechanisms.
- **Leadership Development** to enhance confidence, decision-making, and collaboration to prepare students for leadership roles.
- **Critical Thinking & Perspective-Taking** to encourage analyzing situations from multiple viewpoints.



Logistics:

1. Requires a large space, where people can move around freely.
2. Can be conducted both indoors and outdoors.
3. Can be conducted for large and small groups depending on the format.





SKILL IN FOCUS: TEAMWORK



According to the **National Association of Colleges and Employers (NACE) Job Outlook 2025 survey**, nearly **80% of employers** seek candidates with strong teamwork skills. According to the "India Skills Report 2025", teamwork is increasingly recognized as a crucial soft skill needed for Indian graduates to be globally employable.

Universities and colleges can support students in building teamwork skills through various initiatives and experiential learning opportunities that deconstruct what teamwork entails thereby providing an embodied understanding of this skill.



Syngrity offers the **Percussion Workout & Moving Canvases** which are experiential workshops that deconstruct teamwork using music, rhythm, and art to foster teamwork and what it means to be part of a whole.

***Source:** "NACE Job Outlook 2025 Survey" <https://www.naceweb.org/talent-acquisition/candidate-selection/what-are-employers-looking-for-when-reviewing-college-students-resumes?>



PERCUSSION WORKOUT

About:

The Percussion Workout is a highly experiential music & rhythm-based teaming intervention that promotes clear and open communication and effective teamwork. By engaging in this community-based activity, participants gain a visceral understanding of teamwork as a process, which in turn enhances their sense of belonging and a feeling of **'Ubuntu'** or oneness with each other.



Objectives:

- **Collaboration and deconstructing team-work** across three levels:
 - **Individual Contribution**
 - **Contribution within teams**
 - **Contribution across teams**

- **Trusting the process** and trusting the leader

- **'Ubuntu'** – the sense of oneness. You are part of a whole.





Expected Outcomes:

- **Deconstructing teamwork across three levels** – individual contribution, contribution within teams, and contribution across team.
- **Immediate Mood Boost** while drumming releases endorphins, leading to an increase in positive emotions and energy.
- **Stronger Social & Communication Skills** encouraging teamwork, active listening, and nonverbal communication.
- **Increased Sense of Community & Belonging** by building long-lasting friendships and networks through shared experiences.



Logistics:

1. Can be conducted indoors or outdoors.
2. Minimum group size of 30 participants.
3. Will require 90 mins of set up time prior to intervention.
4. Requires 2 hours including debrief.





MOVING CANVASES

About:

Moving Canvases is a unique **art-based playshop** inspired by the **Blue Ocean Strategy**, designed to foster **teamwork, communication, and collective creativity**. Through a blend of **art, positive psychology, and expressive storytelling**, participants learn to **embrace diverse perspectives, and co-create artworks** to genuinely understand what it means to be a part of a team. This playshop offers a refreshing, **boundaryless exploration of teamwork**.



Objectives:

- Foster **trust, synergy, and effective teamwork** through collective creative expression.
- Strengthen **verbal and non-verbal communication** skills to navigate diverse perspectives.
- Inspire participants to **break patterns, think outside the box**, and embrace new ideas.



Expected Outcomes:

- **Improves Teamwork Skills** while experiencing real-time collaboration and fosters effective working in group settings.
- **Develops confidence in expressing ideas and actively listening to others** and increases creative thinking to approach problem-solving with an open,
- **Strengthens decision-making and creative problem-solving** for future leadership roles.
- **Improves self-awareness**, empathy, and interpersonal effectiveness.



Logistics:

1. Can be conducted indoors or outdoors.
2. Minimum group size of 20 participants.
3. Will require 90 mins of set up time prior to intervention.
4. Requires 2.5 hours including debrief.





SKILL IN FOCUS:

PROBLEM-SOLVING & INNOVATION



The **World Economic Forum's Future of Jobs Report 2025** notes that **employers expect 39% of workers' core skills to change by 2030**, emphasizing the need for continuous skill **development in areas like problem-solving and innovation**.

Universities and colleges can support students in the cultivation of these skills by providing them with opportunities to investigate real-time issues, gather insights, and define key challenges and proposes solutions.



