

Reniks Corporate Solutions



"Bringing to the world a portfolio of brands that anticipate business vision"

Located at:

109, Shubam Palace,
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Going Beyond Expectations

Reniks Corporate Solutions

‘Learning is an important function for success in business’

Reniks Corporate Solutions started its operations from June 2008 with a team of experts in genre with extensive experience in Methodology, Mentoring Process Governance and Implementations. Reniks has been active with its soft-skills division since July 2010.

Our corporate training division aims to be the leading Training Solutions Provider for the Indian corporate. The company leverages strengths of its subject matter experts and instructional design capabilities to plan, develop and impart exclusive training solutions. Our courses offer practical ready-to-use inputs aided by state-of-the-art practice research papers, enablers, tools, guidelines, manuals, videos, data, benchmarks, games, case studies and exercises.

We cater to our ventures as not mere training solutions but as an initiative towards building long lasting professional relationship and trust.

To bring to bear best practices and deep local knowledge to each of our engagements, we have forged global alliances and partnered with a reputed Indian training organization with years of experience.

The focus and vision of the company "Going Beyond Expectations" stands for commitment to the cause of promoting the culture of continuous learning in organizations.

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Training Solutions

Communication Skills

"Communication is the art of being UNDERSTOOD."

- Peter Ustinov

It is self evident that written and spoken communication skills are of crucial importance in business (and personal) life. Managers and leaders in particular must be effective communicators, good at getting their message across to, and at drawing the best out of, people. Communication skills in all forms, including non-verbal communication, need to be worked at and improved to ensure you understand people and they understand you.

Leadership And Motivation

"The art of leading comes down to one thing, facing reality, and then acting decisively and quickly on that reality"

From the files of Jack Welch

Motivation: "How Leaders Gain and Lose It, Why People Demand It"

Extract From: The Bible on Leadership

Everyone is a leader at sometime or the other and has to motivate others. The participants learn about the various styles of leadership and motivation and their effectiveness. This module helps discover one's own inherent style and make an informed choice of a more effective style. It helps to increase awareness of one's own beliefs and behaviour and its impact on others. This heightened awareness brings about modification of one's behaviour. Mainly covered aspects are:

- ❖ Honesty and integrity
- ❖ Purpose
- ❖ Kindness and compassion
- ❖ Humility
- ❖ Communication
- ❖ Performance management
- ❖ Team development
- ❖ Courage
- ❖ Justice and fairness
- ❖ Leadership development

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Conflict Management / Resolution

"If we manage conflict constructively, we harness its energy for creativity and development."

-Kenneth Kaye

Everyone faces conflict but few are able to resolve conflicts in an amicable WIN-WIN manner. This workshop is designed to empower the participants to be able to do just that; resolve conflicts in an amicable WIN-WIN manner through the use of structured and unstructured games and exercises,

Individual Temperament And Personality Analysis

"Everyone is, to some extent, a reflection of who they've modeled themselves after"

Extract From: Extraordinary Manager

The participants will discover their own critical blockages which are not allowing them to function to the optimal level and also various aspects of the personality which could be dysfunctional and do not allow them to derive maximum satisfaction and happiness in life. Various Psychometric tests will be used to bring out the different aspects of the personality and the participants' current profile will be prepared. The scores and their effects will be discussed and the participants will go into introspection and make voluntary decisions for the requisite changes.

One-to-one counselling is also available on request.

Interpersonal Skills

"I will pay more for the ability to deal with people than for any other ability under the sun"

John Rockefeller

Having good interpersonal skills is fundamental to one's success and satisfaction in life. This module helps the individual to discover the basic elements of interpersonal relationships in personal, social and official life. The tests bring into focus the current status of the participant vis-à-vis his interpersonal orientation. The discussion that follows helps the individual to become aware of the options available and take ownership of the decision for any change.

