

syngrity

TRANSFORMATION SOLUTIONS





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ABOUT US



- Research and evidence-based learning and development organization.
- Partner with corporations, policy-makers, universities and educational institutions.
- Interdisciplinary team advancing 21st-century relevant higher-order cognitive and experiential skills.
- Expertise in human resources, psychometric assessments, behavioral education, communication and experiential learning.
- Headquartered in New Delhi, with operations in the MENA region, we have worked with multiple industries across the APAC, Middle East, Europe and America.





OUR TEAM



**VIKRAM
BADHWAR**
Founder &
Chief Consultant



**MALATI
VASUDEVA**
Lead
Consultant



**PRIYANKA
KUMAR**
Lead
Consultant



**BLESSIN
VARKEY**
Master
Facilitator



**SUMAL A.
VARGHESE**
Lead
Consultant



**MONICA
MAHENDRU**
Master
Facilitator



**YASSER
BILGRAMI**
Master
Facilitator



**DR. SINA
FAKHRODDIN**
Master
Facilitator



**RASHID
ANSARI**
Master
Facilitator



**EKTA
ANAND**
Master
Facilitator



**SHENA
GAMAT**
Master
Facilitator



**VIDUSHI
CHADHA**
Facilitator



**ROHIT
MEHRA**
Facilitator



**SHAMBHAVI
PANDE**
Projects &
Content Lead



PALLAVI
Design
Consultant



**DR. KEYA
BARDALAI**
Associate Director -
Projects & Learning



PRINCIPLES OF OUR INTERVENTIONS

01

STRONG EXECUTIVE INVOLVEMENT

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

02

LEARNING BY DOING

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

03

COMMITMENT TO CHANGE

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

04

LEARNING EXPERIENCE

The program must deliver an exceptional learning experience in a virtual context, using immersive and engaging learning techniques.



Improve Style Experience



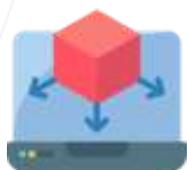
Audio Visual Aids



Case Studies



Business Impact Project



Work Simulations



Group Discussions



Role Plays



Self Reflection

Illustrative Only

ASSESSMENTS





THE THRIVING INDEX®

Thriving Index® (TI) is a leading-edge psychometric self-assessment grounded in the latest research in positive psychology and the science of strengths. The tool provides a comprehensive view on critical aspects which drive behaviour.

- Measures 34 strengths across 6 orientations
- Available in multiple languages, including Arabic
- Global and UAE norms
- BPS / EFPA Standards and Review
- 1 of 4 strengths assessments globally
- Identifies unique signature and developmental strengths and blindspots
- Provides a clear indicator on the likelihood for future development and change





THE THRIVING INDEX® - Insight Report

A brief report highlighting the top 5 signature strengths and lowest 5 developmental strengths as well as an overall ranking of all 34 factors, helping individuals explore and realise their signature strengths and blindspots.





THE THRIVING INDEX® - Career Report

This unique report maps career suitability across 24 career occupational clusters, 95 sub occupational clusters and over 1000+ job roles based on our future of work research. It is suitable for career exploration conversations for anyone who is at a transitional career point, i.e. from school to university, from university to employment, from early career to mid career.





THE THRIVING INDEX® - Pro Report Series

Our competency-based reports assess suitability and fitment as per role-specific criteria, behavioral competencies and leadership frameworks.





INNOVATION MINDSET INDEX®

The Innovation Mindset Index™ is a strength-based psychometric assessment that is mapped to five different Innovation Mindsets to help understand each person's style of innovation.

Overview of Your Innovation Mindset

80 **DISRUPTOR**
Disruptors are dynamic, solution-oriented individuals who seek the exploitation of opportunities and are good at facts with creative, out-of-the-box ideas that might not always occur to others.

- Disrupter, creator
Pushes limits, makes of less ideas and solutions
- Will get bored easily
Needs flexibility and autonomy

80 **STRATEGISER**
Strategisers assess and operate the feasibility of different ideas by grounding it in reality, weighing the pros and cons of the ideas.

- Thinker, analyst
Evaluates ideas and considers reliability and logicity, assesses risks
- May struggle with ambiguity
Will appreciate opportunities to make decisions and have greater visibility

80 **ACTIVATOR**
Activators work effectively with others to generate and build on ideas and consider different possibilities to develop practical solutions.

- Collaborator, consensus builder
Manages distributions, actively seeks inputs and feedback from diverse groups
- Gaining consensus may become a barrier to fully committing to a course of action
Will appreciate opportunities to work with and manage others

80 **IMPLEMENTER**
Implementers develop a great idea into a viable solution, by developing different structures, plans, development budgets and systems that will allow ideas to become a production.

- Gruntier, provider
Gets things done, focus on achieving goals and outcomes directly and through others
- May miss out on the bigger picture
Will need clear goals and direction on achieving milestones and outcomes

80 **INFLUENCER**
Influencers work closely with customers and distributors to provide outstanding service, promote products and nurture the product.

- Promoter, seller
Actively promote the solutions or ideas to existing and new customers, will develop new target markets and segments, commercially minded
- May feel uncomfortable with lack of visible progress
Will like to be recognised for their performance

Jane Doe
Global | Confidential

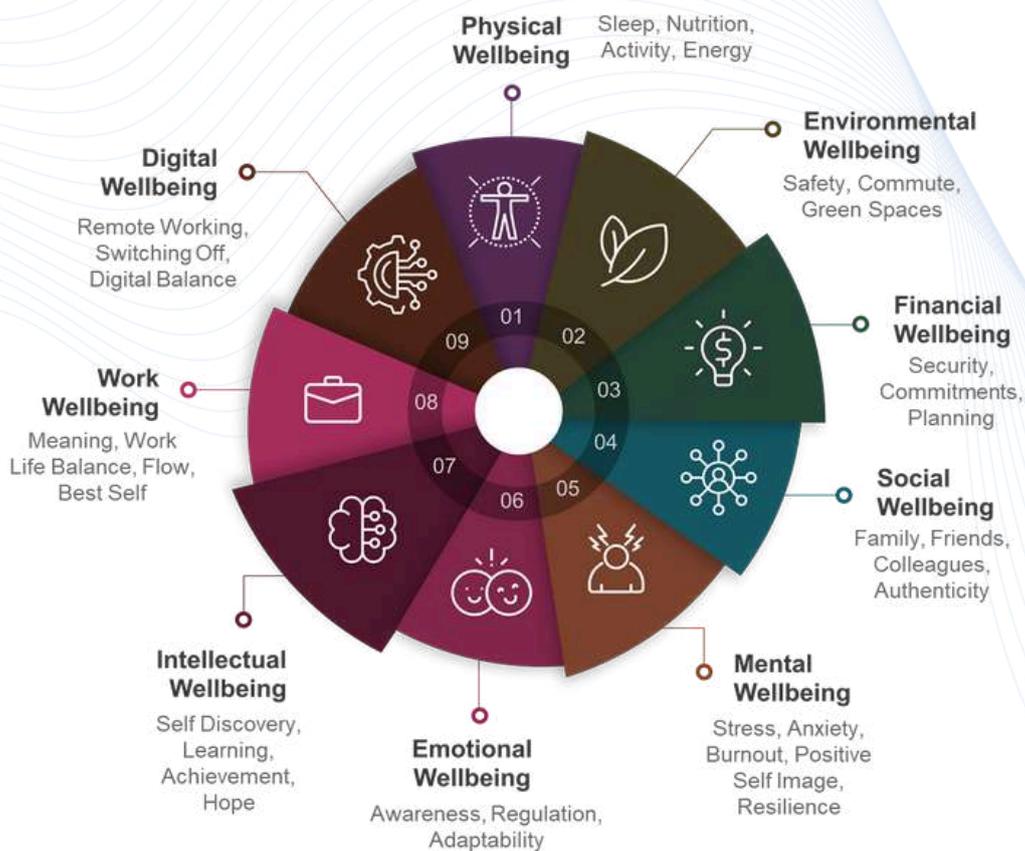
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ELEMENT X™

ELEMENT X™ is a self-report assessment that enables individuals, teams, and organizations to maintain an awareness of their overall workplace wellbeing via an integrated framework consisting of 9 elements and 36 sub-drivers, thereby providing an extremely comprehensive and contemporary view of wellbeing.





ELEMENT X™ - Individual Report

This is a baseline report that establishes 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 summarizes the emotions or moods experienced most significantly by individuals at this point in time.





ELEMENT X™ - Group Report

This is a group-level baseline report that combines results for employees within teams, Business Units, or the organization. Group Baseline reports help to recognize organizational priorities for wellbeing 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.

