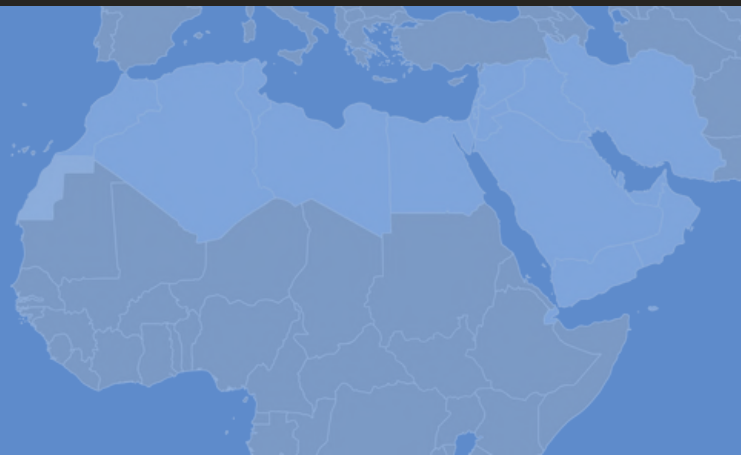


SYNGRITY FOR MENA

2025

#AsktheRightQuestion
www.syngrity.com



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, corporations, universities and educational institutions.

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

- We are headquartered in New Delhi, India and have **worked with multiple industries across Asia Pacific, Middle East, Europe and America**.

- We adopt a '**collaboratory**' model, with a **diverse team of HR leaders, experiential educators and researchers** and a network of global talent associates, providing rapid scale and global deployment.



About Syngrity

Principles of Our Learning Interventions

STRONG EXECUTIVE INVOLVEMENT

One of the most critical success factors is direct and ongoing involvement from executive leadership and alignment to company strategy and learning goals.

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

LEARNING BY DOING



All participants must cultivate the mindset to change, to commit to strengthening their leadership impact throughout and on completion of the program journey.

LEARNING EXPERIENCE

Our programs deliver an exceptional learning experience in both in-person and virtual contexts, using immersive and engaging learning techniques.

COMMITMENT TO CHANGE

About Syngrrity

The Team



**VIKRAM
BADHWAR**

Founder &
Chief Consultant



**YASSER
BILGRAMI**

Master Facilitator & Director -
Business Development
MENA Region



**MALATI
VASUDEVA**

Lead
Consultant



**PRIYANKA
KUMAR**

Lead
Consultant



**BLESSIN
VARKEY**

Master
Facilitator



**MONICA
MAHENDRU**

Master
Facilitator



**SUMAL ABRAHAM
VARGHESE**

Lead
Consultant



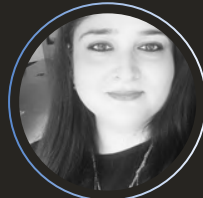
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ANSARI**

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**EKTA
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Master
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**ROHIT
MEHRA**

Facilitator



PALLAVI

Design
Consultant



**SHAMBHAVI
PANDE**

Projects &
Content Lead



**DR. KEYA
BARDALAI**

Associate Director -
Projects & Learning

About Syngrity

Some of Our Clients



Curated Offerings for the MENA region

In today's rapidly evolving MENA business landscape, organizations face an urgent need to equip their workforce with essential skills that foster innovation, inclusivity, and resilience. Research indicates that 65% of business leaders and 59% of job seekers across the MENA region recognize a gap in these critical skills. **Syngrity offers specialized programs designed to cultivate these competencies using a range of methodologies and pedagogies, such as:**



Design thinking to enhance creativity, innovation, collaboration and problem-solving.



Theater-based methods to strengthen behavioral and leadership skills, teamwork, and inclusivity.



Communication skills training focusing on storytelling and presentation for business impact.



Well-being and wellness-driven workshops focusing on cultivating happiness, managing stress and building resilience.

**Source: Understanding the Middle East's Skills Gap, Entrepreneur Middle East*



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Happiness, Well-being & Wellness

ELEMENT X

ELEMENT X – is an assessment that enables individuals, teams and organisations to maintain an awareness of their overall workplace well-being. It captures a range of determinants of well-being through an integrated framework consisting of 9 elements and 63 sub-elements, providing an extremely comprehensive and contemporary view of well-being.



Element X Individual Report



This is a baseline report that established well-being at a point in time for individuals. This report shows satisfaction with all the elements and sub-elements included in the Element X framework, along with their relative importance. This report also summarises the emotions or moods experienced most significantly by individuals at this point of time.