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Public Speaking & Presentation Skills

*"You are **you** and you need to be proud of that and confident in yourself to project it"*

Extract From: Communicating With Confidence

Public Speaking has often been rated as the Numero Uno amongst various fears of the majority of people. This workshop helps the participants to gain confidence, get over stage fright, speak to strangers with ease and learn the various nuances of speaking in public, viz. Correct breathing habits, posture, gestures, voice modulation, pronunciation, use of microphone and audio-visual aids, speech writing etc. The program can be ideally conducted for 2 - 3 hours spread through 7 - 10 days depending upon the group. A shorter 1/2 day program on Presentation Skills alone can also be conducted.

Neuro Linguistic Program

"Every thought must manifest according to its intensity. The slightest thought of Intelligence sets in motion, a power in the Law, to produce a corresponding thing."

Ernst Holmes: Basic Ideas of Science of Mind

Neuro Linguistic Programming helps individuals to discover their self-image and to overcome and eliminate dysfunctional behaviours. It can be used for a wide variety of activities from overcoming inhibitions to getting freedom from worry, tensions, anxieties etc. It also helps in discovering the root cause of many of our mental and emotional blocks at the sub-conscious level, which lead to present day shyness, stammering, lack of confidence etc. to name just a few. It also helps to overcome trauma – ones that are fresh in memory as well as long forgotten ones that continue to haunt the individual even today. NLP is highly effective in enhancing the personality and getting to be the person you really want to be.

Managing Anger

"Anyone can become angry. That is easy. But to be angry with the right person, to the right degree, at the right time, for the right purpose and in the right way... that is not easy"

Aristotle

Anger is the first emotion that an individual feels and probably the last one that he learns to effectively deal with. Anger can be a very positive emotion if only we knew how to make it work for us. That is what is aimed at in this workshop: to enable the participants to realize the true worth of anger and be able to channelize it accordingly.

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Managing Emotional Discipline

"The only competition you will ever have is the competition between your disciplined and undisciplined mind"

- James A. Ray

Lots of us go through life like a bull in a china shop and later wonder what hit us and why. This workshop helps the participants to come to terms with their emotions and to deal with them in a disciplined manner. This makes us well-rounded, mature and more effective personalities. Something in human nature causes us to start slacking off at our moment of greatest accomplishment. As we become successful, we will need a great deal of self-discipline not having to lose our sense of balance, humility, and commitment. Our mental attitude is something we can control outright and use self discipline until we create a positive mental attitude - Our mental attitude attracts to us everything that makes us who we are.

Managing Change

"Your success in life isn't based on your ability to simply change. It is based on your ability to change faster than your competition, customers and business."

Mark Sanborn

Change is a part of everyday life and managing change is an essential skill required by everybody today. The corporate world has become very dynamic and is going through major changes and most people find it difficult to keep their morale high in such circumstances.

This program aims to sensitize the participants and to help them to prepare for changes they will encounter and to cope with them in a constructive manner. Keep in mind that you cannot control your own future. Your destiny is not in your hands; it is in the hands of the irrational consumer and society. The changes in their needs, desires, and demands will tell you where you must go. This entirely means that managers must themselves feel the pulse of change on a daily, continuous basis. They should have intense curiosity, observe events, analyse trends, seek the clues of change, and translate those clues into opportunities.

When we see the need for deep change, we usually see it as something that needs to take place in someone else. In our roles of authority, such as parent, teacher, or boss, we are particularly quick to direct others to change. Such directives often fail, and we respond to the resistance by increasing our efforts. The power struggle that follows seldom results in change or brings about excellence. One of the most important insights about the need to bring about deep change in others has to do with where deep change actually starts

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Managing Stress

"Stress is not a reaction. Rather it is the price we pay for the "civilized" life we live which, by the way, is not civilized at all"

Yovko Bonev

Stress is the trash of modern life - we all generate it but if we don't dispose of it properly, it will pile up and overtake our life. Stress is the physical and psychological effects we experience as a result of the way we react to changes in the surrounding environment. Today, stress is an integral part of everybody's life and there is no escaping it. Therefore it makes sense to recognize it as such and learn to manage it. While situations, encounters or events may seem intrinsically "stressful," it is truly how an individual perceives and reacts to an event that determines whether or not the stress response is activated. This module helps the participants to understand the mechanics of stress and how it can affect ones life. It also imparts knowledge and practice of proven techniques that help and can be self-practiced by the individual after the program.