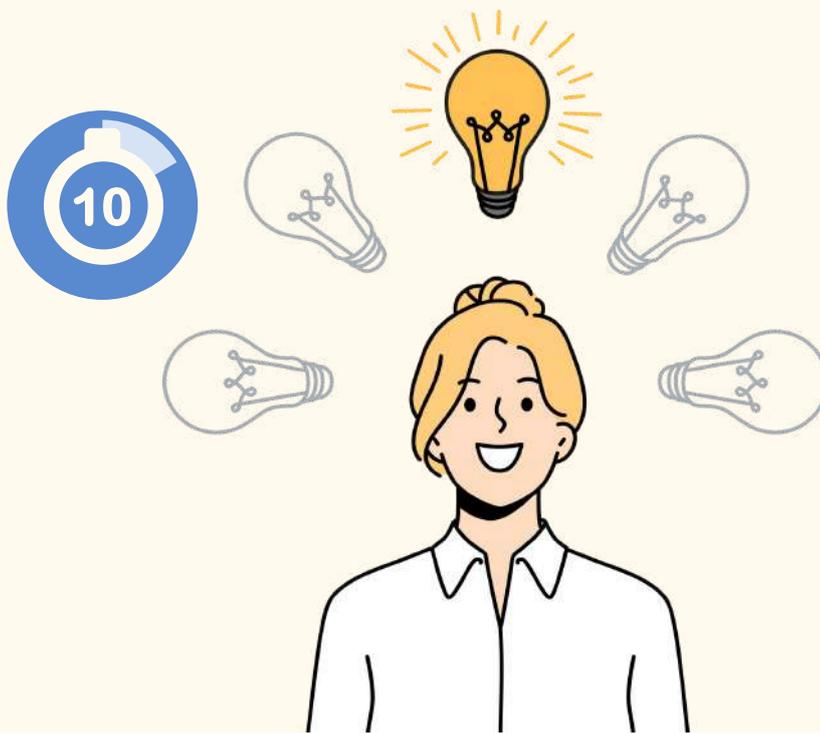




TRUE COLORS

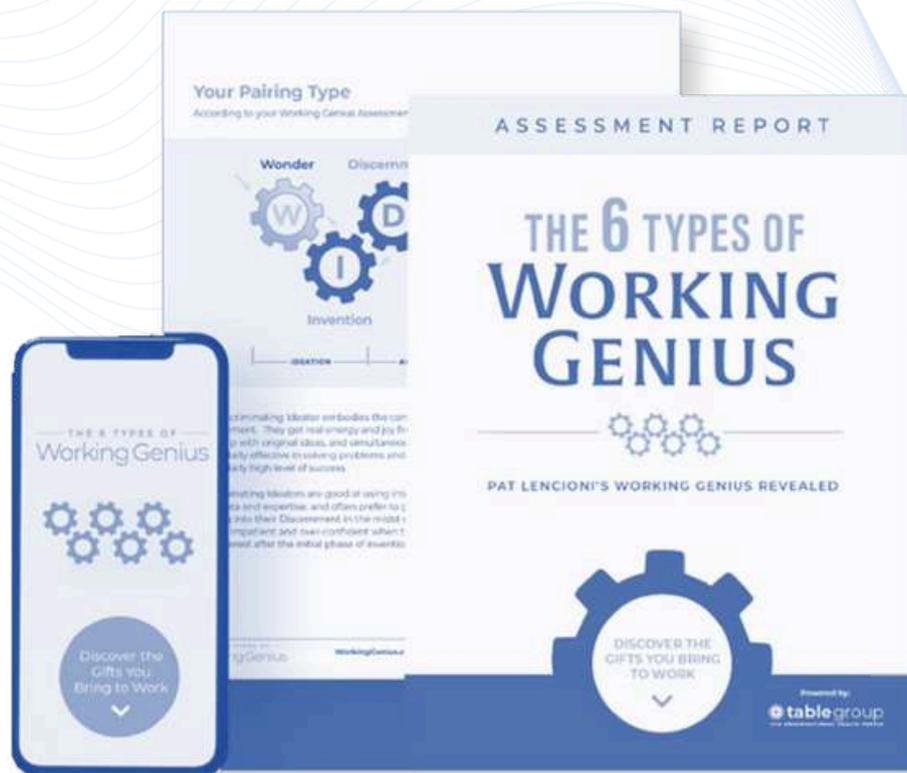
True Colors is a psychometric tool that helps participants identify their personality types across 4 colors: **Blue, Orange, Gold & Green**, allowing for self-awareness around who they are, as well as an appreciation of others, and in turn improving team communication, collaboration, and interactions in the workplace.





WORKING GENIUS

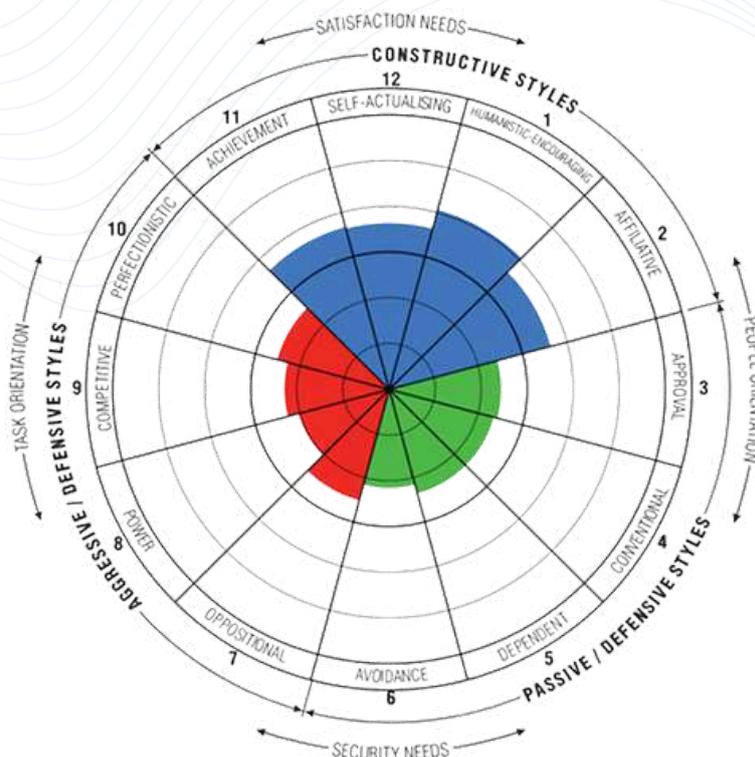
The Working Genius is a powerful psychometric assessment tool that is partly a personality assessment and partly a productivity tool for teams. This quick 10-min assessment tool helps people discover and leverage their natural gifts and 'genius' thereby allowing them to thrive in their work and also enables teams looking to enhance their performance, improve collaboration, and capitalize on the unique strengths of team members.

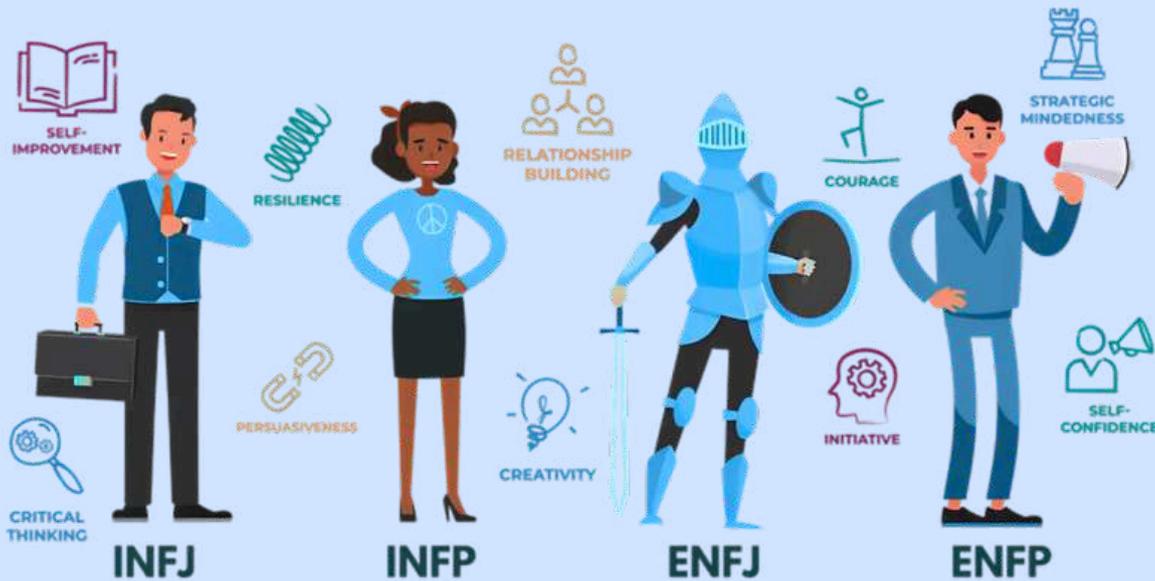




THE GROUP STYLE INVENTORY™

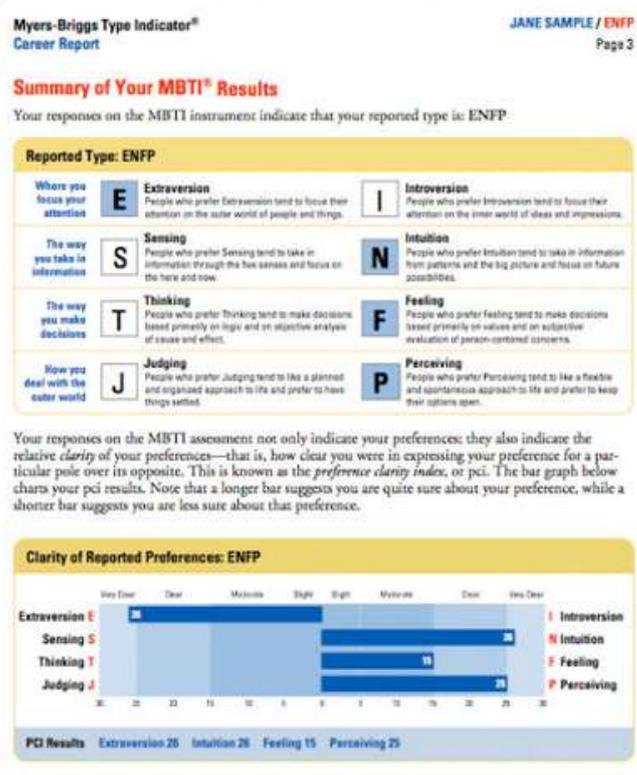
The Group Styles Inventory (GSI) is a powerful tool designed to unlock the true potential of a team. In any organization, group dynamics play a crucial role in determining the overall productivity, efficiency, and success of the team. Understanding the unique characteristics and preferences of your team members can foster a harmonious and collaborative work environment, leading to greater achievements and innovation. The tool provides a valid and reliable measure of how people in groups interact with each other and work as a team to solve problems by delving into the individual working styles, communication preferences, and problem-solving approaches of each team member.

