PEOPLE PROGRAMMING FOR
EMPLOYABILITY, ACCOUNTABILITY AND LEADERSHIP

A ROADMAP FOR SUCCESS IN LIFE

TPP World:
Total People Productivity Pvt. Ltd

Introduction

Total People Productivity Pvt. Ltd. (TPP World) is a distinguished business consulting and training firm established in Delhi in 2006. The company is renowned for its unique Total People Productivity Model, emphasising Organizational Alignment and People Programming platforms. This innovative model, created by TPP Founder and CEO Sanjay Kumar, is the culmination of his 37 years of experience with over 200 organisations and the development of 50,000 professionals.

People Programming Platform: The 4Hs Approach

TPP World's People Programming platform operates on the 4Hs approach—connecting the Hand with the Heart, Head, and Habit. This approach fosters a transformative journey through five stages of People Development: Profiling, Analysis, Development, Review, and Implementation.

The Impact of the TPP Model

The TPP model is designed to enhance the success of individuals and leaders in both their personal and professional lives. It aims to add 4x values to the growth and development of the Nation, Society, Organization, Family, and Self. The model is based on extensive research and practical application, making it a robust tool for fostering comprehensive growth and productivity.

Comprehensive Development Framework

TPP World's framework for people development is grounded in:

- **Profiling:** Identifying strengths, weaknesses, and potential areas of growth.
- **Analysis:** Evaluating skills, behaviors, and performance metrics.
- **Development:** Implementing tailored training and development programs.
- **Review:** Continuously assess progress and make necessary adjustments.
- **Implementation:** Applying learned skills and knowledge in real-world scenarios.

This structured approach ensures a holistic development process that aligns individual goals with organisational objectives, driving personal success and business growth.

TPP World's Legacy and Vision

Founded on the principles of continuous improvement and strategic alignment, TPP World has consistently contributed to developing professionals across various sectors. By integrating innovative methodologies and practical insights, TPP World fosters a culture of productivity, accountability, and excellence.

Preface

Welcome to this handbook, a powerful resource designed to help individuals and leaders succeed personally and professionally. This guide leads you on an inner transformation journey, connecting the Hand with the Heart, Head, and Habit (4Hs). The 3Cs—Connect, Communicate, and Commitment—are the foundation, linking the Hand with the Heart. The connection is further strengthened by the 3Is—Involve, Improve, and Impact—bridging the Hand and Heart with the Head. Finally, the Hand, Heart, and Head are unified with the Habit through the 3Ds—Define, Develop, and Zero Deviation. This holistic framework can lead to significant personal and professional growth, with overall leadership enhanced by the 3Ls—Lead, Led, Learnt.

The journey of people development follows five stages, starting with Profiling. This process begins at age 15, considering an individual's academic and family background to understand their employment journey, career progression, & nature of work. The People Profiling Sheet facilitates a comprehensive understanding of each individual, laying the foundation for change. Once profiling is complete, analysis begins, incorporating personal details, family background, employment history, & program needs. This analysis is conducted for the entire group of participants. The development program is then designed, customised, & implemented. Regular review and improvement are integral, with post-training reviews informing future development plans.

The People Programming process lasts over 90 days, during which trainers, mentors, and coaches provide continuous support. TPP has been running these programs for over three years with the 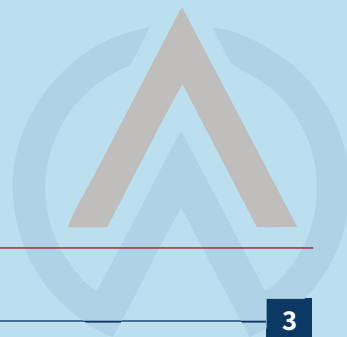same groups, creating lasting changes in individuals and their friends, colleagues, and family members. TPP strongly emphasises transforming participants' dependents, instilling confidence and self-belief.

Key elements of this transformation include employability, accountability, and leadership. The initial challenge is securing employment and starting a career. TPP stresses the importance of a career over a job, as careers bring long-term satisfaction, commitment, and association. The question of employability is critical, with underemployment being a significant issue. As careers advance, accountability becomes vital for success. Accountability involves seeing it, doing it, solving it, and owning it—ownership is crucial for success and failure. Leadership is about developing others, leading from the front, and setting a positive example.

TPP has developed research-based development modules and programs for individuals and leaders, comprising over 36 training modules that cover 200 developmental topics. These programs focus on adult learning processes and experiential learning, making them highly participative and tailored to the audience. Classroom training is complemented by homework and reviews, with a 60-day homework assignment that is reviewed and evaluated to implement changes and improvements at work and in family life.

TPP aims to reach over 4 billion people worldwide. A Learning Management System (LMS) is being developed on a digital platform to connect and train resource personnel—trainers, mentors, and coaches—globally. This global approach underscores the belief that people are the greatest asset on earth, requiring development and grooming to meet present and future challenges.

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Executive summary

People as the Greatest Asset

People are the greatest asset on this earth, creating immense value for the nation, society, organisations, families, and themselves. Developing people enables them to increase their value fourfold, significantly contributing to the success and growth of countries and organisations.

TPP World: A Legacy of Development

TPP World has been dedicated to people development for over thirty years, shaping 50,000 professionals across various levels, from front-line operators and technical staff to functional leaders and business executives. With over 200 clients spanning mega-large, medium, small, and nano industries, TPP World has made a substantial impact.