To this end, Syngrity offers a comprehensive **Design Thinking Workshop** that focuses on the Double Diamond Framework to guide participants through problem discovery, ideation, experimentation, and refinement, ensuring they develop practical and innovative problem-solving skills.



DESIGN THINKING

About:

Our Design Thinking module centers on cultivating an **innovation mindset** and a **human-centered approach to problem-solving**. Through this experiential workshop, participants gain practical frameworks to think critically, solve complex problems, and collaborate effectively. The module emphasizes brainsailing and co-creation techniques, empowering individuals to approach challenges with creativity and a focus on innovative solutions.



Objective:

- **Problem-discovery and ideation**
- **Empathy**
- Ideation & **Brainstorming**
- **Critical Thinking**
- **Collaboration**



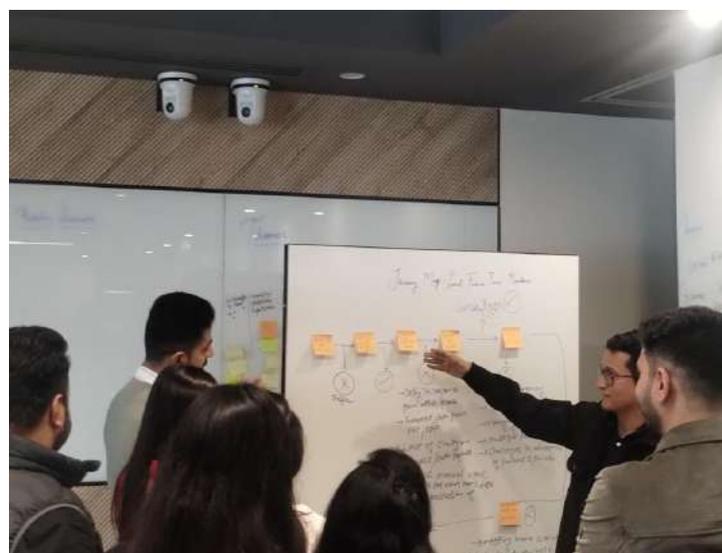
Expected Outcomes:

- **Immediate Problem-Solving** through structured, creative problem-solving techniques that participants can apply right away.
- **Enhanced Team Collaboration** encouraging cross-functional teamwork and improving communication.
- **Long-Term Business Growth & Competitive Advantage** by developing more innovative, customer-driven solutions and staying ahead of the curve.



Logistics:

1. Best conducted indoors as it requires projector access
2. Minimum groups size 15
3. Requires a full day



MEET YOUR FACILITATORS



VIKRAM BADHWAR (Founder & CEO - Syngrity)

Vikram Badhwar has 24 years of experience as an experiential educator, communication and voice coach, keynote speaker and actor. He has been using experiential methods of education since the nascent stages of experiential methodology in India. He started Syngrity in 2002 and has ever since, built space in the industry as a Creative Solutions Provider. He has worked across disciplines and industries for the last two decades, using positive psychology experiential and holistic methodologies in the space of organizational learning and development. His goal is to build sustainable models that enable transformation at a personal, team, and organizational level.

LOCATION: New Delhi



MONICA MAHENDRU

A former HR practitioner and tech recruiter, Monica delved into the performing arts to follow her passion for acting. A decade long journey in theatre as an actor and creator, combined with 12 years of experience in HR, has extended into training and facilitating workshops around a range of behavioural skills, such as Diversity, Equity and Inclusion, Emotional Intelligence and Leadership-specific behaviours, using theatre as a medium to engage and drive these changes and mindset shifts. Her endeavour as a facilitator is to always IMPACT, INSPIRE and TRANSFORM people, teams and organisations.

LOCATION: Mumbai



BLESSIN VARKEY – Design Thinking, Theatre of the Self

Blessin is a technologist, social innovator and design thinking coach. As a technologist, he works in the space of emerging technologies including human computer interaction research, generative AI and has been a social innovator and accessibility advocate for persons with Intellectual and developmental disabilities, persons with Parkinson's, and other vulnerable groups. Blessin is also a prolific theater practitioner and has performed/directed plays, improvisational theatre shows and applied improvisational theatre in education, special education, mental health, design thinking, leadership and with corporates in the UK, Jakarta, Uzbekistan and India since 2015.

