



META MIND I.L.E.A.D

LEADERSHIP . EXCELLENCE . ACTUALIZATION . DEVELOPMENT

A COMPREHENSIVE META MIND CERTIFICATION H.R.M. PACKAGE PROGRAM

Based on the new behavioral science of Meta Mind Alignment



MINDSETS & SKILL SETS

WORKSHOPS

INNER WORLD

&

OUTER WORLD

PROGRAMS

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PURPOSE OF THE PROGRAM

To be optimally productive, it is not merely enough to possess functional skills required for the job or the current role being played. Research suggests that only 15% of one's success depends on technical skills and 85% of one's success depends on behavioral skills or what has come to be known as soft skills. While it is known that developing soft skills is an important aspect of learning, there are also corresponding mindsets that must be inculcated for long lasting positive change and growth. In this 14 months comprehensive program, participants are exposed to all fundamental aspects of behavioral sciences training for complete personal and professional development.

Leadership begins with 'Self'. The way towards Leadership is by optimizing one's potential. This is the focus of the iLEAD Program.

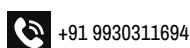
THE APPROACH

Broadly there are two world views when it comes to optimizing human potential. One focuses on the outer world (usually skills-oriented) and the other on the inner world (usually mindset-oriented). In the famous movie, 'Eat, Pray, Love', Julia Roberts goes to Italy (the West) to Eat and enjoy life, and she goes to India (the East) to Pray and find her spirituality. So geographically, and culturally, the Western part of the world is more known for its "outward" orientation in terms of seeking material success while the Eastern part of the world is more known for its "inward" orientation in terms of seeking philosophical and spiritual advancement. However both are needed to function and live optimally. Both Happiness and Leadership are needed. Both mindsets and skillsets are needed. We must learn the skills to master both our inner worlds and outer worlds. Similarly, often we hear of 'work-life' balance, where people tend to separate their personal lives (inner world) from their professional lives (outer world) and often struggle to 'balance' both. Often that is difficult, because the individual is 'one'. We offer a more efficient perspective and solution: Alignment.

Based on Meta Mind Alignment, the new science of Leadership and Happiness, the iLEAD Leadership Development Program offers a blend of western modern management thought and practices with eastern timeless wisdom, and brings to you 14 workshops (7 focused largely on the inner world and 7 on the outer world) to help you navigate through the challenges of life you may encounter in both your personal and professional life.

Meta Mind Alignment research reveal 14 key happiness skills, 7 of which are needed to lead our own 'inner world' i.e. manage and influence self, and 7 which are needed to lead our 'outer world' i.e. manage and influence others, towards the achievement of life goals

These may be learnt on a need-basis or as a package program of all 14 workshops. For true alchemical transformation to occur we recommend that each individual learns all 14 skills (and related mindsets) so that Happiness and Leadership become habits at the individual level and an integral part of the culture at the organizational level. A successful completion of all 14 workshops entitles the participant to be certified as a Meta Mind Master Practitioner.





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BENEFITS

FOR AN INDIVIDUAL

Peter's Principle states that an individual is promoted to his/her level of incompetence. While that may or may not always be true, it is true that when one leads a team, one needs to possess a different set of competencies than what one had as an individual performer or team member. At each stage of Success, we need to upskill to go to the next level. We need to grow.

The way to such growth is through self empowerment especially in the areas of human resources management and development.

Based on the Meta Mind Leadership Competencies Framework, this 14 months international certification program includes intensive training in all the skill sets and related mindsets required for being an effective individual contributor, manager and leader.

