



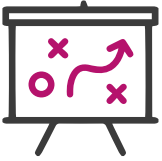
enparadigm 

Driving Excellence through
Multifaceted Learning Programs

FMCG Sector

Enparadigm has designed and executed learning interventions for multiple domains within one of the world's foremost FMCG companies. Headquartered in England, this centuries old brand owns health, hygiene and nutrition products, and is listed on the LSE and FTSE. It posted revenues worth GBP 13 Bn in FY21, and employs close to 43k people worldwide.





Programs Executed

Enparadigm has done multiple interventions at the company for various teams and at multiple levels of the hierarchy.

Learning mandates have been driven over the years for multiple competencies. One of these programs was designed for the Finance team, targeting aspects such as Business Acumen, to help them have a holistic business outlook and understand financial strategies from the lens of a CFO. These were mid-level managers with 8-12 years of experience.

The key takeaways from this program were around:



Decision-making

- Develop a broad understanding of strategy and its components
- Translate company strategy to an actionable plan
- Long term planning to meet overall business objectives
- Develop executional excellence to meet targets at strategic milestones



Cross Functional Collaboration

- Understand how each function forms a part of the overall business objective
- Understand the impact of business decisions across functions
- Break silos across functions to enhance collaboration



Financial Acumen

- Understand the impact of business decisions on P&L and balance sheet
- Understand various metrics and functional levers of profitability and cash flow
- Understand the impact of fixed cost and variable cost on the business
- Manage financials to give sustainable profits



Customer Focus

- Understand variability in requirements of customers across segments
- Align teams and execute day to day activities to enhance customer satisfaction
- Understand the impact of high customer focus helps to enhance the top line of the organization

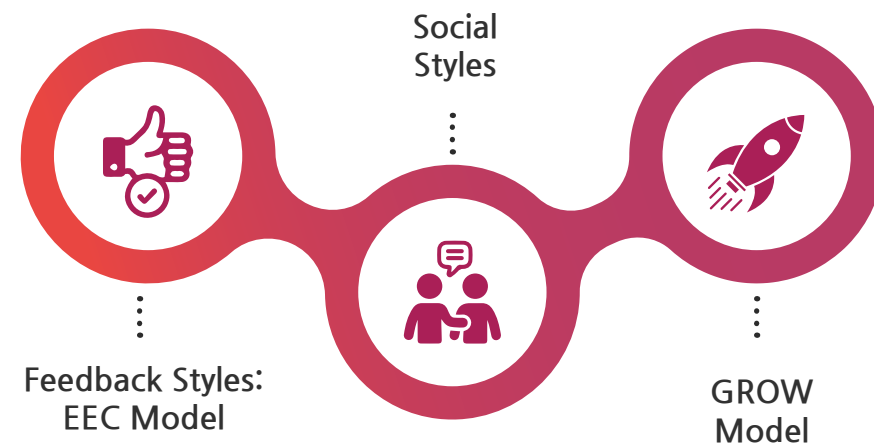


Another workshop was done around having effective conversations, for ~200 team managers, to help them drive difficult conversations and giving feedback.

The following were the program objectives identified:

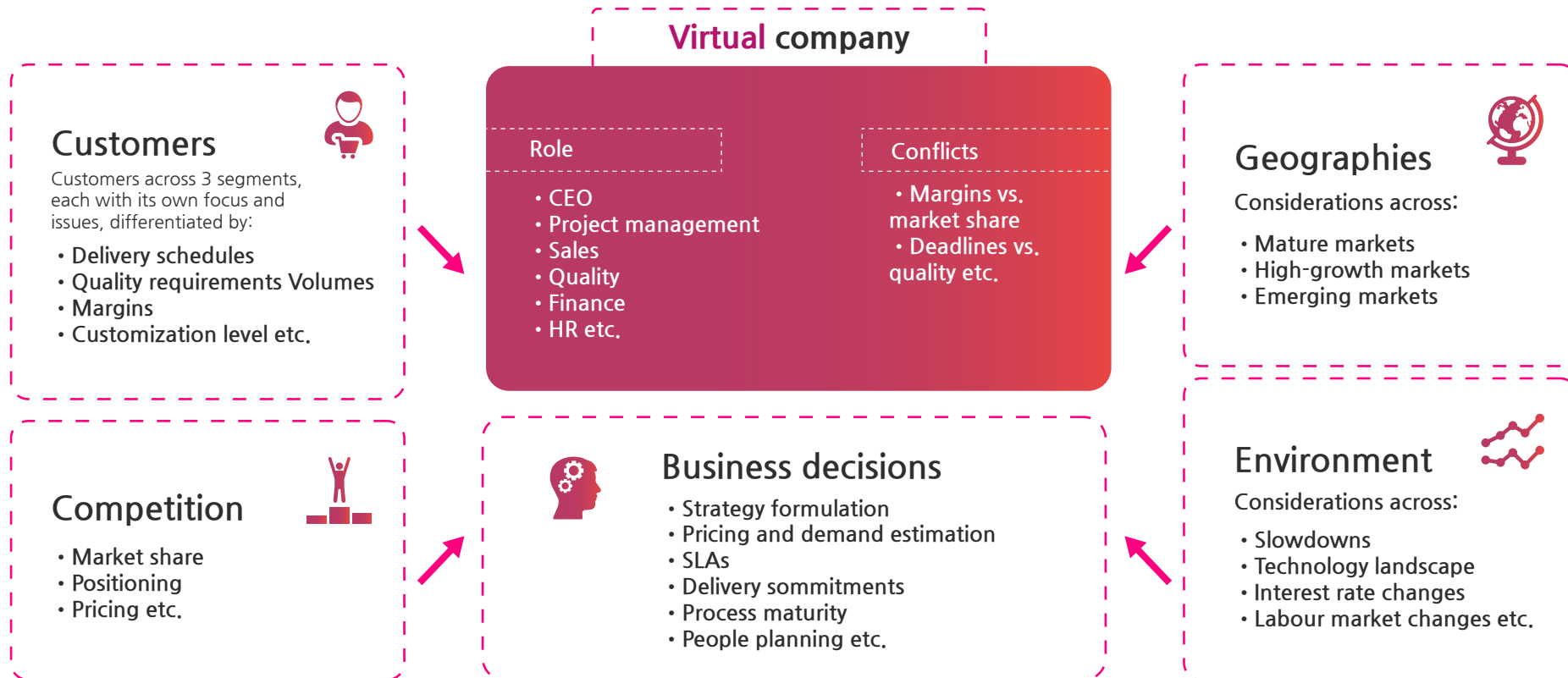
- To gain insights into how to drive difficult conversations
- How to manage other people's emotions while giving feedback
- Having difficult and uncomfortable conversations in an effective manner