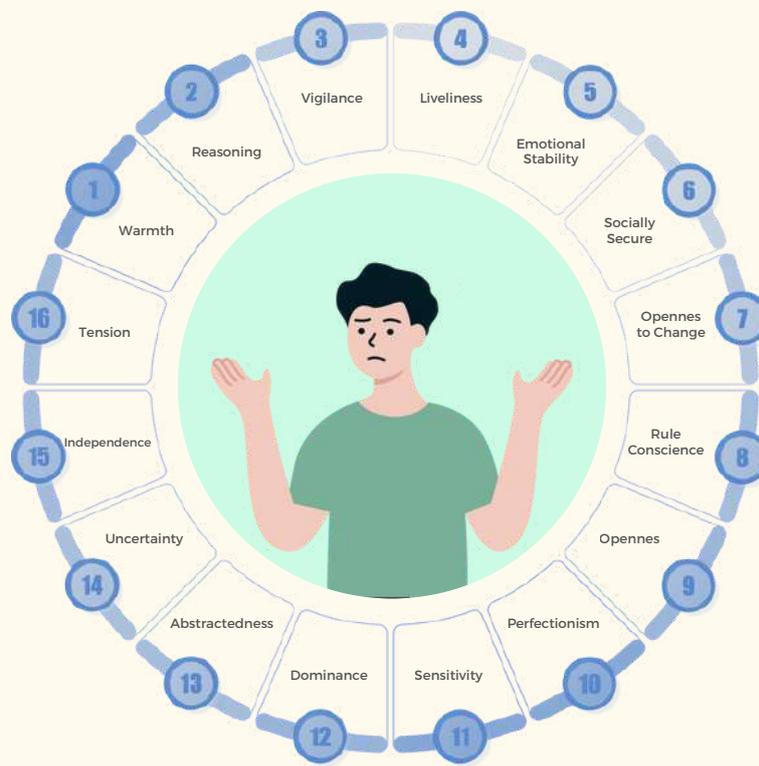




MYERS-BRIGGS® TYPE INDICATOR

The Myers-Briggs Type Indicator® (MBTI®) assessment is a tool that helps people increase their self-awareness, understand and appreciate differences in others, and apply personality insights to improve their personal and professional effectiveness. The assessment identifies people as one of 16 MBTI personality types. Each type reflects how a person naturally prefers to direct and receive energy, take in information, make decisions, and approach the outside world. Knowing this provides a powerful framework for understanding and relating to people.





16 PERSONALITY FACTORS®

The 16 Personality Factors or 16PF® questionnaire is a robust, reliable measure of 16 personality traits that describe and predict a person's behaviour in a variety of contexts. The instrument is used to select, develop and motivate the people who make organisations thrive. Interpreted by a qualified practitioner, the 16PF® instrument provides a breadth of insights across a range of professional contexts such as - Recruitment, Leadership Development, Executive Coaching, Career Development, Succession Planning, Outplacement - to objectively understand who people are by getting a view of their whole personality, not just the behaviour they exhibit in professional contexts.

16PF® SIXTEEN PERSONALITY FACTORS

Get the full picture with the world's most comprehensive personality tool

The 16 Personality Factor (16PF) questionnaire is a robust, reliable measure of personality traits that is used to select, develop and motivate the people who make organisations thrive. The insights it provides are authenticated by over 2,700 independent, peer-reviewed research articles, making it a highly reliable, accurate predictor of future behaviour and likely success.

The 16PF's pioneering author Raymond Cattell was the first to identify the broad dimensions of personality known as the Big Five, a widely accepted theory upon which many instruments are now based. Using the original and innovative measure of personality brings you the confidence and credibility you need to make important people decisions.

The 16PF assessment provides an unrivalled breadth of insight, helping you to understand objectively who people are by getting a view of their whole personality, not just the behaviour they exhibit in professional contexts. This reduces the risk in decisions about key roles and promotions, at all levels, providing a perspective that is difficult to obtain from interviews alone.

The assessment can also act as a point of reference throughout a career, identifying development needs so that a person's full potential can be realised.

Revealing 16 personality factors that people recognise immediately, and providing a range of accessible reports that can be tailored to your organisation's needs, the 16PF tool is indispensable in enabling your people the catalyst for success.

“We chose the 16PF over other trait-based tools because the language used and the way the information is presented is accessible and engaging, and because the theory and results are very resonant with people, even if they know nothing of psychometrics.”

Karen Rank, Head of Training, Heath Stephens Investment LLP

Easy online administration

OPP's online administration platform, OPAssessment provides a quick, convenient way to administer the 16PF tool and to generate a comprehensive range of application reports.

Powerful personality profiling

Practitioner Report
Provides a ready-made interpretation and interview guide for the 16PF facility, with an overview and in-depth interpretation for each Global and Primary factor, sections on strengths and development tips, and incisive feedback prompts that are personalised according to the individual's scores.

Career Development Report
Facilitates personalised career development, showing the types of industry and working environment most likely to suit an individual, and how their 16PF results may affect the way they problem-solve, cope with stressful conditions and interact with others.

16PF Interpretation Report
Makes an excellent basis for multi-language development work, with 20 different languages available; gives 16PF scores along with interpretations organised by Global factor, and an insight into which vocational areas would suit the individual.

Tailored reporting
Gain compelling insight into the concepts most important to your organisation with OPP's job analysis and targeted reporting services. A tailored report can be created by mapping the 16PF scoring onto a particular role or your own company framework, all managed by one of our expert practitioners.

As an interviewer, the 16PF is an excellent tool. It's objective and valid, so eliminates the making of assumptions. You can be certain that you've gained an insight into someone's motivations and drivers - a really in-depth understanding of where that person's coming from.

Mel Hildart, Coaching Manager, Resilix International

Language availability
OPP provides 16PF assessments and reports in many languages, and is continually expanding this availability. Please visit www.opp.com/languages for details.

16PF qualification training
Successful delivery and the provision of feedback on 16PF assessments requires a foundation level of knowledge and support. 16PF practitioner training is available to anyone, and is a pre-requisite for purchasing and using 16PF reports.

3-1 days > 16PF Qualifying Programme
No previous experience necessary.

2 days > 16PF Conversion Programme
For practitioners who already have the BPS Occupational Testing (personality) qualification.

* 16PF is a registered trade mark of the publisher for Personality and Ability Testing (PATA), and is a widely used and established OPF tool.
© 2018 PATA is a registered trademark of OPP Ltd.

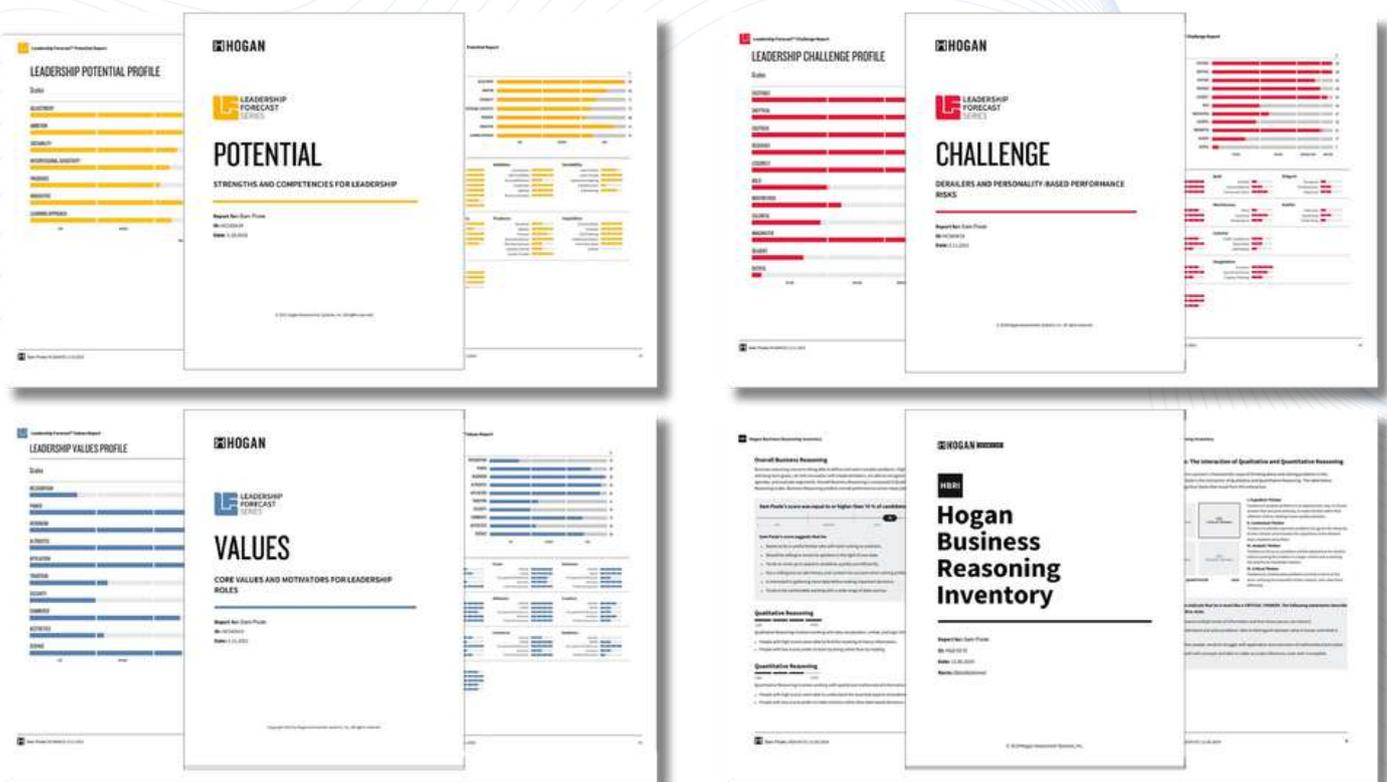
www.opp.com/16pf +44 845 603 9958 enquiry@opp.com



HOGAN'S ASSESSMENTS

Hogan Assessments were developed to assess personality and thinking ability, and there are several different pre-employment assessments produced. Hogan Assessments was founded in 1987 by Drs. Joyce and Robert Hogan, and the assessments were the first to scientifically measure personality for businesses. Hogan Assessments are predictive - which means they look at the potential performance of a candidate, based on their working style, attitudes, problem-solving skills, values, strengths and weaknesses.

There are five different Hogan Assessments:





LUMINA SPARK

The Lumina Spark provides an accurate, personalised reading of an individual's strengths and developmental areas. Whether you are the CEO, or a new recruit, it provides rich personal insights and practical benefits for everyone. The assessment is simple to understand, yet contains great depth by directly measuring 72 personality qualities. This is why Lumina Spark is the choice of so many organisations for selection, training and development.