The program will provide participants insights into the following processes:

- understanding self and human psychology
- taking on and defining challenges/objectives
- planning and developing alternative courses of action for effective decision making and delegation
- creating clarity and confidence by being adaptable in uncertain/changing environments
- organizing and managing people and resources to implement decisions and plans
- motivating, influencing and developing self and others
- being a role model and ambassador for the organizational brand/ culture
- thinking differently both at micro and macro levels
- inculcating an internally-driven positive attitude, courage and a commitment to excellence
- building and maintaining trust
- continuous learning and improvement
- developing leaders and preparing self for greater leadership roles
- functioning at optimum levels of peak performance
- being happy

FOR AN ORGANIZATION

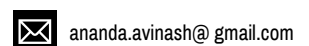
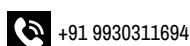


Happiness can be a magnet for ongoing success in an organization only when the happiness is sustained and self-generated. This can only happen when each employee regards himself or herself as a leader of self and takes ownership of the process of learning, excellence, motivation and growth. Happiness and self-leadership can be inculcated in every employee through a systematic learning process, which all employees, from CEO to sweeper, should undergo. This would make happiness and self-leadership an integral part of the organizational culture.

This training approach is also used by our client organizations to identify and develop future leaders in the organization, reduce attrition levels, and increase alignment of individual and organization goals and hence, systemic growth, aligned with business strategies and processes. Both employee engagement and excellence enhancement for productivity are the twin goals of the iLEAD Program.

This training experience includes 14 practical happiness-centric skill-based topics, which, if learned, internalized, synergized and applied, as habits in individuals and as a culture in an organization, would result in greater overall wellness and productivity, providing an unbeatable competitive advantage in the marketplace. All our skill-based programs also teach the related mindsets that allow for a deeper internalization and faster learning of the skills. The focus is on greater retention of learnings, and triggering of insights oriented towards practical application of learnings.

All the 14 Meta Mind skill-based programs are happiness-centric and focus on mindsets (attitudes and beliefs), skill- sets (behavioral competencies and capabilities) and peak performance (execution excellence techniques).





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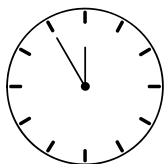
PARTICIPANT PROFILE



WHO SHOULD ATTEND?

- Any individual who wants to learn to be a better leader will benefit from this comprehensive program.
- In an organization, we recommend organizing this program as a systematic learning process, which all employees, from CEO to sweeper, should undergo in homogenous groups and batches, at three levels of management. This would make happiness and self-leadership an integral part of the organizational culture.
- This program includes 14 identified happiness-centric skills that are customized to suit the level of participants in the organization. We have for each skill, a version customized to suit the learning needs of each of three levels of management (senior management executives, middle managers and non-managerial staff) within an organization.
- If the organization is not, at its current level of operation, for any reason, ready for inculcating happiness and leadership training in the entire company at all levels of management, then we suggest an alternative approach. Based on the need of the organization, our clients sometimes identify a homogenous group of participants and choose the topics from the ten prescribed skills, that currently best meet their identified learning needs.

DURATION



This is a 14-months program and includes 14 sessions of 6 hours duration per session (one session per month). It includes learning assessments, customized feedback on each participant, and action-learning in between sessions in the form of assignments and project work.

This makes it a concentrated, measurable and result-oriented approach to developing self-leadership qualities and a happiness-oriented mindset at all levels of the organization.



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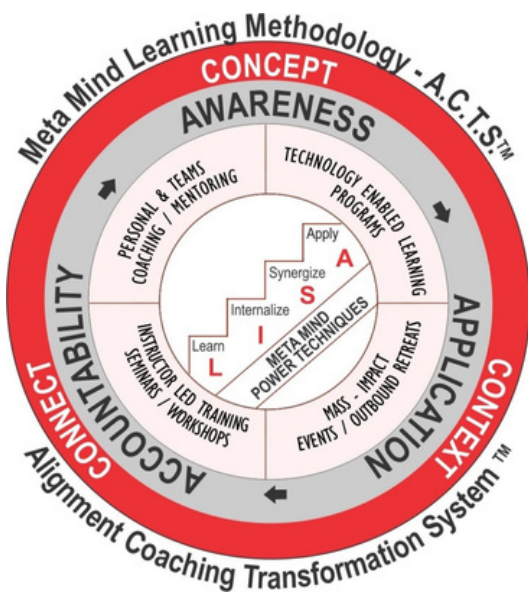
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LEARNING METHODOLOGY

Alignment Coaching Transformation System™ - A.C.T.S™

This Certification Program is based on A.C.T.S.™ (Alignment Coaching Transformation System™), a holistic educational technology developed by GAMMA. The modules in this program are based on modern and up to date research in the fields of behavioral sciences, management theories, and the principles of both Pedagogy and Synergy.

