

HR ANEXI ACADEMY

of Virtual Learning

Bring your people closer to learning while distancing with others!

In order to continue building capability and helping people perform better as organisations position themselves to sustain or recover, we introduce **byte-size virtual learning** through **HR Anexi Academy of Virtual Learning**.



Each module is of either 2 - 4 hours duration
* Modules of 4 hours conducted in 2 sessions

HR Anexi offers a diverse pool of virtual learning sessions delivered to you LIVE by our industry experts. We support learning anytime, anywhere and from any device, truly embracing agile learning.



Powering Organisations. Empowering People.

1 Leading in Virtual Environment™ (LIVE)

In today's virtual world where the sun never sets, virtual leadership and management have become the norm across organisations. Virtual leaders need to understand the importance of Trust and place greater emphasis on Communication to successfully lead a virtual team. The workshop presents some team leadership and management fundamentals and their application in virtual leadership situations.

2 Leading with Agility

Leadership agility is the key in this VUCA (Volatile, Uncertain, Complex & Ambiguous) world. Uncertain times can severely test (and reveal) the quality of leadership – their ability to make smart and effective decisions in a rapidly changing world. How to be flexible, forward-thinking, ready to embrace change, innovate, engage and lead teams is the purpose of this workshop.

3 Art & Science of Effective Decision Making

The ability to make decisions and sticking to it is the cornerstone of good leadership. Decision making is an on-going process in every business; large or small. Leaders must make tough decisions through rational thinking which can get affected by biases, feelings & perceptions of oneself and others. Learn the art of critical thinking using Transactional Analysis to take balanced and accurate decisions.

4 Look Inside, To Lead Outside

EI shapes our interactions with others and our understanding of ourselves. Research suggests it is responsible for as much as 80% of the success in our lives. Leaders with high emotional intelligence create more connected and motivated teams as they have the ability to build strong relationships and inspire others. This workshop helps you understand and appreciate the importance of EI Competencies.

5 Negotiating for a Win-Win DEAL

Negotiation is both an art and science and it needs time to be developed. Master negotiators know the skill of positioning using appropriate processes, strategies, and styles of negotiation that influence their customers and partners towards mutually beneficial outcomes. This program will equip you with this high-in-demand skill to close deals that might be deadlocked and maximize value for all stakeholders.

6 Don't Hesitate – Just Communicate

The quality of communication dictates the response one receives! Managers who possess good communication skills can keep their team morale high and resolve conflicts in time. Being an effective communicator takes real skills. The Critical Communication skills workshop will help you develop a truly engaging and responsive communication with your team, leading to positive results for all.

7 The Delegation Dilemma & Guidebook

Effective delegation leads to motivated teams, improved performance and better time management as against confusion, frustration, and de-motivation of the team in case of poor delegation. This workshop helps managers to understand what delegation is, address barriers of delegation and work with the Delegation Planning Guide on their real-world situation to determine what to delegate and who to delegate to.

8 The Essential Guide to Give Performance Feedback

Performance feedback is critical as it clarifies expectations, helps people learn from their mistakes and builds confidence. Equally important is leveraging high performance as it boosts morale. This program helps in learning how to deliver difficult feedback and then plan & deliver performance strategy conversations with team members.

9 How to be the Pied Piper

Managers can no longer lead solely with the power of authority or position. They need the power of influence - the ability to leave an effect on the actions, behaviour, opinions of others - to get things done. To be an effective influencer, you need both substance and style. This program helps managers understand how to create buy-in and advance ideas by building strong relationships and influencing strategically.

10 The Roller Coaster Of Handling Resistance

People are hardwired to resist – it's natural. Part of the brain – the amygdala – interprets any change as a threat to the body and releases the hormones for fear, fight or flight. This session teaches typical sources of resistance and common reactions to resistance and equips participants to use The Resistance Roundabout – a strategy for dealing with resistance.

11 Key Account Management

Key Account Management is a process that helps sustain, nurture and expand relationships with the organisation's most valuable accounts. Building and managing large key accounts is a daunting task. Learn how to craft a KAM Strategy and convert buyers into business partners.

12 Strengthening your Interpersonal POWER

Personal Effectiveness refers to an individual's ability to achieve their goals, communicate effectively, manage priorities, develop self-confidence and inspire others. This program will equip participants to utilise their talent, strengths, skills, energy and time to master their life and achieve both work and life goals.

13 Netiquette 101

In the time and age of instant answers and responses, online communication (emails, virtual meetings, official chat groups etc.) now forms an integral part of our businesses. Whether in offices or remote workplaces, businesses are built and run on effective communication. Learn the nuances, language, and etiquette when communicating online in this session.

14 The Power of Storytelling

The Power of Storytelling offers professionals the unique ability of crafting and delivering powerful, persuasive stories. Storytelling skills helps professionals in sharing their narrative and become great conversationalists. Thus, giving you the ability to communicate in a confident, engaging and persuasive manner!

15 Femme Phenomenal

From glass ceilings and work-life balance to 'leaning in', Femme Phenomenal is for women who contribute to organizational productivity and growth. Femme Phenomenal helps women accelerate their progress and mobilize their latent strengths & empower themselves with fresh perspectives to combat the ever changing demands of the workplace.