Your 24 Qualities in detail

The 24 abilities that make up the aspects

The percentages measure where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

Intuitive Imaginative and creative	100%	Take Charge Willing to take responsibility for others	115%
Accommodating Willing to help others	90%	Depth Likes to think about things in depth	145%
Collaborative Willing to work with others	85%	Competitive Likes to win and be the best	11%
Empathetic Caring and understanding	75%	Logical Likes to think in a logical way	85%
Adaptable Willing to change and adapt	70%	Purposeful Likes to have a purpose and direction	33%
Flexible Willing to change and adapt	65%	Structured Likes to have a plan and structure	22%
Spontaneous Likes to be spontaneous	60%	Reliable Likes to be reliable and consistent	82%
Conceptual Likes to think in a conceptual way	55%	Practical Likes to be practical and down to earth	71%
Imaginative Likes to think in a imaginative way	50%	Influence-Based Likes to be influential and persuasive	74%
Radiant Likes to be energetic and vibrant	45%	Cautious Likes to be cautious and careful	72%
Sociable Likes to be sociable and outgoing	40%	Observing Likes to be observant and detail-oriented	95%
Detail-oriented Likes to be detail-oriented and precise	35%	Resourceful Likes to be resourceful and creative	78%

Your Spark Mandala

Bring your Spark to life, simply scan the code on the book cover with the Lumina Splash app!

Get it on Google Play | Download on the App Store

You primarily use your blue archetype

Your key blue strengths are:

- You keep your thoughts to yourself until you have made your mind up on an issue
- You try to keep things simple and avoid overcomplicating matters
- You prefer to use methods that have been proven to work well over the years

Sometimes you may use too much blue:

- You find it hard to understand people who make open-ended commitments
- You tend to only trust things which you can verify using your own experience

Sometimes you may underestimate your blue:

- Others may judge you as highbored in your working methods
- You are more structured than you are

HEAVENLY YOUR BLUE ARCHETYPE

You like to see yourself as a reliable person and do not give your commitments easily. However, when you do commit, you expect to be taken seriously. This is because you understand that, when you make a commitment, you will be expected and relied upon to keep your word. It is important to you to maintain your reputation as someone who is reliable.

When a request is made on your time, you will normally consider what you are committing to and make a conscious choice to accept, fit or enter into further dialog. When you reach the point where you feel able to give your commitment, you will do all you can to meet it.

You like to take time management seriously and may have evolved your own process for managing this. Good time management is fundamental to ensuring you are in a position to deliver. You try to think carefully about the likely impact on your schedule before taking any action.

COMMUNICATION

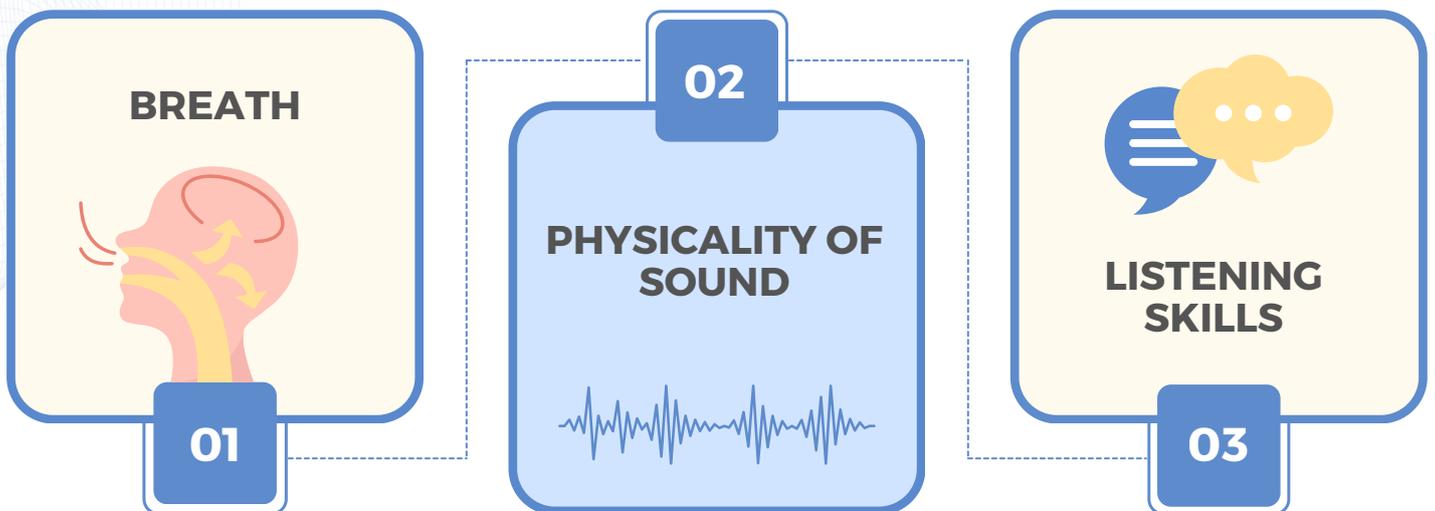




STYLE OF LANGUAGE

Style of Language is a comprehensive program focused on developing effective communication skills. The program is based on an in-depth knowledge of **BREATH** and the **PHYSICALITY OF SOUND** to speak with impact. The right style is what gets the message across, leading to the right response!

AREAS OF FOCUS



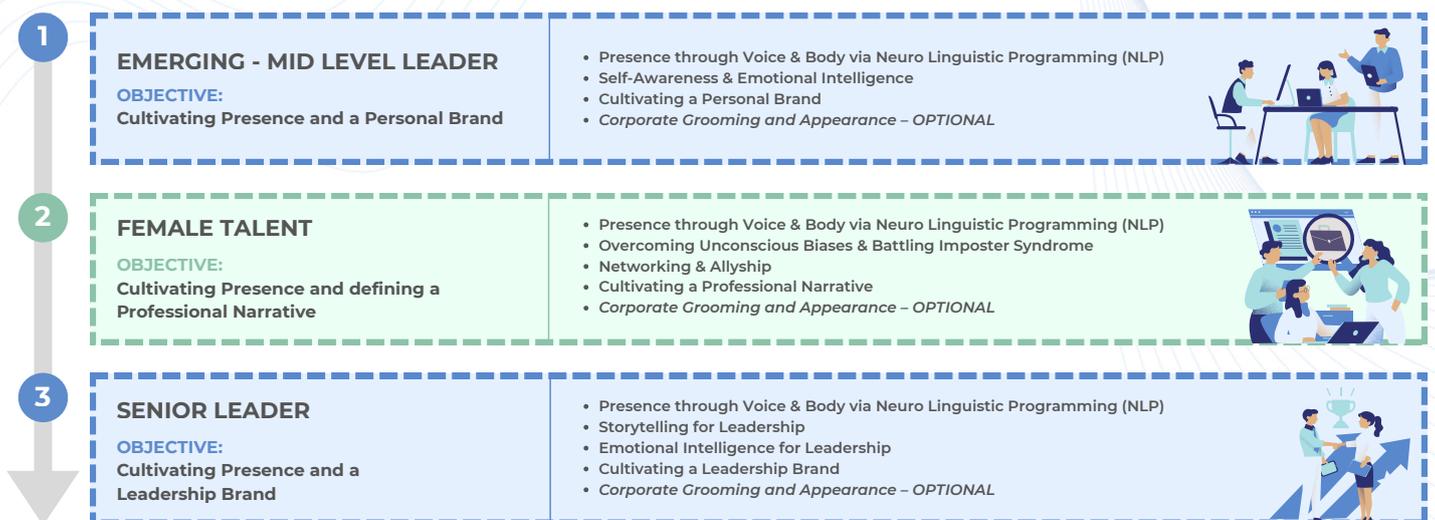


BUILDING EXECUTIVE PRESENCE

Our Building Executive Presence program is designed to help leaders hone interpersonal and business skills for impactful client interactions, developing the self, and managing teams.

PROGRAM LEVELS

Our 2-day workshops are curated keeping in mind the vintage of the employee / participant and alignment with their functional role in the organisation.



The power of Storytelling

THE MOST POWERFUL PERSON IN THE WORLD IS THE **STORY TELLER**. THE STORY TELLER SETS THE VISION, VALUES AND AGENDA OF AN ENTIRE GENERATION THAT IS TO COME.

- STEVE JOBS



THE ART OF STORYTELLING

Stories have been a natural and intrinsic form of human communication and are an effective means of connecting, persuading, influencing, and leading people. Stories are everywhere and embedded in everything around us, making it crucial for organisations to harness their power to drive impactful business outcomes. We offer a practical and engaging Art of Storytelling Workshop designed to help participants craft compelling narratives and use them to connect and communicate with employees, customers and stakeholders. By leveraging stories, participants can inspire and motivate their audience, driving engagement and achieving business goals.

AREAS OF FOCUS

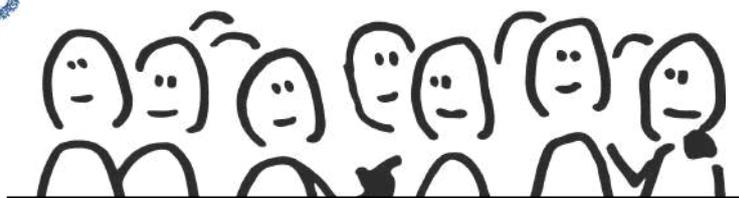
FRAMEWORKS
FOR DEVISING
GOOD STORIES

EVOKING
EMOTIONS

ARTICULATION WITH
A FOCUS ON BREATH &
PHYSICALITY OF SOUND

UNDERSTANDING
YOUR AUDIENCE
AND CONNECTING
WITH THE
LISTENERS

CULTIVATING
PRESENCE THROUGH
BODY LANGUAGE





ROLE-BASED LEADERSHIP

Our Role-based Leadership initiative is designed to develop leaders at all levels, be it **EMERGING, MIDDLE, or SENIOR** leaders, while keeping in mind the desired competencies and skills associated with the role, to ensure his/her development to **LEAD SELF, LEAD OTHERS & LEAD BUSINESS** effectively.

AREAS OF FOCUS

LEADING SELF

Time Management



Problem-Solving / Critical Thinking



Stakeholder Engagement



Accountability & Ownership



LEADING OTHERS

Conflict Management



Having Crucial Conversations



Giving & Receiving Feedback



Coaching & Mentoring Skills



LEADING BUSINESS

Design Thinking



Leading/ Managing Change



Creating High-Performing Teams



Dealing with VUCA





EXECUTIVE COACHING

Executive Coaching is a personalized development process aimed at enhancing the leadership, performance, and decision-making skills and abilities of executives and leaders. It typically involves one-on-one sessions with a professional coach who provides support to clients as they overcome challenges and pursue growth and improvement to optimize the way they lead teams and manage complex business environments.