The combination of Behavioral Coaching, Self Paced Learning through Practice, Class room sessions, Online Interactive Studies and Project Work makes this a unique learning experience. Assignments, tests, dissertations and other training methods as enlisted below form an integral part of the course methodology.



A.C.T.S.™ is a unique multi-dimensional, multi-sensory, interdisciplinary methodology that synergizes basic training methods like –

- Audio-visual Lectures
- Creative Games
- Discovery Learning
- Case Studies
- Indoor/ outdoor activities
- Self Assessments
- Psychological Testing Tools
- Action Learning
- Synergy
- Discussions
- Adventure Learning
- Brainstorming
- Role Playing
- Dyadic Exchanges
- Video Based Training
- Online Learning

and more unique experiential systems for greater learning and deeper impact in shorter time frames.

These include –

- Meta Mind Power Techniques™
- Meta Mind Reflective Learning™
- Meta Mind Integrated Fine Arts™
- Meta Mind Assessments™
- Improv Theatrics™
- Pyro Training™
- Meta Mind 'Entrainment'™
- Meta Mind Meditation™
- Meta Mind Experiential Learning™
- Meta Mind Subconscious Conditioning™

- A.C.T.S. uses the specific methodologies best suited to achieve related pre-defined training goals.
- A.C.T.S. results in clear take-aways, insights & desired behavioral changes.
- A.C.T.S. operates at both conscious and subconscious levels of learning.
- A.C.T.S. focuses on creating shifts in mindsets to enhance effectiveness in learning of skill sets.



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MINDSETS & SKILL SETS WORKSHOPS

META MIND SELF AWARENESS

Know thyself

META MIND EMOTION MANAGEMENT

Take charge of your emotions

META MIND CREATIVITY

Think out of the box

META MIND STRATEGY

Plan for results

META MIND DISCIPLINE & EXECUTION

Be a peak performer

META MIND STRESS MANAGEMENT

Relax & enjoy

META MIND GROWTH MINDSET

Learn, unlearn & relearn

INNER WORLD PROGRAMS



META MIND LEADERSHIP

Lead yourself & others

META MIND COMMUNICATION

Communicate clearly & confidently

META MIND CONFLICT MANAGEMENT

Manage difficult conversations

META MIND PERSUASION

Be convincing

META MIND TEAM BONDING

Work well with others

META MIND GOAL SETTING

Program your mind for success

META MIND LIKEABILITY

Be likeable & presentable



OUTER WORLD PROGRAMS



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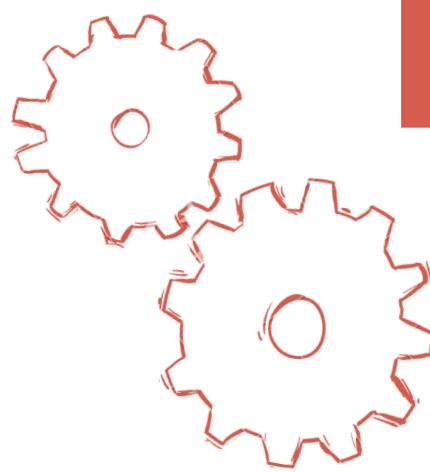
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Happiness-centric...