Element X Group Report



This is a group level baseline report that combines results for everyone from a certain group such as a team, Business Unit or the organisation. Group Baseline reports help recognise organisational priorities for well-being by identifying elements that need more focus or development as well as those that need to be sustained because the employees feel relatively more satisfied with them.

Happiness, Well-being & Wellness

Bring Life to Work

Bring Life to Work is an intervention aimed at empowering organizations to take a proactive approach to the well-being and happiness of their employees.

Process:

- Our program begins by evaluating the organization's well-being quotient using ELEMENT X.
- We generate Element X Reports that highlight specific areas requiring attention from a well-being and happiness perspective.
- Based on these insights, we design customized wellness calendars that guide employees through a targeted well-being journey that enhance happiness and joy at work.
- After a designated period, we conduct a reassessment using ELEMENT X to measure the progress and gauge the positive shifts in the organization's well-being quotient. This iterative approach ensures continuous improvement and sustained wellness outcomes.

Wellness Calendar



Happiness, Well-being & Wellness

Internal Alchemy

Our current modern-day lifestyles involve being sedentary with increased exposure to lifestyle diseases and various bad habits. The body is meant for movement; leaping over boulders, climbing trees, running away from predators, running after prey and so on. Modern living is not compatible with the proper functioning of the body as intended by nature. We are most definitely not designed to sit on a chair for long periods of time, ingest vast amounts of processed sugars and additives, have our eyes be impaired through the constant usage of screens and blue light etc.

Internal Alchemy is a holistic wellness intervention program based on very ancient practices from China's Wudan Shan Mountains which are the home of Taoism and are directly derived from Tai Chi Chuan, Bagua Zhang, Hsing Yi Chuan and Bamboo Forest Temple Praying Mantis. **The objective of Internal Alchemy is to break the bad habits that your body has accumulated over a period of time and remold you back to your natural state of balance and wellness.**

Expected Outcomes



- Stop the dissipation of our body's vital energy due to stress and bad living
- Harness 8 levels of internal energy
- Realign the 5 elements (Metal, Water, Wood, Fire, and Earth) that make up a physical constitution of the body



Happiness, Well-being & Wellness

Kokoro

Kokoro is our unique and holistic wellness offering that allows for stress management. The intervention is based on using movement to energize, revitalize and focus the senses. This is an interactive workshop designed to stimulate participant's Emotional & Creative drivers using **'Tai Chi Chuan'** and **'Dance your Senses'** as the primary mediums. 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.



Expected Outcomes

- Forging a 'breath-mind-body' connection and bringing an inner calmness
- Ensuring that your 'Chi' flows unobstructed
- Techniques for managing blood pressure problems, anaemia, joint diseases, asthma, gastric disturbances and other disorders
- Increased blood circulation and activity of the glands such as the adrenal, pituitary, and thyroid
- Musculo-skeletal alignments and opening up neurological pathways of the body
- Release of stress and tension held by the body



Communication

Style of Language

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.

Expected Outcomes

- Improved breath control to enhance vocal clarity, emotional connection, and overall presence
- Clear articulation and tone modulation to convey messages effectively
- Understanding of techniques to engage with speakers and respond thoughtfully in conversations



Communication

The Art of Storytelling

Our Art of Storytelling module is designed to empower participants to craft compelling narratives using proven storytelling frameworks such as The Hero's Journey and The 3-Act Structure. In addition to structuring stories, **the module emphasizes delivery techniques necessary to speak with confidence ensuring every story leaves a lasting impression.**



Expected Outcomes

- Learn to craft compelling stories using narrative frameworks and structures
- Deliver impactful stories or presentations with a focus on body language and voice
- Ensure engagement and connection with the audience



Communication

Building Executive Presence

Our Building Executive Presence Workshop is designed to cultivate the interpersonal and leadership skills essential for commanding attention and inspiring confidence. Integrating Neuro-Linguistic Programming (NLP) tools, this workshop empowers leaders and professionals to enhance their presence, influence, and authenticity. Participants will learn proven techniques to project authority, build meaningful connections, and communicate with impact, elevating their leadership presence in any professional setting.