Focus Areas: Sustainability, Revenue, and Growth

Our focus areas include business sustainability, revenue, and growth, addressing hard and soft elements essential for development. Target, Team, and Trust are key areas of work, with target setting and review playing crucial roles.

Team Development

Team development is pivotal, beginning with individual transformation and extending to the entire team. Leadership is a critical element in this process.

The People Programming Platform

TPP World has pioneered the People Programming platform, which is unique globally. This platform is based on the 4Hs: connecting the Hand with the Heart, Head, and Habit. TPP Founder and CEO Sanjay Kumar emphasises the importance of connecting the hand with the heart first, rather than the head. Inspired by Japanese development methods, this approach ensures sustainability and growth through deep emotional commitment.

Commitment to Improvement

Commitment to improvement is vital for overall development. Committed employees are more accountable and engaged, achieving superior results.

The Inner Journey of Change

The journey of change begins within. It starts with self-awareness—knowing who I am and what I want to do. This inner fire drives transformation. A winning attitude is crucial, creating a win-win situation for all.

From Personal to Interpersonal Transformation

Change progresses from personal to interpersonal levels. Connection, communication, and commitment are key. Emotional bonding, respect, and love foster strong connections. Commitment and trust are essential for winning and maintaining trust.

The Importance of Leadership

Leadership is indispensable. While many can lead, true leadership is rare. Leaders drive change, adding speed and direction. Success and growth depend heavily on effective leadership.

Wisdom and Accountability

Wisdom, a focused approach, and accountability are critical factors for change. The growth of nations, societies, organisations, and families hinges on how people visualise and address existing and new challenges.

Focus on Employability, Accountability, and Leadership

TPP focuses on Employability, Accountability, and Leadership. Employability is a significant challenge, requiring a systematic plan and approach. As careers progress, accountability becomes essential, with individuals taking responsibility for growth. Accountability must be developed across all levels and age groups. Leaders guide their teams towards growth, driving organisational success. Setting the right direction and moving towards it is the key to success. All-around efforts are necessary to bring about meaningful change. We all must participate in this journey of change, striving to develop a clean, safe, and eco-friendly world.

Theme - Employability, Accountability and LeadershIp

TPP addresses three crucial stages of people's development: Employability, Accountability, and Leadership.

Employability

Employment is provided based on specific positions and vacancies, with recruitment tailored to fill these roles. The nature of the position and work is clearly defined before candidates are invited for written tests or interviews. Although many people apply, only the most suitable candidates are selected based on their knowledge, skill set, and attitude (KSA). Employability hinges on both hard and soft elements.

TPP focuses on four key areas:

1. **Technical Skills**
2. **Focused Approach**
3. **Wisdom**
4. **Accountability**

Employability and job offers are influenced by these factors. Technical skills are crucial as they reflect a candidate's ability to manage and perform tasks, ranging from basic awareness to highly specialised expertise.

TPP's definition of employability also includes:

- **SMART People, Good Work**: This concept emphasises that a SMART person can deliver good work. SMART stands for:
  - ○ **Self-Confident**
  - ○ **Motivated**
  - ○ **Assertive in Approach**
  - ○ **Reasoning**
  - ○ **Teamwork**

These traits are essential for assessing employability. Good work is characterised by delivering products that are high in quality, low in cost, delivered on time, maintained with total safety and 5S (housekeeping), and result in customer satisfaction.

TPP promotes career building over merely securing a job. Those focused on building a career have better employability than those primarily focused on monetary gain. Employability is the foundational requirement upon which skills are further developed.

Under-employability is a challenge where individuals are unable to perform or deliver desired results, leading to underutilisation of their capabilities. For example, hiring an engineer for machine operation due to limited opportunities illustrates this issue.

Accountability

As careers progress, accountability becomes increasingly important. While responsibilities are assigned, accountability is something individuals take upon themselves. It involves seeing tasks through, solving problems, and owning the outcomes.

Accountability entails starting and completing work on time and reporting back upon completion. This cycle defines true accountability. Employees receive wages for performing their jobs, but delivering work with accountability leads to higher increments, promotions, and remuneration.

TPP has developed age-based and hierarchy-based accountability frameworks. For example, age 36-45 is often a transformative period during which significant accountability is expected. As individuals move up the hierarchy, their level of accountability evolves.

Age-Based Accountability:

|		
18-25	:	Givers
26-35	:	Receivers
36-45	:	Transformers
46-55	:	Business leaders/Entrepreneurs
55+	:	Mentors and coaches

This is TPP World's field research-driven initiative. Individuals aged 35 years and above are recognized as the transformers.

Business Leaders
(Accountable for profit & business growth.

Functional Leaders
Responsible for winning stakeholders' trust.

Sectional Leaders
Accountable for product and service delivery.

Front Line Team Leaders
Responsible for productivity, quality, cost, & delivery.

Front Line Team Members
Accountable for production & service excellence.

Accountability is nurtured through hard and soft elements, including manpower planning, deployment, and individual and leadership development.

Leadership
Leadership represents a journey from "i" to "I." This journey starts with individuals who evolve into team members, team players, and eventually leaders.