META MIND SELF AWARENESS

KNOW THYSELF

*"Self Awareness is the first step towards Self Mastery."
-Avinash Ananda*

WHY

this program



Socrates said, "Know Thyself". Self-understanding, which begins with self-awareness is the beginning of knowledge and growth. In this intensive and reflective training program, you can begin your exploration of inner space by asking yourself and discovering your own answers to some eternal questions regarding self:

Who am I? Am I the 'me' that others see me as, or am I the 'me' that I think I am? Is there more of me that I am unaware of? What unconscious patterns of behavior do I have that help/hurt me? Am I what I portray to others? What are my true strengths that I can build on to get where I want?... and more.

You can, through this program gain deeper insights into yourself and get in touch with your inner self. It will help you understand more about what you really want from life, and what prevents you from getting it.

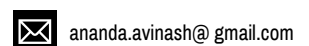
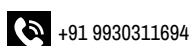
Having an insight into yourself is an excellent start to being able to understand others. This interactive training program will also help you deepen your understanding of human nature through an authentic self-exploratory process.

YOU

will learn



- To understand yourself better
- To understand why you do, what you do
- To reflect on your strengths and areas of improvement
- A proven way to change your 'weaknesses' into 'strengths'
- To explore and uncover your core values, hidden drivers and higher purpose
- To identify how to change the habits and behavioral patterns that prevent you from getting where you want.
- To have a deeper acceptance, sensitivity and respect towards yourself and others
- To develop better clarity about yourself, your perspectives and your vision
- To understand some core principles of human psychology
- How to use the Meta Mind Competencies Framework as a Self-Assessment tool for reflecting on your mindsets and skill sets
- The importance of developing a growth mindset





Happiness-centric...

META MIND EMOTION MANAGEMENT

TAKE CHARGE OF YOUR EMOTIONS

"Feelings cannot be changed by resisting, ignoring or suppressing them... they have to be managed."

-Avinash Ananda

WHY

this program



The word "emotion" comes from a latin root "emovere" which means "to disturb". "E - motion" could also mean "energy in motion". Whether our emotions disturb us or give us positive energy depends on how we manage them.

Emotional Intelligence (EI) is a key driver of success in all spheres of life. Learning how to enhance your EI by becoming more aware of and regulating your own emotional state at will is the focus of the program.

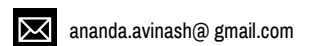
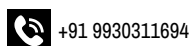
This power packed training program helps you deal with emotionally difficult situations, rationally and effectively. This program is highly interactive, practical and supportive. It provides practical guidance to develop Emotion Management skills in a range of personal and professional situations.

YOU

will learn



- To achieve and maintain a positive mental attitude
- To move from being reactive to being proactive
- To manage personal conflicting needs more effectively
- To emerge a stronger, more focused and balanced individual
- To change disempowering beliefs into empowering ones
- To stop self-sabotage and take effective action
- How to enhance your self esteem
- Meta Mind tools and techniques for Emotion Management
- How to harness the power of the sub-conscious mind
- The Laws of Sub Conscious Activity
- How to be stronger than your feelings
- How to alter your emotional state in the moment





Happiness-centric...

META MIND CREATIVITY

THINK OUT OF THE BOX

*"Adaptiveness has its roots in creativity."
-Avinash Ananda*

WHY

this program



The purpose of this program is to give you the necessary insights, skills, and techniques that will enable them to be more creative and innovative and thus be more effective in their personal and professional lives.

This program helps you achieve higher levels of adaptiveness and clearer organization of thoughts to implement creative ideas in real world situations. It helps integrate your left (analytical) and right (creative) brain, and thus 'train your brain' for success in rapidly changing environments.

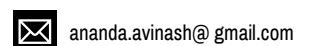
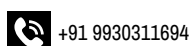
In this program, you will learn new mindsets and skill sets to help you find alternative solutions and dramatically increase the number of new and practical ideas you are able to come up with. You will also learn to leverage the fundamentals of Meta Mind Creativity and practice the hands-on application of proven creative thinking tools to make 'out-of-the-box' thinking, a consistent, deliberate and purposeful habit.