Expected Outcomes

- Increased confidence and poise in high-stakes situations
- Ability to command attention and project authority effortlessly
- Improved body language and non-verbal cues for greater impact
- Development of a growth mindset to enhance resilience and adaptability



Emotional Intelligence , Gender, Diversity & Inclusion

We-Lead

We-Lead is an immersive and experiential intervention focused on employee sensitization around Acceptance, Respect, and Empathy to build inclusive workplaces where every voice is heard and valued.

How do we do it?

- By addressing our Unconscious Biases
- By enabling Self-Discovery around our cultural identities as experienced through privilege and discrimination
- By learning to demonstrate empathy and manage relationships from a place of cultural sensitivity and compassion
- By experiencing exclusion to understand the value of inclusion



Expected Outcomes

- Identify your biases and learn to break them
- Recognise gaps in who is heard and valued in the organization
- Cultivate an inclusive mindset that cuts across the professional and personal
- Explore empathy and ways to demonstrate it



Emotional Intelligence, Gender, Diversity & Inclusion

Women in Leadership

Our Brandon Hall Gold award-winning **Women in Leadership program** has been designed to enhance female talent in areas of personal and business acumen taking into consideration different stages of their career trajectory be it entry-level, mid-management or senior/C-suite leadership roles.

SHE-ASPIRES

A program specifically for Entry-level Women

FOCUS AREAS

- Business Communication
- Self-awareness
- Growth Mindset

OBJECTIVE

Alignment with organizational values & corporate etiquette

SHE-INSPIRES

A program for women at the Mid-management level in their careers

FOCUS AREAS

- Personal Brand & Executive Presence
- Influencing & Networking
- Emotional Intelligence

OBJECTIVE

Preparedness for senior leadership roles

SHE-LEADS

A program designed for C-suite level Women leaders

FOCUS AREAS

- Building & Leveraging Networks
- Leadership Storytelling
- Leading Authentically

OBJECTIVE

Boardroom preparedness



Expected Outcomes

- Confidence & Leadership Mindset
- Enhanced Communication & Presence
- Alignment with Organizational Culture & Values
- Preparedness for Leadership Roles



Problem-solving and Innovation

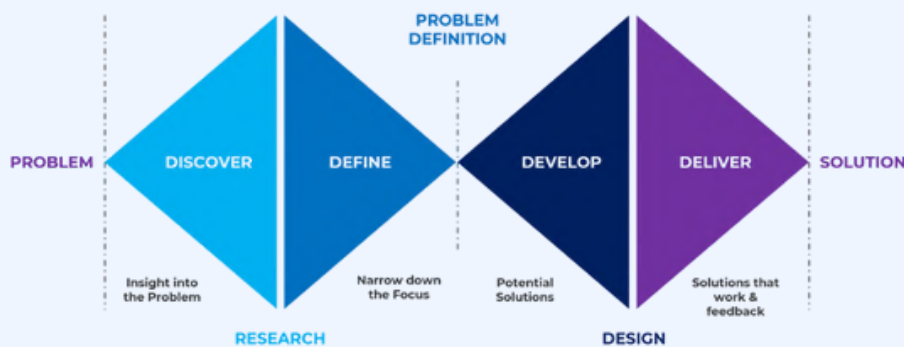
Design Thinking

Design Thinking is a process that helps teams create innovative solutions by understanding users, challenging assumptions, and testing ideas. Our Design Thinking module centers on problem-solving and cultivating an innovation mindset.

Through this experiential workshop, participants gain practical frameworks to think critically, solve complex problems, and collaborate effectively. During the workshop, our facilitators draw on various exercises that are part of Design Thinking to enable participants to innovate, ideate and design solutions around specific case studies and problem statements in a collaborative manner.

Expected Outcomes

- Understand tools and frameworks for problem-solving, innovation, and ideation
- Cultivate an empathetic and user-centric mindset
- Build critical-thinking skills
- Enhanced collaboration within and across teams



Teaming, Behaviour & Leadership Skills

Theatre of the Self

Theatre of the Self is an interactive and inclusive playshop for participants based on Improvisational Theatre, Forum Theatre and Archetypal frameworks that are used to train participants in:

- Collaboration, teamwork, communication, leadership, and behavioral adaptability
- Enhancing accountability, and cultivating a Growth Mindset
- Creating a dynamic, inclusive, and engaging environment where an individual feels a sense of belonging, empowerment, and shared purpose



Expected Outcomes

- Improved collaboration and communication
- Self-awareness around leadership skills
- Cultivation of the 'Yes, and' Mindset
- Enhanced agility and creativity

"Our intervention has been mapped to David Kolb's Experiential Cycle based on 15 years of experience running the intervention for multiple clients across various industries and leadership levels."