Leader ← **Team Player**

Team Member **Individual**
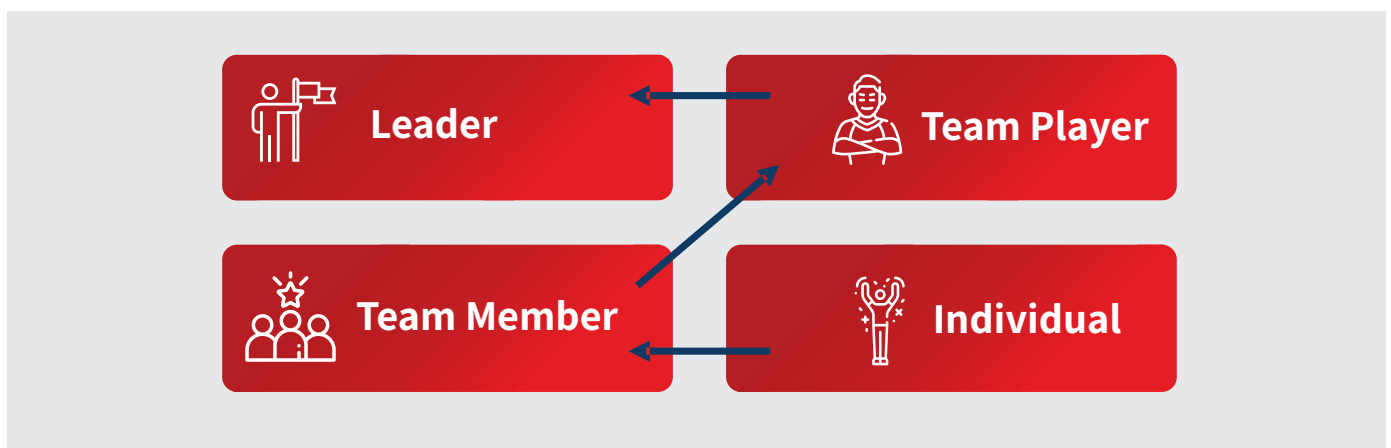
Leader and leadership are distinct concepts. While many types of leaders exist, leadership is about demonstrated behaviours that set examples for others. It is both developed and acquired.

TPP focuses on developing leaders across all levels, from business leaders to front-line team leaders, supervisors, and shift managers. Leadership development emphasises:

- **Commitment**   - **Improvement**   - **Leadership**

TPP has established two leadership development programs: one for front-line personnel and another for senior management. The senior management program spans 90 days, employing a people programming approach. TPP has developed over 10,000 leaders across all levels through these programs.

People Programming – The Platform

The SK-TPP model fosters a responsible organisation and an accountable team, ensuring employability, accountability and leadership.

The People Programming platform is rooted in the 4Hs approach: connecting the Hand with the Heart, linking the Hand and Heart with the Head, and finally integrating the Hand, Heart, and Head with Habits.

The 4Hs Framework

1. **Hand**: All tasks are performed using our hands. The quality and speed of the work are crucial. When people use only their hands, they deliver 1x value—earning their salary/wages with minimal engagement.

2. **Hand and Heart**: Connecting the hand with the heart doubles the value (2x) as it brings engagement, leading to higher performance.

3. **Hand, Heart, and Head**: Involving the head along with the hand and heart results in 3x value, combining skills, emotions, and intellect.

4. **Hand, Heart, Head, and Habit**: Integrating habits increases the value to 4x, fostering commitment, improvement, and consistent performance.

The 3Cs, 3Is, and 3Ds

1. **3Cs (Connect, Communicate, Commitment)**: These connect the hand with the heart, enhancing engagement and accountability.

2. **3Is (Involve, Improve, Impact)**: These link the hand and heart with the head, driving higher performance.

3. **3Ds (Define, Develop, Zero Deviation)**: These integrate habits, leading to effortless high performance and fostering leadership.

Five Stages of Development

1. **Profiling**: Understanding participants' education, family background, career/employment, and progression through one-on-one meetings.

2. **Analysis**: Analyzing the participant's profile to design and develop tailored programs.

3. **Development**: Creating programs based on participant needs and open program data.

4. **Implementation**: Delivering the customised program.

5. **Improvement**: Conducting periodic reviews, homework, and feedback to ensure continuous development.

Periodic Review

- TPP monitors performance for 30 days, followed by a 360-degree review.
- Feedback is collected from seniors, juniors, and peers. Performance is reviewed at work.
- The People Programming platform has enhanced the productivity and performance of over 20,000 participants through this research-based approach.

A Journey of Change

TPP has developed 30 training modules covering 200 topics, each lasting 3-6 hours, depending on participant needs.

1 **PAHCHAN** Know Self	• Develop Purpose of Life • Fire Within • Motivation	• Winning Attitude • Empathy • Success
2 **LAKSHYA** Set Targets	• 4 Phases of Life • Set Targets • SMART Goals	• Time Management • Delegation • Daily Work Management
3 **MANTHAN** Get to the Roots	• Retention - Improvement- Breakthrough • Analytical Skills • Tools & Technique	• Creativity & Innovation • SCAMPER Method • Decision Making Process
4 **JEET** Connect with Others	• Personality • Communication & Presentation Skills • Interpersonal Relations	• Conflict Management • Stress Management • Negotiation Skills
5 **MALA** Lead for Front	• Group & Team • Team Work • Leaders Vs Managers	• Leadership Traits • Set an example for Others • Legacy in Life

Key Highlights

- **37 Years of Field Research**: Developed with insights from 50,000 professionals across all levels.

- **Extensive Learning from Japan**: Sanjay Kumar's decade-long work with Japanese gurus provided deep insights into the Japanese work culture, which he adapted and enhanced for India.