YOU

will learn



- To understand the importance and process of creativity and innovation
- To understand and overcome the barriers to creativity
- Meta Mind Creativity Model™
- How to express your ideas naturally and easily
- How to use a variety of productive idea generating Meta Mind tools and techniques
- To move from problems and questions, to possibilities and answers
- To come up with simple solutions to complex problems
- How to use ideas to generate more ideas
- To develop an innovation mindset
- How to constructively challenge current thinking patterns
- The power of emotional states for creativity
- To align design and structure for practical application of creativity
- Aligning creativity with costs and deadlines





Happiness-centric...

META MIND STRATEGY

PLAN FOR RESULTS

*"In business as in life, it is often the little things,
that make the big difference."
-Avinash Ananda*

WHY

this program



Meta Mind Strategy is an intensive program to learn how to strengthen your strategic thinking skills by achieving higher levels of clarity and clearer organization of thoughts.

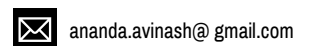
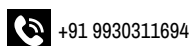
This program is focused on the practical elements of strategic planning, problem solving and decision making. You will learn principles and techniques to gain greater insights into your own cognitive faculties and potential. The purpose is to be able to crystallize your purpose and create clarity despite ambiguity, to make intelligent and quick decisions to achieve the results you desire.

This reflective and interactive program is aimed at developing a strategic mindset using the latest research in planning and strategy tools to understand your challenges and guide you to find effective solutions.

YOU
will learn



- To develop clarity of thought and better organization of thoughts
- The importance of blending of reality-based thinking and possibility thinking
- To generate new approaches with foresight to preempt challenges and evaluate future scenarios better and faster
- To avoid group-think
- To create better short-term goals that support long-term strategy
- How mental models affect strategy
- Meta Mind Strategy tools and techniques
- To know when to embrace necessary risk
- To align macro planning and micro execution
- To make logical strategic decisions using decision making tools
- How to evaluate options and arrive at optimal conclusions
- To optimize the use of your mental abilities
- How to create realistic and flexible plans and adapt to changes in the external environment
- To link strategic planning and decision making with your overall objectives and values





Happiness-centric...

META MIND DISCIPLINE & EXECUTION

BE A PEAK PERFORMER

"Discipline is about being a disciple to your purpose & doing what you know you should do, even if you don't feel like doing it."

-Avinash Ananda

WHY

this program



Meta Mind Discipline & Execution is an intensive program to learn how to strengthen your discipline & execution by achieving higher levels of focus and persistence.

Discipline is the one quality without which all other qualities for success are of no use. Understanding the importance of discipline and how to execute in order to be more efficient and effective in your personal and professional life, is the purpose of this highly interactive, powerful and practical training program.

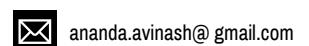
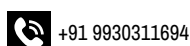
Internal and external disturbances in fast-paced changing times make achievement of results difficult. This is why it is important to learn how to overcome these disturbances and how to stay focused and disciplined despite negative emotions, distractions, temptations and multiple simultaneous tasks. You will learn how to be more disciplined and how to execute your plans efficiently and effectively.

YOU

will learn



- The importance of discipline
- How to make self-discipline a habit
- The importance of taking massive consistent action
- The reasons for lack of self-discipline
- How to motivate yourself into action
- How to overcome procrastination, distractions and short-term thinking
- Benefits and importance of time management
- Myths of time management
- Meta Mind time management techniques and tools
- How to plan your agenda and stick to it
- To take responsibility and develop commitment
- How to say 'No' to what distracts or tempts you
- How to like what you don't like, especially when you know you must do it.
- How to use alignment as a strategy to consistent execution excellence
- How to control and regulate your moods
- How to prioritize, delegate and execute





Happiness-centric...

META MIND STRESS MANAGEMENT

RELAX & ENJOY

"Stress cannot harm us if we know how to manage it well."

