

Snapshot of the Trainer

Dr. Farah Naqvi is a passionate learning facilitator with over 12 years of experience in the field of Behavioral Training and Organizational Development. Dr. Farah helps organizations achieve results that require a change in human behavior. Clients call upon her training and consulting services to achieve better and more sustainable results. Dr. Farah offers services at Corporate and Program Level, across all sectors.



Dr. Farah Naqvi

**TRAINING COACHING AND
CONSULTING FOR BUSINESS
SUCCESS**

E-mail: frh_naqvi@yahoo.com

Live Learn Evolve



**A Complete Training and
Consulting Solutions for
your Company**

ABOUT DR. FARAH

Dr. Farah Naqvi is a Corporate Trainer and HRD Consultant associated with many MNCs and Institutions in the area of Behavioral & Corporate Training, Academics, Consulting and Research. She has wide experience in aforesaid domain spanning over a period of over twelve years. Her training programs have benefited many employees and organizations to develop effective interpersonal skills and high performance work practices at workplace. She collaborated closely with clients to devise strategy on developing employee Communications Skills, Corporate Change Management Initiatives, HRD interventions Enhancing Interpersonal Relationship and Performance Management at workplace. She has conducted training programs on Emotional Intelligence, Team Building, Leadership, Communication skills, Performance Management Systems, Neuro-Linguistic Programming, Psychometric Assessments and myriad of other topics and has been consistent in nurturing goals towards positive results.



WORK EXPERIENCE

Dr. Farah started her career with Indian Institute of Management Ahmedabad (IIMA) as core area associate (OB Area) for postgraduate program, fellow program & management development programs on organizational behavior. She has worked with premier institutes like IBA Bangalore, Centre for Organization Development Hyderabad, IBS Hyderabad where she pursued her research, teaching and training pursuits having a good blend of both academic and industrial experience. This blend of knowledge allowed Dr. Farah to gain first-hand experience in mentoring & coaching staff members and managers. With her strong interest in leadership and talent development, she initiated and developed several internal management training workshops for the firm.

Apart from her academic and work profile she has also been extensively engaged in research and presented several papers at National and International conferences. She has to her credit many research articles published in international refereed journals. Her research project on 'Perspectives of Indian Women Managers in the Public Sector' published by Indian Journal of Gender Studies- Sage Publications created ripples in

the field of gender studies. She was invited for the same as a keynote speaker in the sponsored session by the United Nations Development fund for women. She has presented and chaired in many conferences in premier management institutions like IIM's. She has reviewed the works of famous authors like William A Cohen, James M. Hunt, Joseph R. Weintraub, Barry Gerhart, Sara L Rynes and Roy.H. Lubit as a book reviewer for South Asian Journal of Management. Dr. Farah has worked with a diverse clientele throughout her career – including companies from the Education and Service Sectors, Banking, Defense and Administration, Public Sector and Government Enterprises, Technology and IT Industries. Companies that she has provided management training and consulting for include: Power Grid Corporation Ltd., Bharat Electronics Ltd. National Mineral Development Corporation Ltd., Bharat Sanchar Nigam Ltd, College of Defense Management, Hyderabad, Cognizant Technologies, Taj Group of Hotels, Airport Authority of India to name a few.

TRAINING COACHING AND
CONSULTING FOR BUSINESS SUCCESS

E-mail: frh_naqvi@yahoo.com

ACADEMIC CREDENTIALS

Dr. Farah graduated from department of Psychology; University of Allahabad, India where she obtained her Masters in Psychology with specialization in Human Resource Development & Management (M.Psy.HRDM). She was the first rank holder and awarded with gold medal for her excellent performance throughout the term. She did her Doctorate (PhD) in the area of Management where she worked on “Emotional Labour: Moderators and outcomes” in Education Sector. She earned her training certifications from Centre for Organizational Development, India, University of London and Stanford University. She also holds excellent command over psychometric assessments and projective techniques for personality profiling of employees.

AREAS OF EXPERTISE IN TRAINING

Her training program focuses on working on the set of all those managerial skills that addresses many of the skills and attributes regarded as necessary for managers of 2020. The motive is on helping the employees to identify, develop, and apply managerial competencies to themselves and others in organizational settings. The training program cover a range of topics that explore the theoretical underpinnings of various skills that effective manager must have in organizations. These topics can be broadly categorized into four clusters: Intra-Personal issues, Inter-Personal issues, Managerial Skills and Organizational Development.

PEDAGOGY

Dr. Farah’s training programs are based on the experiential learning cycle. This implies that to achieve change you will need to practice new behaviors and skills, receive feedback, and see the consequences of new ways of behaving, thereby, integrate new skills into your way of thinking and behaving. As you move through the training your concrete experience, reflection and strategies will widen and encompass your skill areas for integrated managerial performance. The training programs are delivered using interactive lectures, experiential exercises, case discussions, fun games and class projects for thorough understanding.