- **The Indian Way:** Emphasises connecting the hand with the heart, as opposed to the Japanese focus on the hand and head.

- **Adult Learning Process**: Incorporates six essential elements for 100% participant involvement, including storytelling, videos, games, homework, and reviews.

TPP is poised to take this platform global, aiming to enhance people's productivity and development worldwide through People Programming.

Adult Learning Process

All modules in the People Programming platform incorporate six essential elements to ensure effective learning and engagement:

1. **100% Participant Involvement**: Ensuring every participant is actively engaged throughout the program.

2. **3Cs and 3Is Framework**: The program is structured around the 3Cs (Connect, Communicate, Commitment) and the 3Is (Involve, Improve, Impact). Participants connect at least five times in a day-long session.

3. **Storytelling**: Using narratives to illustrate key concepts and facilitate more profound understanding.

4. **Videos and Games**: Incorporating multimedia and interactive activities to enhance learning and retention.

5. **Homework and Review**: Assign tasks for participants to complete and review their progress to reinforce learning.

6. **Feedback**: Sharing constructive feedback with participants to guide improvement and growth.

Additionally, the senior management team's involvement at both the beginning and end of the program ensures alignment with organisational goals and reinforces the importance of the training.

TPP Measures: A Transformative Approach to Change and Improvement

Enhancing Skills

TPP utilises a structured approach to measure and enhance skills through progressive levels:

- **Level 0**: I don't know
- **Level 1**: I know the theory
- **Level 2**: I can do it with help
- **Level 3**: I can do it without help
- **Level 4**: I can train others

Understanding and Learning Levels

Participants' understanding and learning are categorized into four stages:

- **Introductory**
- **Basic**
- **Intermediate**
- **Advanced**

Accountability Levels

Accountability is developed across different roles, progressing from receivers to mentors:

- **Receivers**
- **Givers**
- **Transformers**
- **Entrepreneurs**
- **Mentors and Coaches**

Improving Productivity (Social Definition)

Productivity is measured by enhancing the quality of life- Making today's life better than yesterday and tomorrow better than today.

Developing People

TPP focuses on transforming ordinary individuals into extraordinary performers:

- **Value Add**
  - $1x - 1 = 1$ (Retention)
  - $4x1 = 4$ (Improvement)
  - $4x4 = 16$ (Breakthrough)

Enabling People to Take Up Bigger Roles and Challenges

TPP encourages individuals to expand their capacities and tackle larger challenges:

- **A Fish's Journey**
  - From the jar to the well
  - From the well to the lake
  - From the lake to the rive
  - From the river to the ocean

Improving Resolution and Focus

Participants are guided to enhance their focus and perspective- Move from mobile to TV and finally to multiplex

Handling Responsibility and Control

Participants are trained to manage increasing levels of responsibility:

- **A Boat**
- **A Motorboat**
- **A Ship**
- **A Titanic Ship**

This transformative approach ensures that individuals improve their skills and accountability and expand their capacity to handle greater responsibilities and challenges, leading to significant personal and professional growth.

Individual Development

"Making today's life better than yesterday and tomorrow better than today" is the mantra of success.

TPP World is dedicated to helping individuals achieve success in their personal and professional lives. To enhance their skills and productivity, TPP has worked with over 30,000 professionals through various development programs.