About Improv

Improvisation is the activity of making or doing something that you have not planned, using whatever you find or have access to in the moment. Improv theatre in turn 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. Our play shop draws upon two key principles of Improv Theatre that focuses on team-building and collaboration –

1. **'Yes, and'**
2. **'Make the Other Person Look Good'**



About Forum

Forum Theatre is a participatory and interactive theatre methodology developed by Brazilian theatre practitioner Augusto Boal as part of his Theatre of the Oppressed. Forum Theatre aims to promote change and cultural/behavioral shifts by **'breaking the fourth wall'** and encouraging audience members to engage directly with the performance to explore solutions to real-life problem statements.



About Archetypes

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.

Through an exploration of various archetypes, participants will be encouraged to reflect through Socratic dialogue on questions such as:

- What does my voice or movement say about me?
- How do I connect with others through creativity?
- What patterns do I notice in my thinking or behaviour?
Can I shift them creatively?

These workshop fosters meaningful self-awareness and encourages participants to celebrate their individuality while appreciating the uniqueness of others.



Facilitator's Profile

Vikram Badhwar



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 has been a student of multiple martial systems for the last 30 years including multiple somatic studies. 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.



Facilitator's Profile

Yasser Bilgrami



Yasser Bilgrami is currently Director - Business Development for the MENA Region and has been associated with Syngrity as a master facilitator for Internal Alchemy for the last 2 years. He started his journey in martial arts in the Korean system of Tae Kwon Do almost 43 years ago at the age of 10. In the ensuing years he has travelled extensively to study under the tutelage of many top Masters. He holds Black Belts in Tae Kwon Do and Hakko Ryu Jujitsu and has studied two of the "Three Crown Jewels" of Internal Chinese Kung Fu: Old Frame Yang Taiji and Bagua, to a high level. He also holds the 6th Generation direct lineage in a version of Hakka Southern Praying Mantis Kung Fu called "K.S. Hsiung Thong Long Quet Tsot" and is an 8th Generation practitioner of Lam Hung Pak Mei (White Eyebrow) Kung Fu. A senior level Compliance and Risk professional in the Field of Banking and Finance for the past 27 years, Yasser has been instrumental in driving the business strategy and the inception of key business areas throughout his career as a C-level executive. He is the Founder and CEO of a Tech Software Firm that digitizes key elements of the Islamic and Conventional Banking industry using Gen AI.

Facilitator's Profile

Malati Vasudeva



Malati is a HR professional with a global perspective and has over 28 years of industry experience. She has been leading teams with a focus on strategic business priorities to drive business outcomes. A keen student of psychology, she is also a psychometric practitioner, facilitator and accredited executive coach. Some of her certifications include: Erikson ICF Coach, MBTI, Group Style Inventory Accreditation– Human Synergistic, Thriving Index & Career Thriving Index– Mercer Talent Enterprise, Large Scale Intervention Process - SOIL, Assessment and Development Center by Dr. R. K. Premarajan organized by XLRI, to name a few. Malati has worked in various HR roles such as HR Business Partner, Learning & Talent Management, Performance Management, Employee Engagement, CSR, and Diversity & Inclusion. In her last role, Malati was the Global Learning Lead for DXC Technology. She has been associated with Syngnity since 2021 as a Lead Consultant - HR Processes and Master Facilitator.



Facilitator's Profile

Priyanka Kumar



Priyanka has been a Master Facilitator and Coach at Syngnity since 2023. She is a seasoned Neuro-Linguistic Programming (NLP) coach and facilitator, PCC-ICF accredited Executive Coach, and a Lumina Sparks practitioner. Priyanka has worked with a wide array of professionals, entrepreneurs, educators, and students—guiding them toward clarity, confidence, and growth. She has also engaged with clients on developmental themes for their teams using NLP tools that lead to transformational journeys for the organization and their employees. Priyanka has enjoyed crafting developmental journeys for organizations such as HCL, Jindal Steel & Power Ltd, Tata Coffee, Epsilon, JBM, Pony Needles, Delhi Duty Free, Everest, DLF Foundation, Thapar Engineering College, to name a few. Her approach blends deep insight with practical wisdom, making her an inspiring force in the world of leadership and personal development.