TRAINING PROGRAMS

SELF EXPLORATION AND GROWTH

Deliverable: Focus on you: self-awareness, self-reflection, and self-diagnosis. Use of personal action learning review to facilitate the learning process. Emphasis on taking stock: self assessment using psychological exercises, psychometric tests enabling planning for personal development aimed at enhancing managerial effectiveness.



PERSONALITY DEVELOPMENT

Deliverable: Understanding the conglomeration of mechanisms, drives or dynamic parts that constitutes personality. Learning about other people's personality types to understand the most effective way to communicate with them, and how they function best.



TRAINING COACHING AND
CONSULTING FOR BUSINESS SUCCESS

E-mail: frh_naqvi@yahoo.com

LEADERSHIP SKILLS IN 21ST CENTURY

Deliverables: Leadership framework and Leadership styles.

Contemporary approaches to leadership, choosing the right leadership approach for the situation. Systemic approach to leadership development: one that builds a motivated, loyal workforce capable of reaching new levels of productivity.



TEAM BUILDING & GROUP DECISION MAKING

Deliverables: Learning about group dynamics and decision making using simulation games and exercises to explore your decision making style. Using the ladder of inference for sustainable development in the context of system's thinking, executive coaching, improving the cognitive and communication styles. Stages of Team Development & building awareness of team dynamics, Improving competitiveness of staff as well as improved integration and cooperation with each other as individuals to maximize team performance



TRANSACTIONAL ANALYSIS

Deliverables: Cognitive-based transactional analysis training program, uses ego state identification to identify communication distortions and teach different functional options in the dynamics of communication. Enhancing the quality of work life (QWL) through complementary, crossed and duplex transactions. Life positions and the games people play. This training program uses combination of **Psychometric Assessments:** exploring your TA Profile, Stroke Inventory and Role Plays, Telefilm etc.



CHANGE MANAGEMENT

Deliverables: Understanding change. Change Cycle, Mapping the Organization Readiness for Change, Human Reaction to Change, ways to involve stakeholders to drive and communicate change, strategies to deal with change, moving right: putting together a plan. This session will use case discussion of companies that successfully initiated and implemented change



STRESS MANAGEMENT

Deliverables: Understand the causes and effect of workplace stress. Enhance resiliency to meet challenges. Work under pressure with greater calmness and clarity of mind; dramatically reduce stress with clinically-proven breathing and relaxation techniques that can be done in a few moments.



Stress management to enhance personal productivity. Psychometric assessment and feedback. Participants will also be trained to learn and practice **Progressive Relaxation** and **Transcendental Meditation** techniques.

ENHANCING EMPLOYEE EFFECTIVENESS

Deliverables: Pygmalion in Management: Making your prophecies come alive and avoiding the set up to fail syndrome.

TRAINING COACHING AND
CONSULTING FOR BUSINESS SUCCESS

E-mail: frh_naqvi@yahoo.com

MANAGERS AS COUNSELORS

Deliverables: Application of counselling skills for organizational problem solving in line and staff roles. The counselling process: usage in work interviews, giving and receiving feedback, supervision, appraisals, dealing with poor performance and identification of training and personal development needs. Introduction to basic counseling techniques like Strengths based Counseling, Cognitive Behavioral Therapy (ABC method), and Solution focused Therapy.

Labs in Counseling Psychology: Client Centered (Rogerian), Cognitive Behavioral Therapy based workshop

NOTE: EACH OF THE TRAINING PROGRAM THEME MENTIONED ABOVE ARE ELABORATE AND DETAILED SUBJECTS IN ITSELF. THE DURATION OF THESE TRAINING PROGRAMS CAN BE CUSTOMIZED AND ARE PLANNED AS PER THE NEEDS OF THE CLIENTS.



EXPECTED OUTCOMES

The Experiential Approach used by the trainer in above training programs does depend upon the personal commitment of the learner to undertake this process. What the employees gain from attending the training will also depend on their willingness to reflect on their past experiences and explore inner thoughts and feelings. At all stages, the participants will be encouraged to take responsibility for, and direct the depth and pace of their learning. As participants engage in a number of activities, discussion, exercises, assessment and feedback they emerge better equipped to manage themselves, others and groups/teams of people within their workplace.



For a Complete Training and Consulting Solutions for your Company

Contact Dr. Farah Naqvi @

EMAIL: frh_naqvi@yahoo.com

TRAINING COACHING AND
CONSULTING FOR BUSINESS SUCCESS

E-mail: frh_naqvi@yahoo.com