Adding Value Across Multiple Dimensions
- **Nation:** Developing India for a global value chain.
- **Society:** Generating employment for the youth.
- **Organisation:** Ensuring business sustainability & growth.
- **Family:** Improving family life continuously.
- **Self:** Achieving personal success.
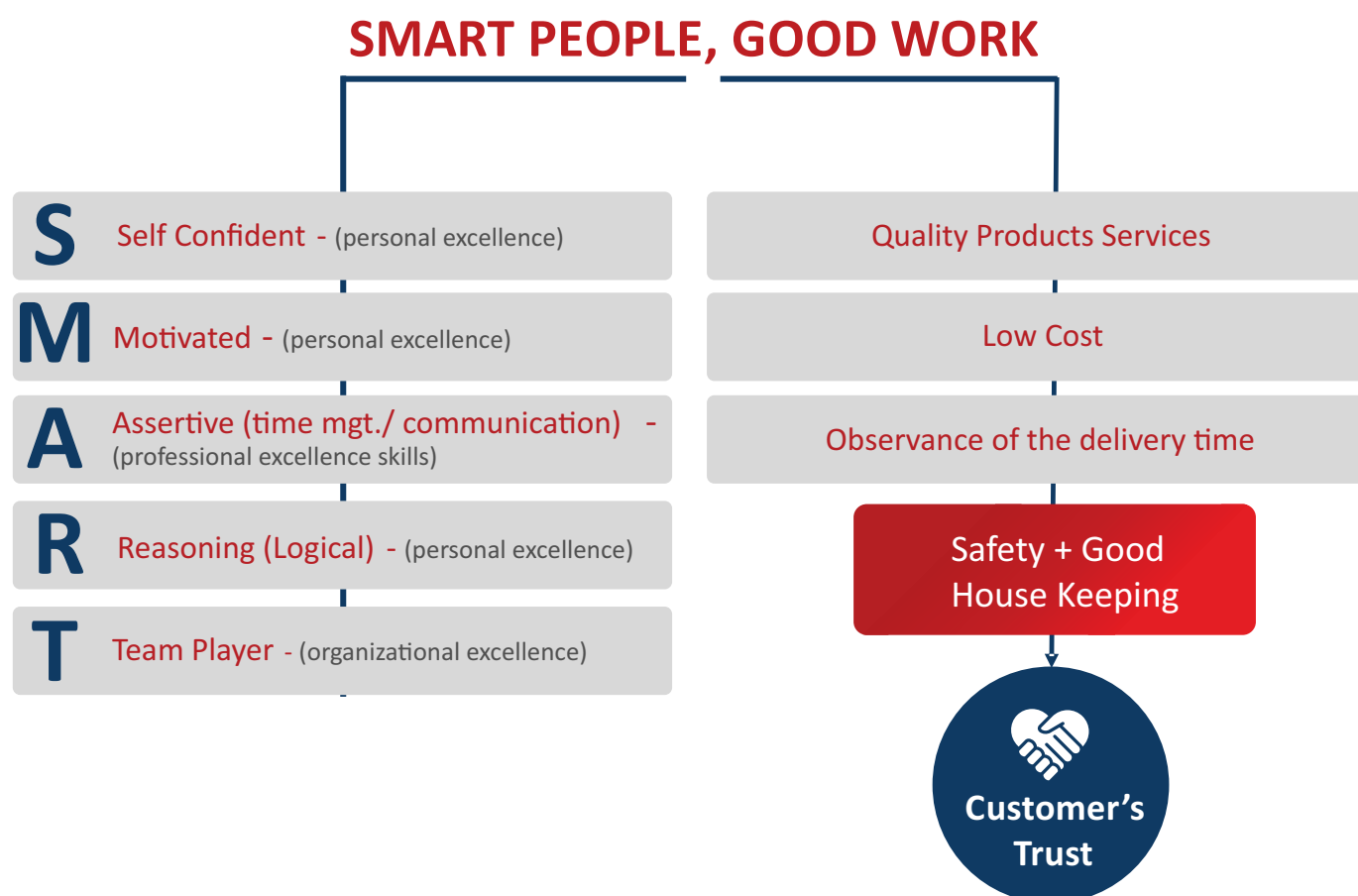
Focus Areas

People Productivity and Performance are key areas of focus. TPP aims to develop individuals to add 4x value, recognising that human potential is a vital growth factor. TPP's mantra is "People to Productivity," working closely with individuals through targeted programs and interventions.

SMART People, Good Work

TPP Founder & CEO Sanjay Kumar has studied the Japanese model of learning and growth, emphasising the need for "SMART People" who do "Good Work."

- **SMART People:** Individuals should be smart in their work, not just hardworking. Confidence and motivation are essential to improving productivity and performance. Continuous improvement is key, achieved by developing responsiveness, creativity, and innovation.

- **Good Work:** Challenges related to work habits are addressed, focusing on productivity, quality, cost, delivery, safety, and 5S (housekeeping). Safety is the primary consideration, and earning customer trust depends on performing good work consistently.

SMART PEOPLE, GOOD WORK

S Self Confident - (personal excellence)	Quality Products Services
M Motivated - (personal excellence)	Low Cost
A Assertive (time mgt./ communication) - (professional excellence skills)	Observance of the delivery time
R Reasoning (Logical) - (personal excellence)	Safety + Good House Keeping
T Team Player - (organizational excellence)	Customer's Trust

Four Pillars of Individual Development

Technical Skills

- We are hired for
- More than one technical skills

Focused Approach

- Targets & Goals
- What is expected

Wisdom

- Understanding of
- Right People
- Right Pace
- Right Process
- Right Time

Accountability

- See it
- Do it
- Solve it
- Own it

1. **Technical Skills:**
   - Skill development tailored to organisational and functional needs.
   - Training models are designed using the ADDIE model.
   - Expertise in developing effective training modules.

2. **Focused Approach:**
   - Essential for career building and success.
   - Develop an adapt, innovate, excel, and sustain approach.
   - Focus on achieving and exceeding targets.

3. **Wisdom:**
   - Doing the right work at the right time, place, and with the right people.
   - Being proactive and responsive rather than reactive and repetitive.

4. **Accountability:**
   - Crucial for career progression and growth.
   - Increased responsibility leads to rewards and recognition.

The People Programming Approach

All programs are customised based on needs and participant levels, following these five key stages:

1. **Know Oneself:**
   - Understanding who you are and what you need to do.
   - Emphasising self-awareness and internal motivation.

2. **Set the Target and Review:**
   - Setting long-term and short-term targets.
   - Monitoring development against these targets.

3. **Root-Cause Analysis:**
   - Developing analytical skills and decision-making capabilities.
   - Fostering creativity and innovation.

4. **Win-Win:**
   - Enhancing communication and interpersonal skills.
   - Generating commitment through effective connection and communication.

5. **Teamwork:**
   - Emphasising the importance of working together to achieve more.
   - Promoting teamwork across all levels and functions.

Leadership Development

The TPP Leadership Program is designed for functional and business leaders. It offers two distinct fellowship programs that emphasize leading from the front and setting an example for others.

The Journey from "i" to "I"

The transition from an individual role to a leadership position involves moving from being a team member to a team player and eventually to the captain or leader of the team. This progression mirrors the development seen in sports, such as in cricket, where one starts as the 12th man, becomes a regular team player, advances to a key player or vice-captain, and finally becomes the captain and coach. This process nurtures leadership traits, transforming chosen leaders into effective and respected figures in business, politics, or other fields.