-Avinash Ananda

WHY

this program



Our world is in a constant state of flux due to continuing progress in technologies, rapid urbanization, increasing globalization, changing work ethics, global calamities and a Niagara of information. Research suggests that most individuals find the behavioral adjustment to changes and challenges very stressful, and that stress is related to heart disease, ulcers, high blood pressure, blood sugar imbalances, weakening of the immune system, impaired thinking and psychological illnesses. Furthermore, stress at work contributes to absenteeism, low level performance, decline in problem solving ability, number of accidents, and addiction cases. Sustained high levels of cortisol (the stress hormone) also directly and adversely affects performance in all areas of life.

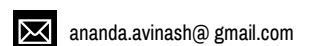
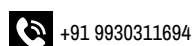
This training program offers insights, techniques, and a fitness program that enables you to be more effective at both personal and professional levels by helping you to manage stress effectively. It also aims at teaching you how to be more 'mindful' and how to improve the quality of your life by focusing and living optimally in the 'now', the Meta Mind Way.

YOU

will learn



- The concept of stress
- Harmful effects of stress
- How to detect the common causes of stress
- How to assess your personal stress levels
- How to train your brain to deal effectively with stress
- How to recognize the symptoms of stress in yourself and others
- Meta Mind Stress Management Model™
- How to deal with pressure and stress effectively
- How to exercise for keeping your body and mind fit, agile, and alert
- To understand the importance of your energy boosters
- How to make changes in your behavior to better cope with stress
- How to live more in the 'Now': Mindfulness
- The role of self-hypnosis and positive self-talk in stress management
- Meta Mind Meditation™: the gentle art of relaxation
- Stress as a source of energy - turning anxiety into positive feelings





Happiness-centric...

META MIND GROWTH MINDSET & LEARNABILITY

LEARN, UNLEARN, RELEARN

*"The universe is a university.
You can learn from anything and everything"
-Avinash Ananda*

WHY

this program



Meta Mind Growth Mindset & Learnability is a powerful program enables you take your growth mindset & learnability to the next level. It has its firm foundation in the belief that one can grow, and spark one's desire to grow, which subsequently drives motivation and produces results. In truth, our belief about our ability to change and willingness to do so is the key to building our growth mindset muscle. Our willingness allows us to unlock learning and unlock our potential through our actions.

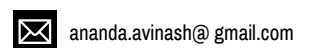
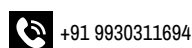
Recent advances in neuroscience have shown us that the brain is far more malleable than we ever knew. Research on brain plasticity has shown how connectivity between neurons can change with experience and focus. At the same time, researchers found a direct correlation between mindsets and achievement. It turns out, if you believe your brain can grow, you behave differently. And we can indeed change a person's mindset from fixed to growth, and when we do, it leads to increased motivation and achievement. This program will help to develop and inculcate learnability and a growth mindset as an embedded habit, thereby enabling the participants to look forward to challenges and persist through failures while being on the path of continuous growth and learning.

YOU

will learn



- The importance of a Growth Mindset
- The difference of a Growth Mindset vs Fixed Mindset
- How the Brain Learns
- The Mindsets for Growth, Success & Happiness
- How to inculcate the Growth Mindset and Learnability as a deeply embedded habit
- Key Learning Skills
- How Our Language Can Influence our Mindset & Learnability
- How to Engage Students in Challenging Work by Celebrating Mistakes
- The Power of Praise
- To cultivate persistence and grit
- To create and maintain an action plan for continuous improvement and peak performance