COACHING FORMAT

1. CREATING A BASELINE

- Talent Diagnostic (Optional)
- Connect Meeting
- Interviews with critical stakeholders to gain insights on individual and organisational context. (Optional)

2. ACCELERATING DEVELOPMENT

- Between 6-12 one-on-one sessions (as required)
- Email and phone support between sessions
- Coaching Style

3. MONITORING PROGRESS

- 4 mid-way check-ins across the sessions
- Establish support mechanisms to sustain behavioural, communication and performance shifts.



DIVERSITY, EQUITY & INCLUSION (DE&I)





WOMEN IN LEADERSHIP

Our award-winning Women in Leadership program is designed to enhance female talent in areas of personal and business acumen while taking into consideration the different stages of her career, be it Entry-level, Mid-management, or Senior/C-suite leadership roles to ensure personal and professional growth and transformations.

AREAS OF FOCUS

SHE-ASPIRES

A program specifically for Entry-level Women

FOCUS AREAS

- Self-awareness
- Role-modelling & Social Support
- Self-confidence

OBJECTIVE

Alignment with organizational values & corporate etiquette



SHE-INSPIRES

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

FOCUS AREAS

- Self-awareness
- Leading Authentically
- Influencing & Networking
- Take Action
- Business Skills & Strategic Impact
- Self-confidence

OBJECTIVE

Preparedness for senior leadership roles



SHE-LEADS

A program designed for C-suite level Women leaders

FOCUS AREAS

- Self-awareness
- Leading Authentically
- Influencing & Networking
- Take Action
- Business Skills & Strategic Impact
- Self-confidence

OBJECTIVE

Boardroom preparedness

"I am older than most of my team members and people assume that I don't have the drive or ambition anymore, or lack the ability to keep up with technology."

"When a woman is assertive, she is labelled as bossy. But when a man does the same, he is applauded for his leadership abilities."



WE-LEAD

Sound familiar?

It's a known fact that many employees encounter these experiences and narratives in the workplace. If left unaddressed, it can chip away at trust, hinder productivity, and prevent organizations from reaching their full potential.

So, what's the solution?

With We-Lead - our immersive, theater-based learning playshop—we help teams and organizations see bias in action, feel its impact, and explore empathy and intersectionality to deconstruct privilege and discrimination. More importantly, our playshop creates a space to practice behaviors that drive real change and turn awareness into action. With We-Lead we help organizations build inclusive cultures to ensure that every voice is seen, heard and valued!

HOW DO WE DO IT?



Day-long, in-person, facilitator-led playshop comprising a series of Interactive, reflective and immersive exercises that draw from theatre frameworks.



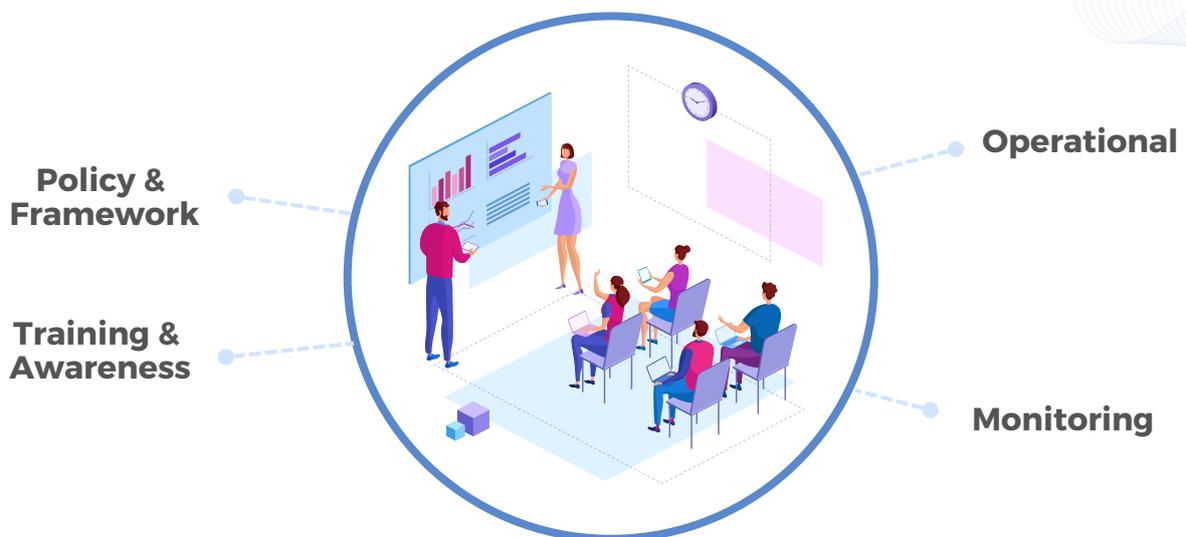
Use of Theatrical Performances, Street Play formats and Corporate Plays to address issues around gender, diversity and inclusion and reinforce messaging around it.



POSH

We offer a bespoke compliance program around the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, commonly known as the PoSH Act, which works to ensure increased awareness around the Act and related laws, processes, and protocols.

AREAS OF FOCUS





INTERNATIONAL WOMEN'S DAY

Syngrity offers various interventions specially curated for International Women's Day that allow organizations to showcase their commitment to women's equality. The interventions are designed around issues highlighted by the women in the organisation, and offer a range of interactive methodologies that celebrate and support female talent in the workplace.

AREAS OF FOCUS

Our interventions are focused on creating an immersive experience for the organization on the occasion of International Women's Day around the designated theme which can be curated over a day, a week, fortnight, or a month, as required. We strive to adopt gender - inclusive approaches in the way that we celebrate women in the workplace.



INTERACTIVE TALKS

by
Women Leaders
& Industry Experts



EXPERIENTIAL WORKSHOPS

- Percussion Workout
- Theatre of the Self
- Emotional Intelligence
- Moving Canvases



SKILL BUILDING

- Communication
- Executive Presence
- Collaboration
- Negotiation
- Networking for Allyship



THEATRE & MUSICAL PERFORMANCES

- Street Plays
- Corporate Plays
- Monologues
- Musical Performances



WELLNESS WORKSHOP

Kokoro - Tai Chi or
Dance Your Senses

ORGANIZATIONAL WELLBEING

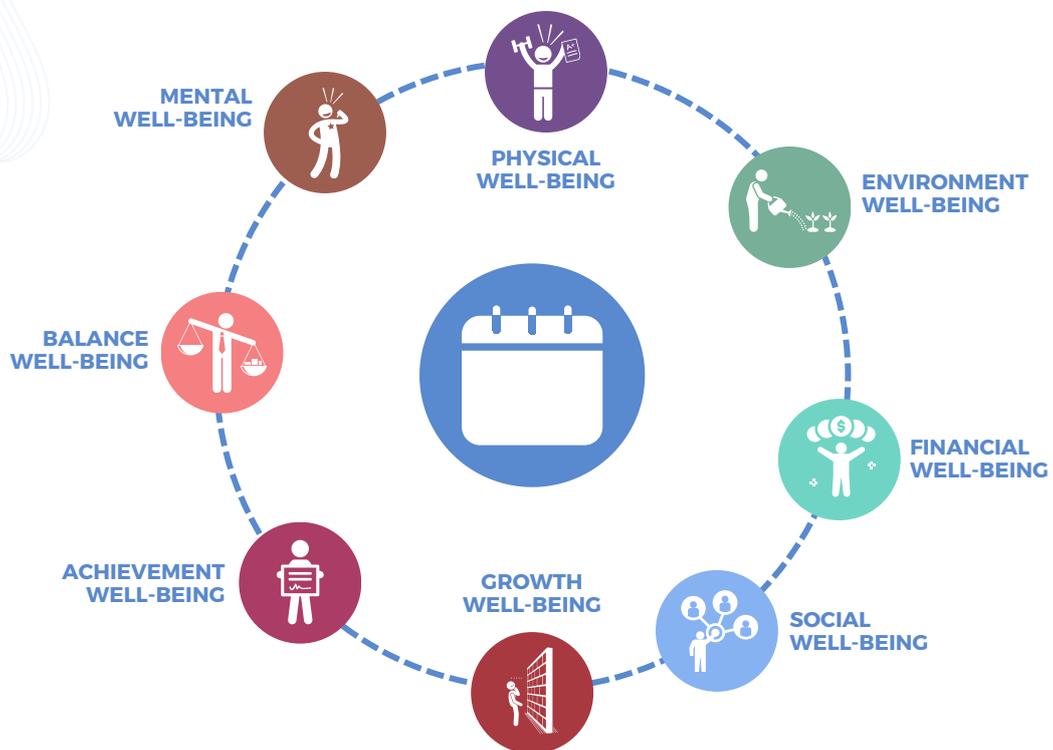




BRING LIFE TO WORK

Bring Life To Work is a well-being initiative designed to enable employees to reflect on their wellbeing and improve their quality of life, thereby enhancing their performance at work. Our intervention involves assessing an organization’s well-being quotient, via [ELEMENT X™](#) followed by customized interventions that take employees on a focused journey of well-being.

WELL-BEING CALENDAR





BUILDING PERSONAL RESILIENCE

Resilience is a complex psychological construct and doesn't exist in isolation. Over two decades of research in contemporary positive psychology has proven that resilience and mental toughness can be taught. Just like acquiring and mastering any other skill, building resilience and mental toughness needs significant time and effort.

Bringing together multidisciplinary thought processes, Syngrity focuses on 7 key skills to develop resilience and shifts in people's perspectives.