Key Traits for Leadership

TPP focuses on three essential traits for leadership development:

Commitment · **Leadership** · **Improvement**

The Leadership Journey:

The TPP Leadership Program spans 180 days, comprising three training modules, each lasting 60 days:

1. **Win-Win: Developing Self-** Focuses on the 3Cs: Connect, Communicate, Commitment.

2. **Manthan: Getting to the Root-** Emphasizes the 3Is: Involve, Improve, Impact.

3. **Mala: Leading from the Front-** Centers on the 3Ls: Lead, Led, Learnt.

| 5 days | 10 days | 45 days | 60 days |
| Dipstick Study | 1st Module **Win-Win** | Review & Implement | **REPORT** |

| 120 days | 105 days | 65 days |
| **REPORT** | Mentoring & Coaching / Review | 2nd Module **Manthan** |

| 125 days | 160 days | 180 days |
| 3rd Module **Mala** | Review / Mentoring & Coaching | **FINAL REPORT** |

Program Structure

- **Dipstick Study:** Initial assessment to identify current leaership capabilities and areas for improvement.

- **Program Delivery:** Training sessions are conducted ove 60 days for each module.

- **Homework Review:** Regular evaluations and feedback sessions.

- **Final Report Submission:** Comprehensive report shared with participants and management, detailing progress and outcomes.

Customized for Functional and Business Leaders

The program is tailored to meet functional and business leaders' distinct needs. Over the past ten years, TPP has successfully trained more than 10,000 participants, helping them advance to higher levels of hierarchy. The program has significantly improved interpersonal relations and teamwork, benefiting workplace dynamics and personal relationships beyond working hours.

TPP's Four Flagship Programs

TPP has developed and standardized four flagship programs, which impact over 30,000 participants and focus on building a strong organisational culture. These programs have been implemented in over 100 organisations, covering 1,800 participants in a single company over six months.

Why Flagship?
These programs have generated significant revenue for TPP and have been conducted across various sectors and industries with consistent, phenomenal results.

1. **Mehnat Se Kamyabi Tak – SMART People, Good Work**
2. **Nai Disha, Nai Umang – Supervisory Development Program**
3. **Parivartan – Leadership Development Program**
4. **Taiyari Uddan Ki – Career Building Program**

Each program addresses the needs of different levels and categories:

MSK – Mehant, Safalta, and kamyabi: Front-Line Operators and Technicians Development Program

The MSK program is specifically designed for front-line employees, including operators and supervisors. It emphasises key areas such as Productivity, Quality, Cost, Delivery, Safety, Environment, and Morale (PQCDSEM), aiming to transition from Product to Productivity (P2P).

Program Highlights:
- **Duration:** The module takes 1-2 days to complete, depending on company requirements. A condensed 3-hour version is available for certain clients.

- **Audience:** This is a mass-level culture-building program targeting all employees.

- **Language:** Conducted in Hindi and local languages to ensure clear communication.

- **Focus:** Emphasis on the 3Cs - Connect, Communicate, and Commit.

Core Elements:
- **SMART People, Good Work:** Covers five elements-

  - **Connect with Others:** Encourages building strong connections with oneself, colleagues, & teams.

  - **Purpose of Life:** Expands thinking beyond self and family to include contributions to the country, society, and organisation.

  - **The Fire Within:** Inspires individuals to initiate personal change and influence their surroundings.
    - NO Satand for N.O – New Opportunity
    - Impossible stands for I am Possible
    - The problem is replaced with the challenges

  - **Self-Satisfaction:** Promotes inner fulfilment as a driving force.

  - **Teamwork:** Stresses the importance of collaborative efforts for success.

Program Structure:

1. **Initial Connection:** This course focuses on how to connect with oneself, colleagues, and the team. It emphasises the mantra of "Connect — Communicate — Commit" for success.

2. **Purpose of Life:** This program encourages participants to live for the country, work for society and the organisation, think for thefamily, and leave a legacy, broadening the scope of their efforts and dedication.

3. **The Fire Within:** The course highlights the journey of personal change and its impact on society. Ecourages a paradigm shift:
   - **NO:** Stands for New Opportunity.
   - **Impossible:** Translates to I am Possible.
   - **Problems:** Reframed as challenges to be overcome.

4. **Good Work:** Discussed in the second half of the program, focusing on maintaining a winning attitude and effective teamwork.

Follow-up:
- **Homework:** All participants are given a homework sheet at the end of the program.

- **Review:** A review session is conducted after one month to assess the number of breakthrough results achieved.

This program enhances the technical skills of front-line employees and fosters a culture of continuous improvement and commitment, ultimately driving organisational success.

Nai Disha, Nai Umang (NDNU) – Front-Line Leader Development Program

The NDNU program is tailored for supervisory and functional-level development, focusing heavily on cultivating trust with customers. Its primary aim is to empower leaders to lead from the front, motivating operators and workers to achieve peak performance while providing guidance and support.

Key Objectives:

- **Training, Mentoring, Coaching:** Develop participants to enhance operational efficiency by fostering ownership and pride in their workplace roles.
- **Team Support:** Promote teamwork across operations and production sections, emphasising waste control and reducing rework and rejection costs.
- **Improving Productivity:** Enhan2ce both machine and manpower productivity through innovative ideas and suggestions for improvement.