Following frameworks were utilised while delivering this mandate:



One of the crucial mandates was done around business acumen, with Enparadigm's business simulation workshop at the centre of it.

The following were the components of this workshop, and made for a thrilling competition between the participating teams that were dealing with a virtual market war.



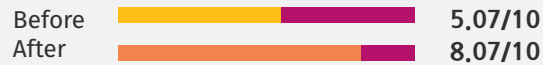


Consolidated Feedback – All Programs

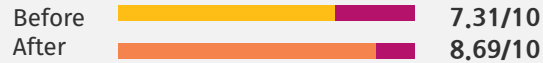
Overall Learning Experience:



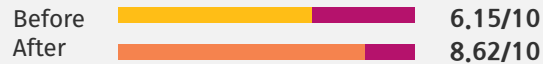
My understanding of strategic thinking



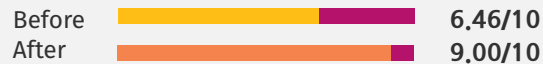
My appreciation for the role played by other functions:



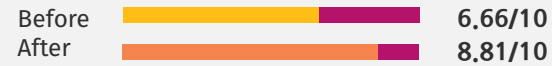
My understanding of margins and financial statements:



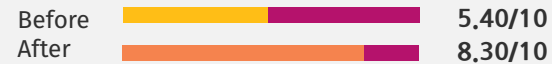
My understanding of the holistic view of running a business:



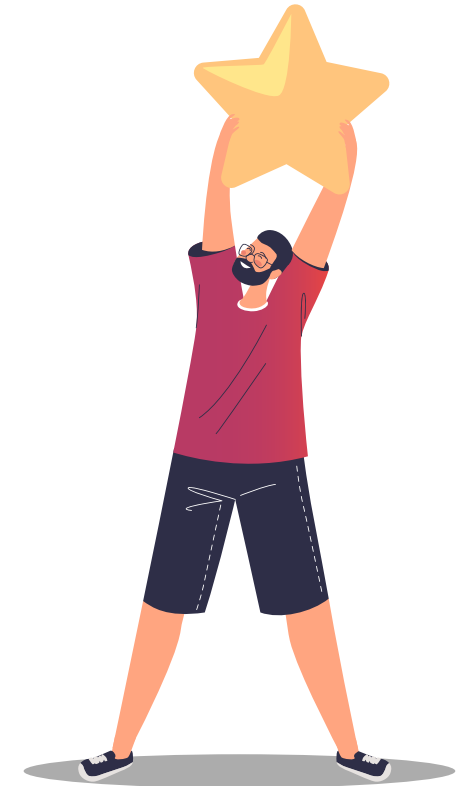
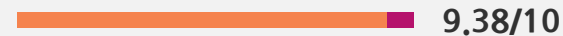
My understanding of effective communication:



My understanding of social styles:



I will recommend this workshop to my colleagues:





Participant Testimonials

“Delightful experience to see real time impact of decisions we take, able to appreciate the what, why and how of business decisions much better now.”

HRBP Sales - South & West, Health

“Good mix of theory and simulation. Improves understanding of financial statements in an easy-to-understand manner. The simulation helps execute what we learnt in a meaningful manner with a top view of data points.”

- Brand Manager-E Commerce

“Provided a detailed understanding of how a company is run, hence a really good workshop for young managers. My key takeaways were on the accounting principles and financial ratios.”

- Corporate Key Account Manager

“The workshop was really planned well and was very engaging. The simulation gave a lot of hands-on learning. The concepts shared in the sessions were really thought provoking, and financial statements have become a bit easier to comprehend now.”

- Asst Manager, Supply Excellence

“Learnt key ratios like ROE, ROCE, Asset Turnover, Debt/Equity, and to formulate a strategy and execute it brilliantly to bring in revenues and profits. One should definitely spend time on this workshop to learn so much about strategy formulation and execution.”

- Assistant Manager, Customer Service

“This workshop provided me great knowledge about organization arrangement the growth of the business. Thankful to management for providing this workshop training. I’ve understood how cross functional co-ordination is very important for the growth of the business.”

- Product Stream Leader

“Very experienced facilitator who added value to the learnings from the workshop. Clean explanation of concepts with relevant examples. The simulation was very engaging like the workshop.”

- Executive, Consumer Research

“It's not easy to understand all the cogs of the wheel that you need to take care of till the time you get to the driving yourself. The workshop provides you a company simulator to have a holistic view of every action in an organization.”

- Product Development Lead, India



Find out more at
www.enparadigm.com

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