AREAS OF FOCUS

SELF CARE

UNDERSTANDING
EMOTIONS

CONTROLLING THE
CONTROLLABLE

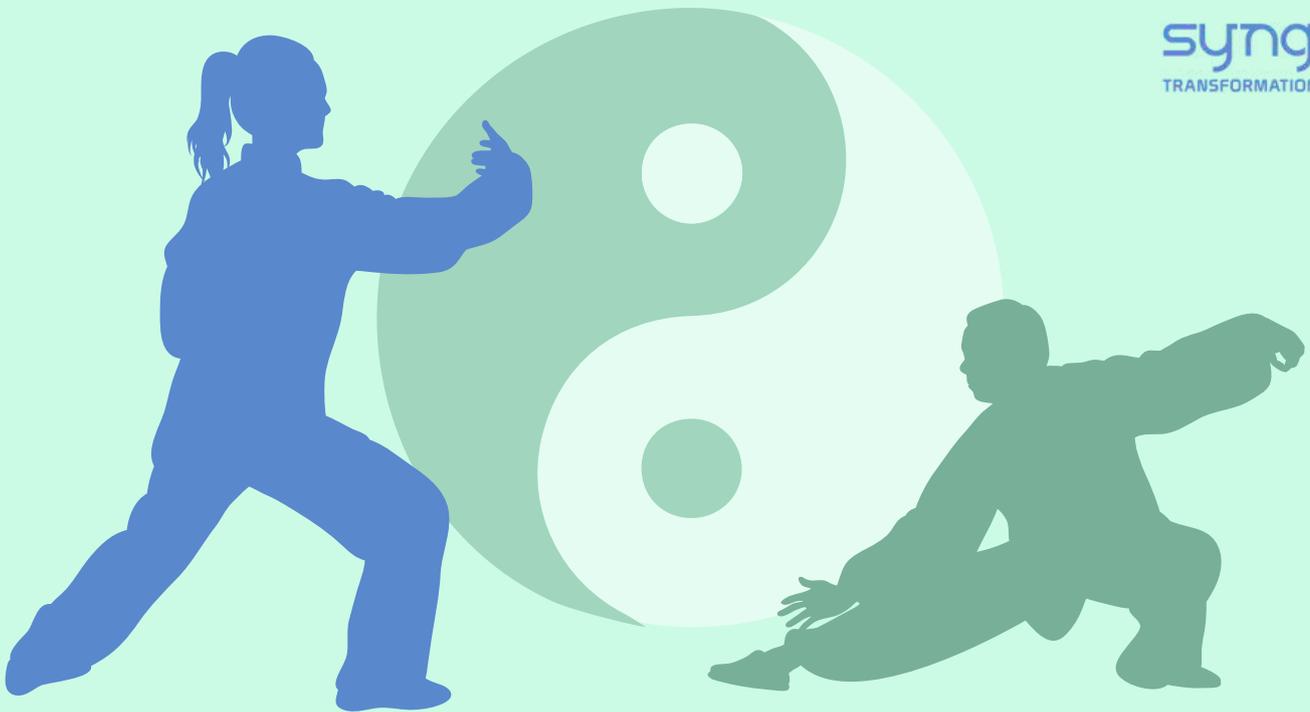
IDENTIFYING
THINKING TRAPS



DETECTING
ICEBERGS

LEARNING
YOUR ABCs

FOCUSSING ON
STRENGTHS



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.



Helps forge **'breath-mind-body'** connection and brings an inner calmness



Ensures that your **'Chi'** flows unobstructed



Remedies **blood pressure problems, anaemia, joint diseases, asthma, gastric disturbances** and other disorders

BENEFITS OF KOKORO



Increases **blood circulation and activity of the glands** such as the adrenal, pituitary, and thyroid



Works on the various **musculo-skeletal alignments and neurological pathways** of the body

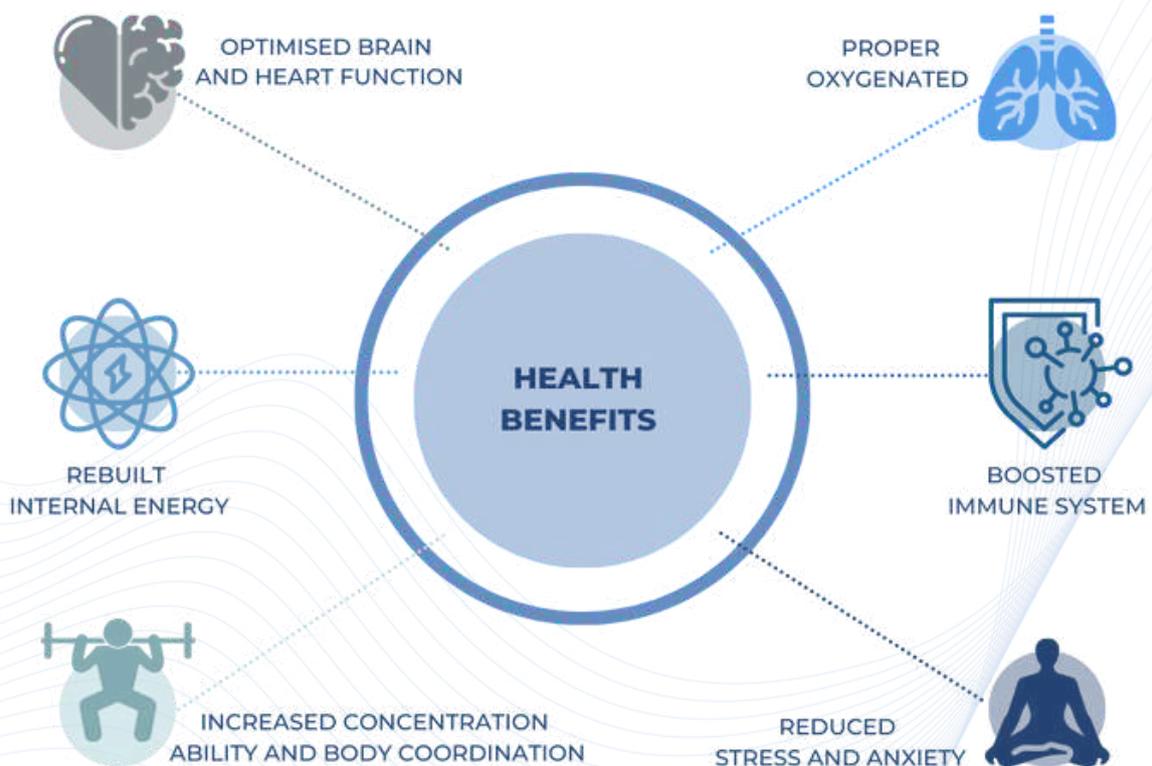


Helps to **release the stress and tension** held by the body



INTERNAL ALCHEMY

Internal Alchemy is an initiative based on the amalgamation of very ancient healing methodologies with modern scientific assumptions to aid 'whole-istic' wellness.



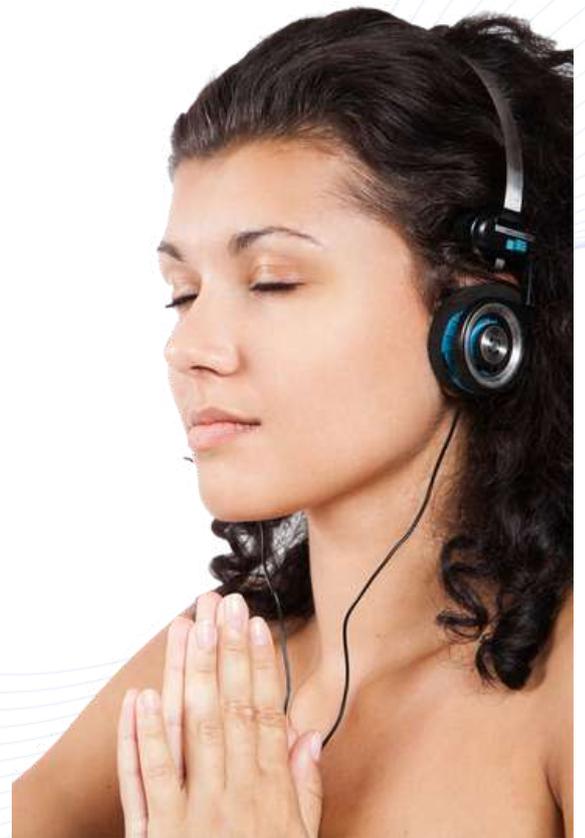


GUIDED VISUALIZATION AND MUSIC

GVM or Guided Visualization & Music is a reflection of our continuing research in sound, visualization, and space. GVM uses binaural beats & soundscapes metered in specific frequencies and tonalities coupled with emotive visualization to stimulate different states of emotional and mental awareness.

BENEFITS OF GUIDED VISUALIZATION & MUSIC:

- Stress Relief
- An increase in your stress threshold
- A continued feeling of calmness, centered-ness and optimism
- Over time, due to a change in hormone levels in your body, you will:
 - Experience greater vitality and look younger than your age
 - Think more effectively
 - Be more creative
 - Possess deeper insights
 - Be more emotionally balanced and expressive
 - Be more congruent in your actions and productivity



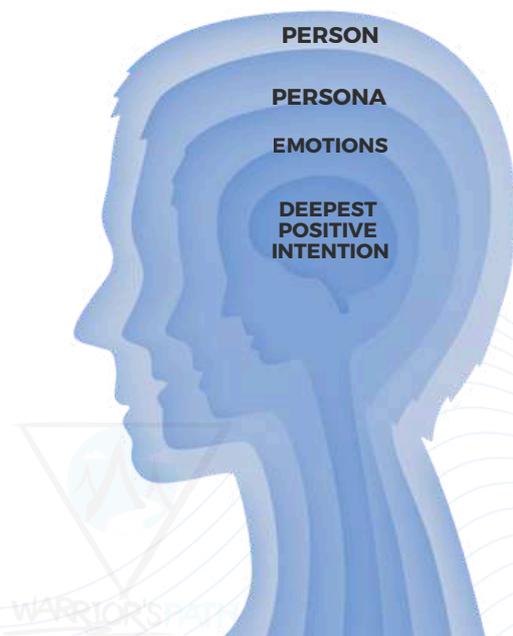
EXPERIENTIAL LEARNING





WARRIOR'S PATH

Based on two decades of studying martial arts systems and philosophies, the Warrior's Path program is an outbound program that takes participants on a journey of self-discovery and heightened self-awareness from a leadership standpoint, through the deconstruction of the 'Self'. The program focuses on **4 aspects of the Self** - the **Person** we are, the **Personas** (or masks) we wear, the reasons for those Personas, and the **Emotions** that drive us, eventually unpacking our **Deepest Positive Intention** which is what we want and who we are at our core.



Person - 'Who am I as a person?'
 Persona - 'What are the masks I wear?'
 Emotions - 'What emotions do I feel?'
 Deepest Positive Intention - 'What do I want?'



THEATRE OF THE SELF

Theatre of the Self is an interactive and inclusive playshop for mid to senior-level employees based on Improvisational Theatre (Improv), Forum Theatre, and Archetypal frameworks that are used to train employees to experience collaboration, make communication effortless, collectively solution leadership & behavioural issues, understand agility, and embody leadership.