Program Structure:

- **Duration:** Spanning 120 days (4 months), the program includes:
  - Four days of classroom training divided into two modules, each lasting two days.
  - Homework assigned at the end of each module to be completed within 30 days.
  - Post-training reviews by Team TPP after each module's completion, typically after 45 days.
  - Ongoing improvement and project work implemented directly at the workplace.

Module Details:
1. **"Jeet Hi Jeet"** based on 3 Cs:
   - **Connect:** Foster strong connections within the team and across functions.
   - **Communicate:** Enhance communication channels for effective teamwork.
   - **Commitment:** Instill a commitment to excellence and shared goals.

2. **"Manthan"** based on 3 Is:
   - **Involve:** Engage participants in decision-making and process improvement.
   - **Improve:** Continuously refine processes and practices to boost efficiency.
   - **Impact:** Measure and amplify the positive effects of changes made.

Implementation Approach:
- Modules are strategically spaced with a minimum gap of 60 days between each to embed cultural shifts and ensure sustained benefits.
- Each batch accommodates 16-20 participants to maximise interactive learning and team dynamics.
- Cross-functional representation from all departments ensures comprehensive skill development and encourages collaborative problem-solving.
- A designated batch leader from the Functional Leader level mentors and coaches the team on practical applications in their respective shop floors.

Program Outcomes:
- **Increased Productivity and Performance:** Demonstrable enhancements in individual and team productivity.
- **Operational Efficiency:** Reduced setup and changeover times, lowered rejection rates, and savings in raw materials and consumables.
- **Enhanced Delivery:** Improved on-time delivery metrics.
- **Maintenance and Safety:** Decreased machine breakdowns, reduced power consumption, and improved compliance with 5S and safety standards.
- **Workplace Culture:** Reduced absenteeism and increased engagement through higher quality and quantity of kaizen initiatives.

The NDNU program is a cornerstone in fostering leadership capabilities among frontline supervisors, contributing significantly to organisational growth and operational excellence.

Parivartan – Business Leaders Development Program

The Parivartan Program is a pivotal development initiative designed for business leaders. It aims to foster a culture of sustainability, revenue growth, and leadership excellence within organizations. Since its inception in 2012, TPP has successfully implemented this program across more than 50 clients, achieving notable outcomes.

Program Overview:

- **Transformational Journey:** The program facilitates a transformation from an individualistic mindset ("i") to a collaborative team-oriented approach ("I"), nurturing participants to evolve into effective team members, players, and leaders.

- **Methodology:** Rooted in the 4H People Programming approach, the program emphasises:
  1. **Commitment**
  2. **Improvement**
  3. **Leadership**

- **Structured Approach:** The Parivartan Program unfolds through ten comprehensive steps:
  1. **Training Proposal**
  2. **Participants Selection and Planning**
  3. **Dipstick Study**
  4. **Developmental Program – Three Modules**
     - **Win-Win**
     - **Manthan**
     - **Mala**
  5. **Homework and Review**
  6. **Implementation and Hand-holding**
  7. **Mentoring and Coaching**
  8. **Assessment and Feedback**
  9. **Program Effectiveness Evaluation**
  10. **Final Report Submission and Future Planning**

Module Breakdown:

- **Win-Win:** Focuses on enhancing personal and interpersonal skills over two days, followed by homework review after 45 days in the workplace.

- **Manthan:** Centers around developing analytical, decision-making, and innovative capacities. Homework is assigned post-program with a review after 90 days.

- **Mala:** Concentrates on refining team dynamics, managerial skills, and leadership traits essential for leading from the front.

Program Impact:

- Organisational Benefits: Parivartan has significantly contributed to business sustainability, revenue growth, and operational efficiency improvements.

- Leadership Development: Leaders across all levels have demonstrated enhanced capabilities, with an increase in Heads of Departments and section leaders assuming higher responsibilities.

- Cultural Shift: The program facilitates a shift from reactive to proactive organisational practices, fostering greater responsiveness and customer trust.

- Governance: Emphasis on good governance practices further enhances organisational credibility and effectiveness.

The Parivartan Program is a testament to TPP's commitment to nurturing effective leadership and fostering sustainable growth across diverse business landscapes.

TUK – Taiyari Uddan Ki- Career Development Program

Preparation to Placement (P2P)

The Taiyari Uddan Ki (TUK) Program by TPP World is dedicated to enhancing employability and career development. Since 2008, TPP has collaborated with educational institutions and colleges, empowering thousands of degree and diploma holders to successfully transition into leadership roles under the guidance of TPP Founder & CEO Sanjay Kumar.