Managing Time and Setting Goals

Time: "Take care of the minutes and the hours will take care of themselves."
-Lord Chesterfield

Goal: "The world makes way for the man who knows where he is going."
-Ralph Waldo Emerson

Time is one of the greatest levellers and is a resource available to all. Managing ourselves to get our specific task done in the time allocated is managing time effectively. Many people fail in life, not for lack of ability or brains or even courage but simply because they have never organized their energies around a goal. Managers have to cope with a lot of things within a certain time frame. Setting proper goals and correct timing is of essence in a manager's effectiveness. This is the subject of this module wherein the participants go through various structured exercises to learn the nuances of goal setting and managing their time in an optimal manner.

Having researched these topics extensively we offer this program as a service to help you build a stronger foundation for your success. We are convinced that mastering skills like time management, goal setting, outsourcing and so forth can help take back control and live a fulfilling life!

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Six Thinking Hats – Edward de Bono

“Six Hats is the missing link between understanding different styles of thinking and constructively using them.”

Everything begins with a thought and some type of thinking, therefore if the quality of our thinking improves then the quality of those actions that follow should correspondingly improve.

Parallel Thinking and The Six Thinking Hats.

The Six Thinking was developed from the concept of Parallel Thinking which seeks to be constructive and creative. It allows group consideration of an issue or idea without the intervention of dispute or disagreement. It is one way that a number of people can use collective energy to approach an issue from the same perspective. Parallel Thinking does not exclude critical judgement completely. Instead, it works alongside it to achieve a better result. The Six Thinking Hats® is a process that enables Parallel Thinking™, by allowing everyone to wear the same hat (thinking mode) at the same time and explore subjects thoroughly together. It is a learned skill that can be understood by everyone.

The Benefits of the Six Thinking Hats:

- Encourage co-operation.
- Reduce “I am right, you are wrong” scenarios.
- Stay focused. Achieve results more quickly.
- Keep egos and rivalry in check.
- Develop a creative mindset.
- Effectively lead teams and meetings.
- Maximize input and ideas to improve results.
- Defuse emotional topics and balance thinking objectively.
- Speed up thinking, be more productive and save time.
- Build clear problem definitions from different perspectives

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Learning To Think

"Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow."

-William Pollard

Everything in your life, every thought, and every dream, started as a simple thought. The more you put it inside your head, the higher the chances of it coming true. To perfect the skill, it helps to create pictures of your goals as if you already had them. Then, you need to use affirmations. By acting as if you're already living the dream, you keep yourself focused on strengthening your motivation.

If practiced properly and consistently, this can help you achieve just about anything you want in life. Humans are the smartest of all creatures. Sadly, many people underestimate the power of the mind. You set limitations to it and thus, you don't really discover just how much power you have with a simple thought.

Learn to apply numerous critical thinking techniques to your real-world business challenges in these highly interactive and engaging workshops. We incorporate a simple critical thinking framework for approaching problems and decisions, while fostering creativity and innovation. Class Exercises are customized for attendees. Curriculum for individuals, managers, teams and executives.

Transiting From College To The Workplace

***The Power Of Training & Willingness To Learn:** "The transformation of being a person to professional."*

Lots of youngsters enter the workplace with a lot of trepidation, not knowing what the right thing to do is. On the other hand some have mentally never left college. At the workplace no one tells them this but it gets recorded during Performance appraisal time and they may be overlooked when it comes to entrusting them with higher responsibilities. One of the biggest challenges every student goes through is the transition from college to corporate life. All of a sudden, there is a transition from assignments & mid-semesters to team work and deadlines.

The training module would include soft skills, communication, etiquette and attitudinal and behavioural skills. The initiative is also structured to encourage 'innovation and creativity' among students.