LOCATION: Kochi

MEET YOUR FACILITATORS



RASHID ANSARI – Kokoro – The Heart of Stillness

Rashid is a renowned practitioner and teacher in the performing arts, various martial arts, and mind-body wellness disciplines. He is an international master instructor in Chinese, Japanese, and Korean martial arts and a contemporary dance instructor and choreographer. Rashid has explored Physical Theatre and Theatre Movement as both a practitioner and teacher and has served as a Movement/Tai Chi Chuan teacher at the National School of Drama. As a teacher of the performing arts, Rashid has endeavoured to integrate the diverse range of disciplines he practices, to create a methodology and a vocabulary using movement and dance, to find a pathway to self-expression and creation.

LOCATION: Delhi



VIDUSHI CHADHA

Vidushi is an active theatre practitioner with over 12 years of experience and roots in Mumbai, Delhi, and Los Angeles. She has a strong interest in the psychology of management and enhancing individual well-being. Her approach has always been focused on nurturing the individual in a safe environment and helping their natural light to shine. Her objective is to evoke, not poke, facilitate not force. Her mantra is to always protect the person first and then the artist can emerge - as her acting teacher would say - “safely, bravely and with abandon”.

LOCATION: New Delhi / Mumbai



DR. SINA FAKHRODDIN

Percussionist Sina Fakhroddin has mastery over multiple Persian and Middle Eastern percussion instruments including his principal instruments - Tombak, and the Kurdish Daf. Trained under his uncle, Tombak player Saeed Abbasi, his playing embodies numerous styles of maestros such as Bahman Rajabi, Pedram Khavar Zamini, and Navid Afghan, as he took guidance from them. Sina has lived in India for the past 20 years performing and collaborating with top musicians from throughout India and has shared the stage with artists such as Abida Parveen and Hansraj Hans. He has received his Bachelor, Master, and M.Phil degree in Hindustani Classical Music and has also accomplished his Ph.D.

LOCATION: New Delhi

OUR PREVIOUS WORKSHOPS

1. Direct Create – Rhode Island School of Design (2025)



Syngrity conducted a wellness workshop – **Kokoro** - for the India Sensed program, run by Direct Create, for students of the winter travel semester class of RISD, in Delhi. This interactive workshop used Tai Chi Chuan, Breathing Exercises, and Dance Your Senses to equip participants with tools to manage and release stress at a muscular level, as well as stabilize and align the body to bring about an 'inner calmness.'

2. TSAALS (2015 - Present)

Syngrity has been associated with The Shri Ram Ananta Aspen Leadership School program (TSAALS), since 2015 as both a co-creator of the curriculum as well as facilitator for the **Communication and Style of Language Module** of the program. TSAALS is a 2-week residential programme for students of grades 9-12 that aims to build value-based leadership skills and enlighten them to move from thought to action.



OUR PREVIOUS WORKSHOPS

3. CII YI-YEA Summit Bright Sparks Internship Program (2023)



Syngrity was the learning partner for the Bright Sparks Internship Program organized at the G20 CII YI- YEA Summit 2023, in New Delhi. Syngrity conducted two innovative workshops – **'Theatre of the Self'** and the **'Building Blocks Challenge'** which sought to empower the young participants (age 13-18) with essential life skills while aligning with the pillars of Summit discussions.

4. NIT Srinagar (2022)

As part of the 2nd International Conference on Contemporary Business Trends organized by CII- YI, Syngrity conducted **Theatre of the Self** - for engineering students (18-21 years) at NIT Srinagar in 2022. The focus area of the workshop included addressing unconscious bias, leadership, agility, collaboration and the need for gender equality. The workshop constituted a space for their self-discovery and personal growth.



OUR PREVIOUS WORKSHOPS

5. CII - YI Take Pride (2020)



Vikram Badhwar was invited as a Thought Leader to speak on the **Future of Happiness** at CII-YI TAKEPRIDE 2020 - an event which 'puts together everything for the noble leader in us, for the glowing inspiration, for the empowering ideas, for the patriot in us!' Every year, this event is marked by seminars and interactive sessions where celebrities and leaders from various fields share their knowledge and experience.

6. Indian School of Business (2010)

Syngrity conducted a **Percussion Workout** for the students of ISB in 2010 to address collaboration, communication, and deconstructing team work at the level of the individual, within teams, and across teams.



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