This program operates on TPP's People Programming platform, emphasising the 4Hs framework. This hands-on initiative is structured around the following principles:
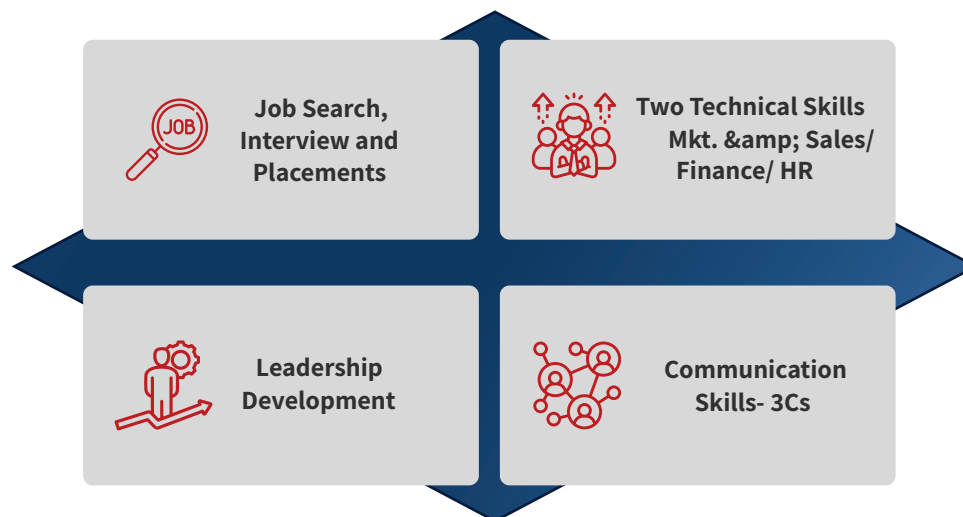
Program Overview:

- **Foundation:** Built on TPP's People Programming platform- 4Hs, focusing on:
  ○ **Technical Skills:** Emphasizes the development of two technical competencies—one primary and one secondary—to bolster job prospects.
  ○ **Communication Skills:** Strengthening personal and interpersonal communication abilities.
  ○ **Focused Approach, Wisdom, and Accountability:** Instilling a mindset of continuous learning and responsibility.

Ten Steps of the TUK Program:
1. **Batch Formation**
2. **Program Outline and Finalization**
3. **Participants Profiling**
4. **Data Analysis and One-on-One Meetings**
5. **Resume and Job Search Preparation**
6. **Development Program**
7. **Communication Skills Enhancement**
8. **Leadership Program**
9. **Job Search and Selection Program**
10. **Homework, Review, and Feedback**
11. **Interview Preparation**
12. **Selection and Placement**
13. **Project Completion and Planning**

Adaptation During COVID-19:

- **Online Implementation:** Amid the pandemic, TPP conducted the program virtually, tailored to meet participants' specific needs through dedicated resources and personnel development.

Program Impact:

- **Success Metrics:** The program boasts a remarkable 100% job placement rate, which significantly boosts participants' confidence in navigating challenges in the competitive job market.
- **National Challenge Addressed:** Tackling the twin challenges of employability and unemployment, TPP World aims to expand its impact through innovative approaches like internet-based learning and AI integration.

The TUK Program exemplifies TPP World's commitment to empowering individuals with the skills and confidence needed for career success, thereby contributing positively to national workforce development goals.

Conclusion and the Way Forward

The People Programming platform is a cornerstone for enhancing employability, fostering accountability, and nurturing leadership qualities—a vital culture-building process championed by TPP World over the past 37 years. Collaborating with over 50,000 professionals and 200 organisations, TPP World has meticulously developed this platform.

Core Elements of People Programming:

- **4Hs Approach:** Integrating Hand, Heart, Head, and Habit through a structured framework.
- **Five Steps of People Profiling and Development:** From initial profiling to tailored development plans.
- **90 to 180 Days Development Plan:** Customized timelines ensuring comprehensive growth.

Framework Overview:

- **Hand connected with Heart:** Achieved through the 3Cs—Connect, Communicate, Commitment.
- **Heart connected with Head:** Empowered by the 3Is—Involve, Improve, Impact.
- **Hand, Heart, and Head connected with Habit:** Anchored by the 3Ds—Define, Develop, Zero Deviation. Leadership fostered through the 3Ls—Lead, Led, Learnt.

Profiling to Improvement:

- **Five Steps of Profiling:** Includes family background, education, employment, and career progression analysis.
- **Development Program Design:** Tailored to individual needs and profiles, ensuring relevance and effectiveness.
- **Review and Improvement:** Continuous feedback loop with homework reviews and improvement plans every 30-45 days.

Development Cycles:

- **Minimum 90 Days:** Standard cycle for individual development.
- **Up to 180 Days:** Leadership development cycle, ensuring deeper growth and impact.

Types of Development:

- **Individual Development:** Focused on SMART People for Good Work, enhancing technical skills, focused approach, wisdom, and accountability.
- **Leadership Development:** Targeting commitment, improvement, and leadership qualities essential for functional and business leaders.

Flagship Programs:

- **MSK:** Mehant, Safalta, Kamyabi—Frontline team development.
- **Nai Disha Nai Umang:** Supervisory level leadership program.
- **Parivartan:** Functional and business leader development.
- **TUK:** Taiyari Uddan Ki—Employability and career-building program.

Global Expansion:

TPP World's vision includes scaling the platform globally, aiming to impact over four billion participants. Utilising digital platforms and a forthcoming Learning Management System (LMS), TPP World is poised to broaden its reach and effectiveness in the digital era.

TPP World continues to innovate and lead in professional and leadership development, shaping a brighter future for individuals and organisations worldwide through its robust People Programming framework and transformative programs.

Sanjay Kumar is the founder and CEO of Total People Productivity Pvt. Limited. After graduating from Tata Institute of Social Sciences, he started his career as an HR professional. His forte was people development and participation in the organization. From People, he moved to processes and specialized in quality systems, TPM, TQM, Suggestion success, Kaizen, Innovation, & other areas of work.

In his 37 years of career, he worked in the manufacturing sector. He worked with the mega large , large, medium, small and nano organization. covering all divisions and functions. Worked with people across all levels.

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