This program gives the much needed dos and don'ts of the corporate world and how to navigate through it without jeopardizing their careers. A program which is must for the final semester students.

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Business Communication Etiquette

'In good communication, people should be in no doubt that you have reached a conclusion.'

-John Adair

Many young people today spoil their corporate careers due to a lack of awareness of basic Communication Etiquettes. This program aims to educate the youngsters in good conduct practices involving business correspondence through emails and telephones and mobiles in the work place.

Personality Profiling

Self awareness is the first step to self development. Personality profiling involves conducting a battery of Psychometric tests to investigate an individual's Personality in depth. The complete profile would give an insight into the participant's strengths and weaknesses. It would also indicate the person's Personality type, fears and blockages and preferred functional styles on various parameters. This would also indicate the areas which need to be improved along with suggestions on how to go about it.

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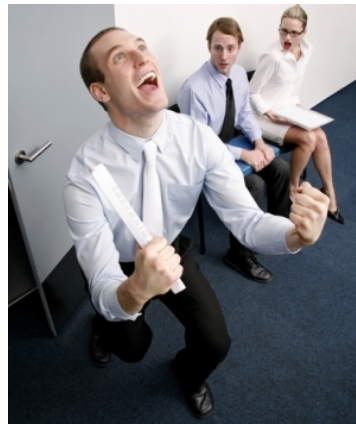


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OUR STRATEGY TO DIFFERENTIATE

COMMANDO - Series of Sales Training Program



We start the **Sales Training Program** - from very basic to a very advance stage of Sales training.

The programs create **COMMANDO** like Sales Force - who in turn achieves **COMMENDABLE** results in the business

1. Sales Process Training
2. Business Planning & Customer Segmentation Training
3. Customer Database Management Training
4. Telecalling Skills along with Tele-script Training
5. Consultative Selling Skills
6. Business Presentation Skills
7. Negotiation Skills
8. Sales Closing & Sales Objection handling
9. Selling Skills & NLP (Neuro Linguistic Program)
10. Selling Skills at ALPHA Level

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NIGHTINGALE - Series of Customer Service Training Program



All Organisation want to retain their existing Customers and want to make them Brand Loyal

The Quality of Customer service decides - the Customer's Brand Loyalty.

Customer Service Training starts from:

1. Understanding the Business Cycle & Operation Process Training Program
2. Communication Skill
3. Tele-Calling with Tele-script
4. Live Call Recorded Training
5. Information & Knowledge Management Training

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PERSONA - Series of Soft Skills Training Program



Soft skills play a vital role for professional success: they help one to excel in the workplace and their importance cannot be denied in this age of information and knowledge.

Our List of Soft Skills training Program also includes:

1. Organisational behaviour
2. Grooming skills
3. Effective meeting skills
4. Coaching & mentoring skills
5. Recruitment skills

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ZEUS - Management Development Training Program



MDSP Training sharpens the Business Management Skills to take more aggressive Strategic decisions.

We give special emphasis on these programs as they are the driving factors of all business

To align all employees to the Common *Vision* of the organization, to achieve the yearly *Mission* of the organisation and at the same time all employees need to abide by the Core Values of the Company.

To drive the business - the Leadership Team charge up the entire work force to achieve the common GOAL of the organization.

We start our program with:

1. Dynamic Leadership Skills
2. Coaching & Mentoring Skills
3. Innovation & Creativity Skills
4. Strategic Decisions & Implementation
5. Project Management Skills
6. Balance Score Card & Performance Management
7. Managing & Handling Productivity Skills
8. Daily Activity Management of the TEAM
9. Basic Training Skills for Managers
10. Meditation & Stress Management Skills

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Management Solutions

Project Management Training

Reniks Project Management Solutions, a division of Reniks Corporate Solutions, besides being compliant with the latest industry standards, is also highly flexible and adaptable to achieve the desired goals. Our workshops on Project Management are based on synchronized know-how with several esteemed organizations

Our training programs on Analysis and Project Management is based on real time experiences across various approaches including relevant/generic Case study approach which enables participants to understand the subject in depth and develop skills which are more effective to perform respective job responsibilities.