Facilitator's Profile

Blessin Varkey



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. He founded The Impro Company, and was the former Artistic Director (Improvisation) at the Playground Comedy Studio (PCS), New Delhi, India. He has been part of various theatre & digital productions including: Kaivalya Plays, Leap of Faith Theatre Production, Batla House Theatre, Octave Foundation, IndiaTimes, MensXP, Cash Karo etc.

Facilitator's Profile

Monica Mahendru



A former HR practitioner and tech recruiter, Monica has been associated with Syngrity as a Master facilitator since 2023 where she leads our Gender, Diversity & Inclusion initiatives. After a decade in HR, 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. Monica also creates, directs and performs in short plays for corporates on the themes of gender diversity, International Women's Day, IDAHOBIT, Pride month and new product launches. Her endeavour as a facilitator is to always IMPACT, INSPIRE and TRANSFORM people, teams and organisations.



Facilitator's Profile

Sumal Abraham Varghese



Sumal is an accomplished and high-performing business leader with over 25 years of experience across multiple industries and verticals (Conglomerate + Manufacturing Plant + Consulting + Start-ups + Service Industry). Sumal is recognized for being a valued business driver and change agent in diverse environments, backed by a proven track record in managing a variety of Management and HR essentials, designing Strategy, building Organizational Capability to drive strategy, establishing Policies and Practices, and Leading OD and Change management initiatives linking HR to business results. Sumal has worked with reputed corporates like HLL Lifecare, TVS and the K K Birla Group (now called Adventz). He has also worked closely with startups setting up businesses in various capacities as Co-Founder, CHRO and Strategic Advisor. He is also on the Advisory Board of GL Bajaj Institute of Technology and Management, Delhi-NCR. Sumal has been associated with Syngrity since 2024 as Lead Consultant- HR Process.

Facilitator's Profile

Rashid Ansari



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. Rashid also practices Hakku Ryu Jiu Jitsu, Kyudo, and Budo, and is 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. He founded and is the artistic director of Mobius Strip – a dance theatre performing company, and Earth Rhythms – a world music ensemble playing acoustic and ethnic musical instruments. As a teacher of the performing arts, Rashid has endeavoured to integrate the diverse range of disciplines he practices, creating a methodology and vocabulary using movement and dance to forge a pathway to self-expression and creation.



Facilitator's Profile

Dr. Sina Fakhroddin

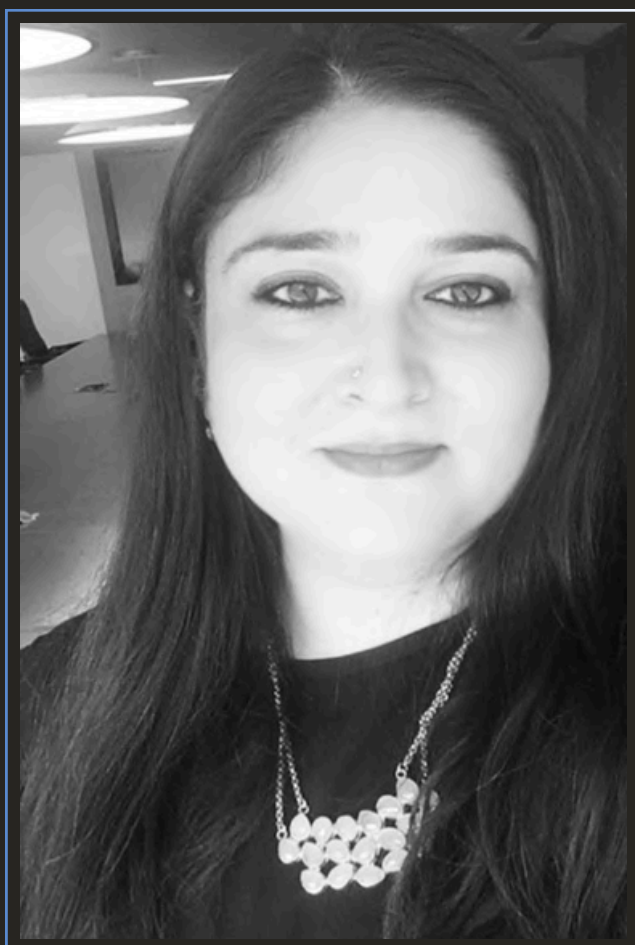


Percussionist Sina Fakhroddin has mastery over multiple Persian and Middle Eastern percussion instruments including his principal instrument - Tombak, and the Kurdish Daf. Trained under his uncle, Tombak player Saeed Abbasi, his playing embodies numerous styles of maestros such as Bahman Rajabi, Pedram Khavar Zamini, and Navid Afghan, as he took guidance from all mentioned maestros. 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.