1 Improv Theatre

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 –

- 'Yes, and'
- 'Make the Other Person Look Good'



2 Forum Theatre

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 customized scenes enacted by our actors/facilitators to explore solutions to real-life problem statements.



3 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. This playshop fosters meaningful self-awareness and encourages participants to celebrate their individuality while appreciating the uniqueness of others through an exploration of archetypes that are within each of us, such as the visionary, networker, pioneer, executive, caregiver, intellectual, to their fullest potential.



4 Culture Charter

A Culture Charter is a set of co-created cultural and behavioral aspirations for leadership and the broader organization that can guide and inform all workplace interactions for the organization. This iteration of the Theatre of the Self playshop culminates with a guided Facilitator-led discussion and conversation to build a skeletal framework of a Culture Charter. The cohort is also asked to pledge or commit to certain behaviors around reviews of this charter, timelines for deliverables and overall completion of the charter document.





PERCUSSION WORKOUT

Our Percussion Workout playshop connects people with each other at a pragmatic level using rhythm and music as the catalyst, thereby enabling teams to deconstruct teamwork and experience **TRUST** and **LISTENING** as processes to eventually create a team or organizational rhythm.





MOVING CANVASES

Moving Canvases is a playshop based on the **BLUE OCEAN STRATEGY** that encourages participants to explore their creative potential. It is an exercise in truly thinking out of the box, breaking patterns, taking up challenges, collaborating and brainsailing through the medium of art.





CONFRONTING FEAR

Confronting fear' is an initiative that focuses on deconstructing the emotion of fear via walking over coals. This powerful intervention breaks down the barriers that fear creates by building-up scenarios of extreme pain, anguish and failure. It confirms the idea of mind and matter instead of mind over matter and creates a space for a great sense of affirmation of what one is capable of doing.





BUILDING BLOCKS CHALLENGE

Our Building Blocks playshop is a fun and engaging way to reflect on leadership skills and involves building a model as close to a provided diagram/sample as possible in teams, in a set time frame. The activity is made more challenging with exciting twists and obstacles that require teams to strategise, problem-solve, collaborate and communicate under the guidance of the team leader.





CHAL CHITRAKAR

Chal Chitrakar is our film-based teaming activity that requires participants to script, act, direct, edit and produce a short film/movie in a given time frame. This activity is ideal for bringing out the creative and artistic side of participants. The structure and guidelines of the activity can be customised around the themes of the gathering or workshop and makes for a very fun and impactful way of co-creating and collaborating exercise.





SENSUAL ORGANICS

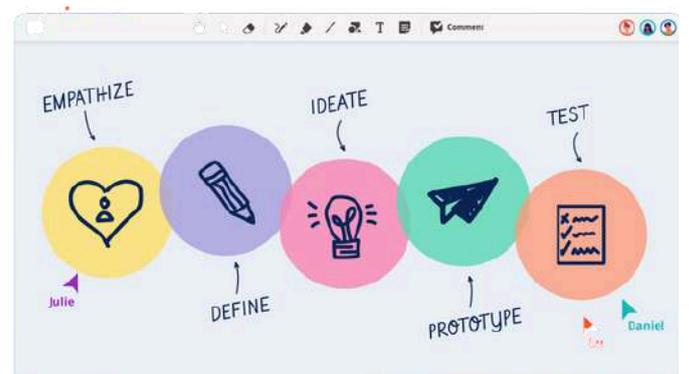
Sensual Organics is a fun and engaging playshop designed around the art and science of consumption via Blindfolded Meals and Team Cookouts. Blindfolded Meals entail a sitdown pre-plated meal where participants are blindfolded, thus limiting their visual sense and heightening their other senses such as touch, sound, taste and smell, and an unforgettable communal dining experience. Team Cookouts are a wonderful team-building activity designed to create a strong bond of team camaraderie wherein teams are mapped to the FIRO B psychometric assessment and cook a meal together.





DESIGN THINKING

Our Design Thinking workshops help to spark innovation, foster a user-centric mindset, and get cross-functional teams working together to design a great product, service or solution, via a series of activities or processes that are aimed at understanding users, redefining problems into solutions, and developing concepts. We offer introductory workshops to Design Thinking (One day, In-person) as well as more immersive Design Thinking workshops (a 3-4 month journey) that center around solutioning an organization-specific real-time problem statement.





FOREST UNPLUGGED

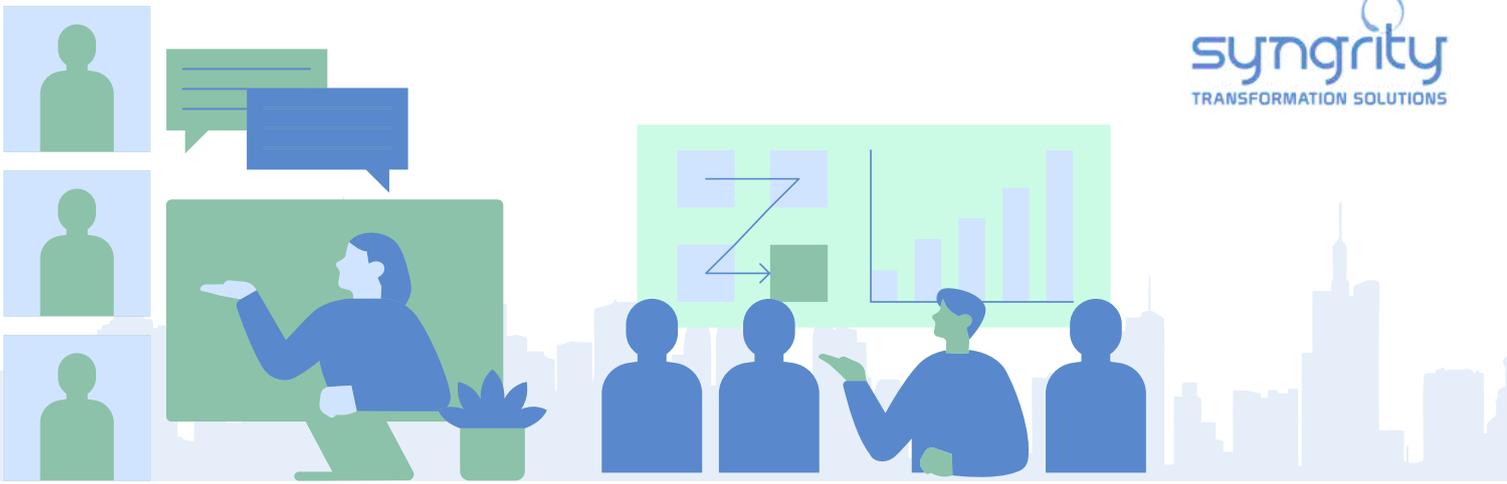
Conceptualised in 2019, Forest Unplugged is an Indian Classical music event hosted by Syngrity in collaboration with Mehfil-e-Honar, in unique forested terrains across India, with seasoned musicians performing without any electronic interference - hence the name Forest Unplugged. This musical gathering is an opportunity to rewind and re-set through the creation of an organic synthesis between the forest, music and you.





OUR CLIENTS





FACILITATOR BIOS



Vikram Badhwar

Based in Delhi, Vikram is an experiential educator, executive coach, keynote speaker, actor, and communications expert. 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 business, experiential, positive psychology, and holistic methodologies in the space of organizational development, communication & voice coaching, and building sustainable models of transformation at a personal, team, and organizational level.



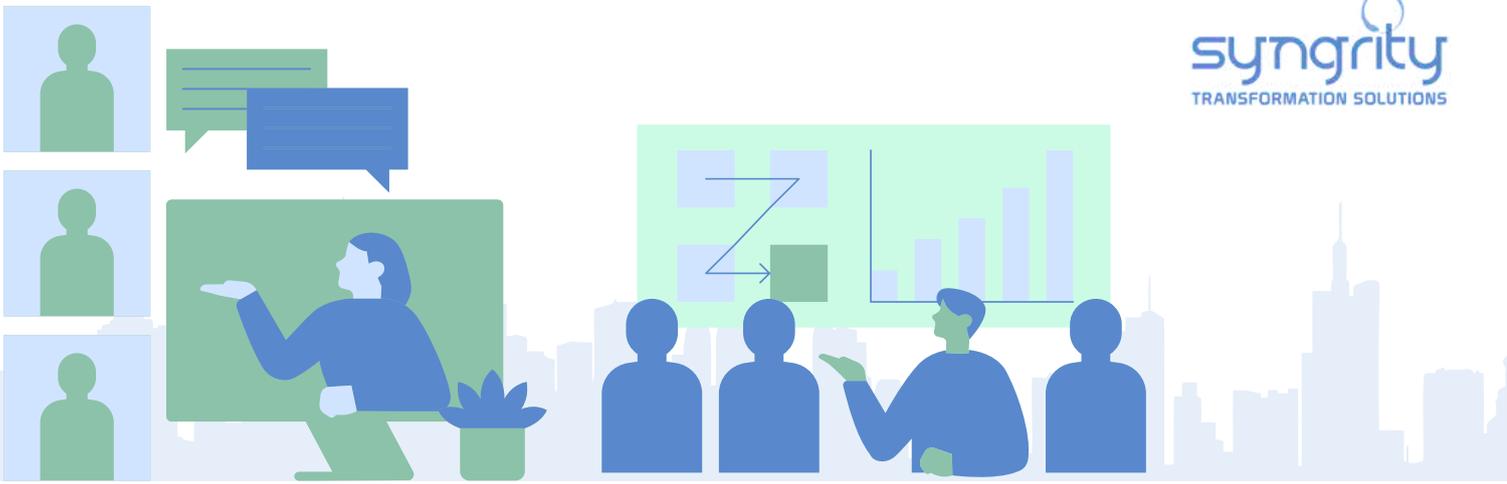
Malati Vasudeva

Malati is a Human Resource professional with a global perspective. A keen psychology student, she has over 25 years of industry experience and has led global teams with a focus on strategic business priorities to drive business outcomes. She is also a psychometric practitioner, facilitator, and accredited executive coach. Malati has worked with Sun Pharmaceuticals, and PMS India 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.