Courses Offered:

- Project Management Methodology
- PMP® Prep Course
- MS Project Training

Process Optimization

Process Optimization is a customized project/process training solution designed to meet the corporate needs. We work with the clients to identify the specific areas where the process requires to be optimized. Our delivery team specializes not only in providing the conceptual knowledge on the subject, but also provides real time case studies and simulation exercises to improve the understanding on the subject.

Program Management Training

Program management training focuses on the centralized coordinated management of a program to achieve programs strategic objectives. This involves aligning various components (projects and processes) to achieve program goals. Program management focuses on these project and process interdependencies to determine optimal approach for managing them for the success of the program.

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IT Solutions

Business Analysis

We provide a cohesive learning experience that takes the extremely complex elements of business analysis and simplifies them into manageable learning components. All of our courses include hands-on workshops giving students many opportunities to experience the techniques in class so students can return to their desks with the ability to better do their job. Students are encouraged to bring projects to class to help reinforce the concepts being taught. Our curriculum is developed utilizing business analysis subject matter experts as well as education specialists. This brings together the knowledge of best practices and techniques, with the emphasis on education and adult learning.

In this course students will learn to:

- Analyze and scope the area of analysis, working with project managers and business sponsors to clarify the level and complexity of the business analysis effort needed for the project.
 - Select the appropriate elicitation technique to efficiently identify critical requirements.
 - Analyze and refine business and functional requirements.
 - Ask the *right* questions through the use of interviewing templates developed specifically for business analysis elicitation.
 - Identify the five core components necessary to analyze a business area.
 - Plan an approach for analyzing, categorizing, and managing requirements. Determine the level of formality required and consider options for documenting and packaging requirements based on project type, priorities, and risks.
 - Identify techniques and documentation options appropriate for various software development approaches and project types (COTS, maintenance, business process improvement, new development, etc).
 - Define testing objectives and verify requirements are testable.
 - Conduct effective requirements reviews to improve the quality of requirements deliverables.
 - Build strong relationships with project stakeholders.
 - Apply new communication strategies for eliciting and interacting with virtual teams.
- Anticipate issues, think proactively, and use critical thinking skills to plan stakeholder elicitation sessions.

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Master Data Management

A company's raw data is an important asset where one can find solutions to many of the critical questions like what was the net profit for a particular product last year and what will be sales this year and what are the key factors to be focused this year in order to increase the sales?. So there arises a necessity of a well planned BI system which can lead to a greater profitability by reducing the operating costs, increasing the sales and thereby improving the customer satisfaction for an enterprise.

With the help of a Business Intelligence System, a company may improve its business or rule over its competitors by exploring and exploiting its data to know the customer preferences, nature of customers, supply chains, geographical influences, pricings and how to increase its overall business efficiency

Java/J2EE/JEE Training

- Java Language/Programming Fundamentals
- Servlets
- Java Server Pages (JSP)
 - JSP Standard Tag Library (JSTL)
 - Expression Language (EL)
- Enterprise Java Beans (EJB) 2.x/3.0
- Struts Framework 1.x/2.x
 - Validator Framework
 - Tiles Framework
- Spring Framework 2.x
- Hibernate Framework 3.x
- Java Server Faces Framework 1.x
- Apache Axis 1.4 / Apache Axis 2
- Google Web Toolkit (GWT)
- Javascript / Ajax

ASP.Net Training

- C# Language/Programming Fundamentals
- VB.Net Language/Programming Fundamentals
- ASP.Net Web Forms/Programming
- ASP.Net Web Objects
- User Interfaces (Validation/Navigation)
- ADO.Net
- Advanced Web Forms/Programming
- Deployment & Custom Web Controls
- ASP.Net Web Services
- ASP.Net Ajax
- ASP.Net Crystal Reports
- LINQ

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