Facilitator's Profile

Ekta Anand

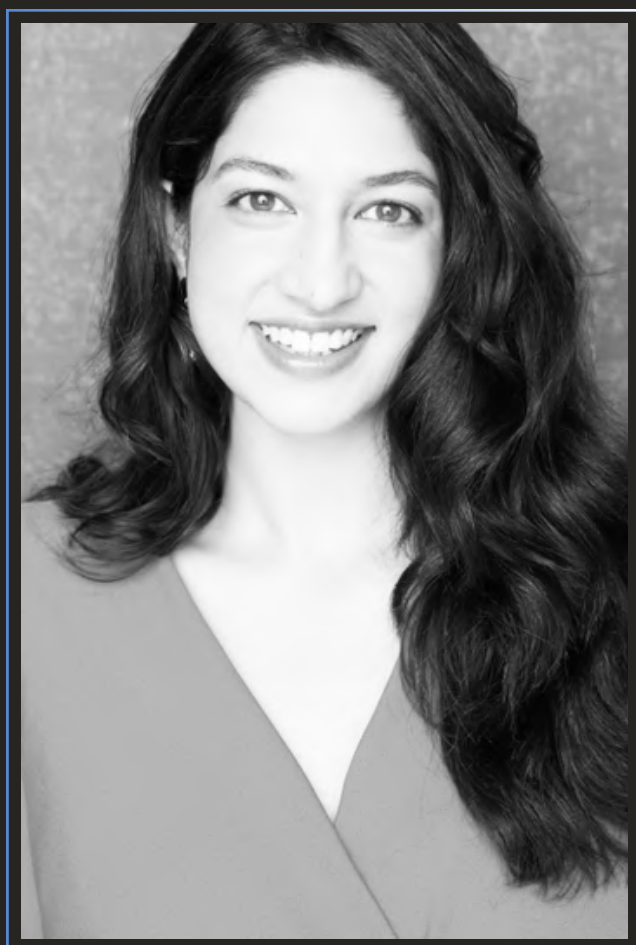


Ekta is a seasoned Principal Consultant with 24+ years in L&D, specializing in Leadership Development, Talent Management, and Performance Enhancement. As CEO of Good To Go, and a Master Facilitator with Syngrity, she designs high-impact workshops leveraging 360° feedback, simulations, and experiential learning. A certified Situational Leadership & DISC practitioner, she has coached leaders and driven change across diverse sectors (Manufacturing, FMCG, Banking, Pharma, NGOs) in India and globally. Clients include American Express, Genpact, L&T, Marico, and the Ministry of Tourism. A dynamic keynote speaker, she blends cross-cultural insights with actionable strategies to build high-performing teams. In 2024, her program design and leadership journeys for Senior Managers and Women in Leadership were awarded a Brandon Hall Silver and Gold respectively.



Facilitator's Profile

Vidushi Chadha



Vidushi is an active theatre practitioner with over 12 years of experience and roots in Mumbai, Delhi, and Los Angeles. She holds an MFA in Acting from the California Institute of the Arts. She has also completed a course in Organizational Behaviour at the London School of Economics. She has a strong interest in the psychology of management and enhancing individual well-being. Vidushi has been a visiting faculty member at the National School of Drama in Delhi and Drama School in Mumbai. Her approach is not just about technique but also about nurturing the spirit, fostering authentic connections, and empowering individuals to discover and embrace their true selves. Vidushi works extensively with theatre-based tools and Storytelling & Presentation skills. She works primarily with students and young adults to support them as they transition from Campus to Corporate life. She has been associated with Syngnity as Facilitator since 2024.

Facilitator's Profile

Rohit Mehra



Rohit Mehra is an actor & theatre practitioner with over 15 years of experience. He is trained in Physical theatre from The London International School Of Performing Arts (London/Berlin) and has a Masters in Communication and Journalism. Rohit views the performance process as a deeply introspective journey, capable of fostering mindset and behavioral transformation. As a result, he believes it should be practiced by people regardless of the field they belong to. With the expertise he has gathered over the years from theatre and film, he conducts workshops on storytelling and executive presence for both students and corporate professionals, applying principles that are relevant across industries.





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