Priyanka Kumar

Priyanka has been running an award-winning experiential learning and coaching company called WINGS Team for over a decade. She focuses on engaging with clients on developmental themes for their teams using Neuro Linguistic Programming (NLP) tools, that lead to transformational journeys for the organization and their employees. Her core belief is that if the internal behavior of a person is aligned to the goal they desire, the goal-inspired external behavior (and hence success) is only a by-product. As an NLP coach and facilitator, and PCC-ICF accredited Executive Coach, 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.



FACILITATOR BIOS



Sumal Abraham Varghese

Sumal is an accomplished & 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 & HR essentials, building Organisational Capability to drive strategy, establishing Policies and Practices, and Leading Organisational Development and Change management initiatives linking HR to business results. He has held leadership positions at the K K Birla Group and TVS .



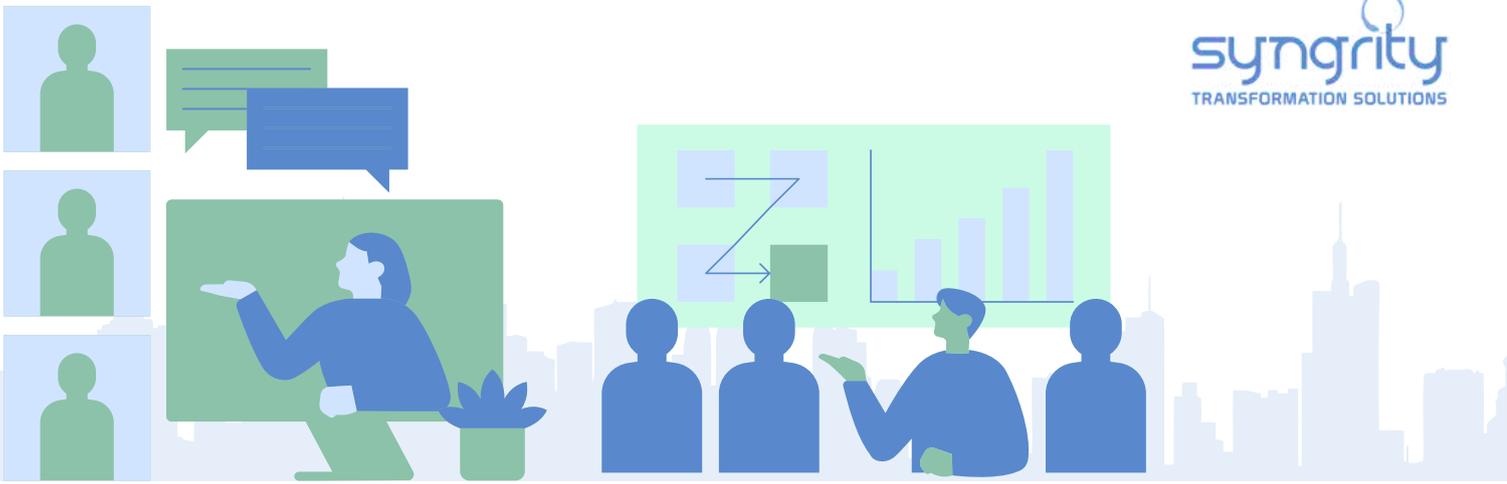
Blessin Varkey

Blessin is a technologist, social innovator, and theatre practitioner. As a technologist, he works in the space of emerging technologies including human-computer interaction research and generative AI. As a social innovator and an accessibility advocate, Blessin has worked for persons with IDD (intellectual and developmental disabilities), persons with Parkinson's, and other vulnerable groups for over 8 years. As a theatre practitioner, he has performed/directed plays, and improvisational theatre shows and applied improvisational theatre in education, special education, mental health, design thinking, and leadership with corporates in the UK, Jakarta, Uzbekistan, and India since 2015.



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 has always been to IMPACT, INSPIRE and TRANSFORM people, teams and organisations.



FACILITATOR BIOS



Yasser Bilgrami

Yasser started his journey in martial arts in the Korean system of Tae Kwon Do almost 43 years ago at the age of 10. He holds Black Belts in Tae Kwon Do and Hakko Ryu Jujitsu, is a 6th Generation practitioner of the Praying Mantis Kung Fu, 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.



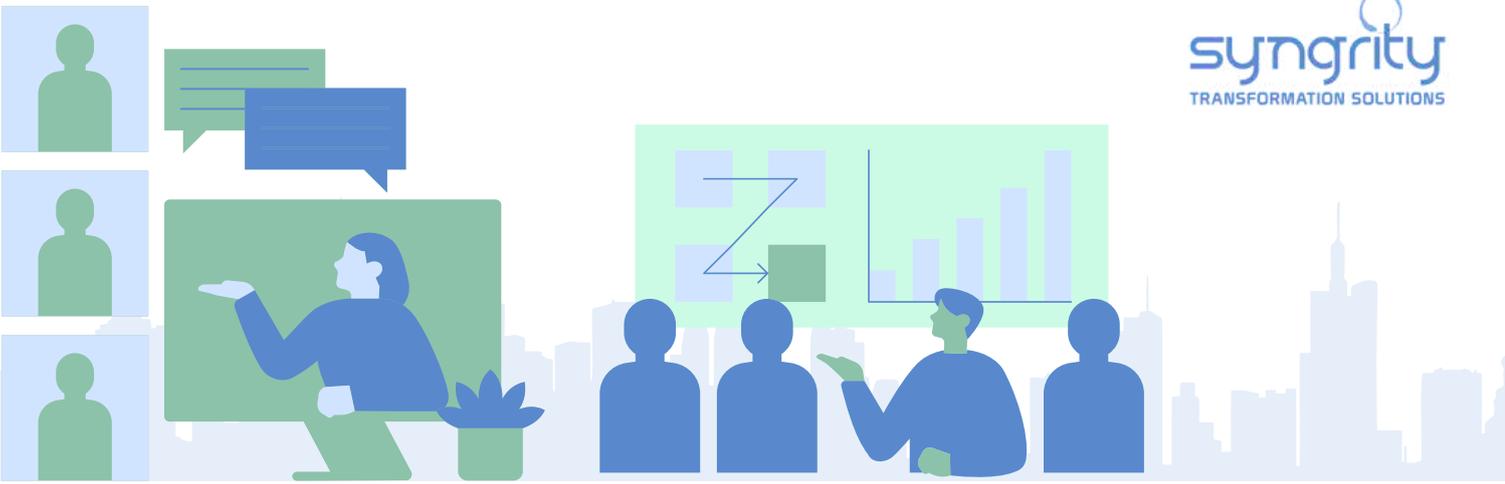
Dr. Sina Fakhroddin

Sina is a percussionist with mastery over multiple Persian and Middle Eastern percussion instruments including his principal instrument - the 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. He has lived in India for the past 18 years performing and collaborating with top musicians across the country 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 received his doctoral degree in 2022.



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 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. 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, to create a methodology and a vocabulary using movement and dance, to find a pathway to self-expression and creation.



FACILITATOR BIOS



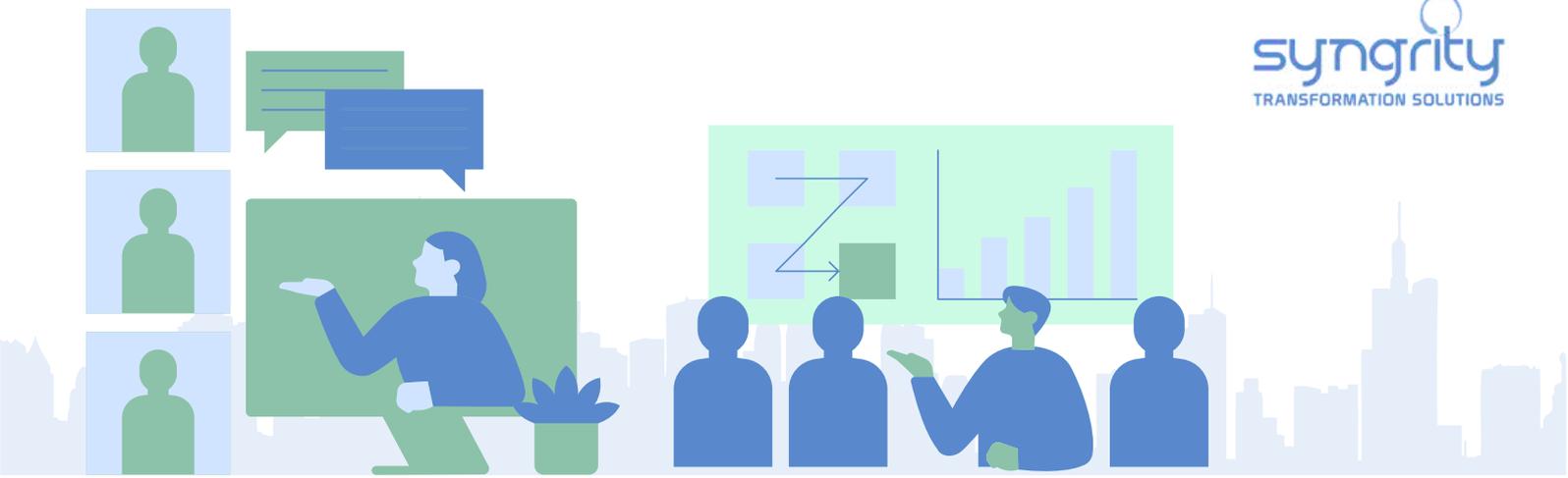
Ekta Anand

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.



Shena Gamat

Shena Gamat is a theatre practitioner, voice artist, and trainer with over two decades of experience in performance and facilitation. Her background spans film, international theatre tours, and voice work for Discovery Channel India, audiobooks, ad films and corporate films. She has trained senior leadership teams at Standard Chartered (UK), conducted movement-based workshops across India, and run communication and presence training for both corporate and grassroots groups. Her sessions combine theatre tools, voice work, movement, and story structure to help participants connect to their own presence and communicate with clarity and confidence. Shena co-founded Barefoot, a company focussing on original theatre, and has directed several performances supported by India Foundation for the Arts. Most recently, she is the founder of It's All Good, a platform that curates immersive micro-festivals and workshops focused on joy, well-being, and creative community engagement.



FACILITATOR BIOS



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, specialized training in Shakespearean acting from the Royal Academy of Dramatic Arts in London and has also completed a short 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 and has conducted countless workshops across India. 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.



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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