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Lead yourself & others

META MIND COMMUNICATION

Communicate clearly & confidently

META MIND CONFLICT MANAGEMENT

Manage difficult conversations

META MIND PERSUASION

Be convincing

META MIND TEAM BONDING

Work well with others

META MIND GOAL SETTING

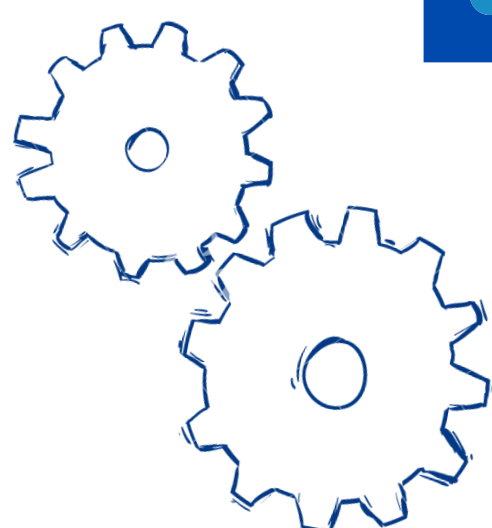
Program your mind for success

META MIND LIKEABILITY

Be likeable & presentable

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Happiness-centric...

META MIND LEADERSHIP

LEAD YOURSELF & OTHERS

*"A leader instills trust, inspires hearts, ignites minds, influences behaviors, integrates energies and impacts results positively."
-Avinash Ananda*

WHY

this program



This powerful program enables you to hone the leader in you, and take your mindsets, skill sets and knowledge of leadership to the next level through a robust and practical Meta Mind Alignment Framework™ which elaborates the first, best and next practices of the most highly impactful leaders. These benchmarks of excellent leaders are gleaned by blending the timeless wisdom of the east and the latest global management principles of the west.

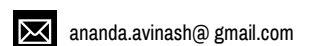
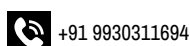
Learn about what it takes to being an efficient (doing things right) and an effective (doing the right things) leader and how you can motivate yourself and others to get consistent desired results. This program will help to develop and sharpen your relationship skills, coaching skills, managerial skills, change management skills and facilitation skills to enable you create and steer successful teams towards success. By linking leadership theories to inspirational real-life examples, this program focuses on personal & professional leadership.

YOU

will learn



- Who is a leader
- To identify the key values, attitudes, beliefs, qualities and skills for personal and professional leadership
- To evaluate yourself as a Leader
- The role of vision, mission, values, philosophy, trust, motivation, facilitation and execution
- Meta Mind Leadership Competencies Framework™
- Meta Mind First, Best & Next Practices of Leadership™
- To create and maintain an action plan for continuous improvement and peak performance of your team and yourself
- To enhance clarity, focus, prioritization, balance and effective delegation skills
- Leader as a coach, mentor, change catalyst, facilitator and enabler.
- To understand critical human resources management strategies of successful leaders and senior managers
- To develop flexibility in the usage of different leadership styles for continuously enhancing your effectiveness as a leader
- To manage and align different/conflicting perspectives and encourage mutual respect, cooperation, synergy and motivation





Happiness-centric...

META MIND COMMUNICATION

COMMUNICATE CLEARLY & CONFIDENTLY

*"The quality of your communication,
determines the quality of your life."
-Avinash Ananda*

WHY

this program



Communication is the lifeblood of any meaningful relationship, personal as well as professional. Failure to communicate means stress, conflict, strained relationship between team members, misunderstanding and problem at home, or at work. On the other hand, effective and successful communication results in understanding, successful business agreement, a harmonious family life, solutions of problems, increased productivity and team work.

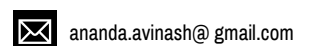
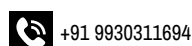
Communication is best judged by the effect it has on others – the impact it generates and the results it achieves. This powerful, interactive, exciting and experiential training program focuses on all of the critical elements to enhance and sharpen your communication skills. Meta Mind Communication provides a dynamic, flexible and practical way to connect and communicate with different types of people at multiple levels by developing key skill sets and related mindsets to consistently impact the quality of all interactions for positive results.

YOU

will learn



- To better your relationships
- To listen better and focus on active listening: types of listening
- To avoid misunderstanding and recognize & remove communication barriers
- To enhance your conversation skills
- The Meta Mind Communication Model™
- To use your voice effectively: pitch, volume, timbre, tonality
- To observe and interpret body language: gestures, postures, eye contact and proxemics
- To establish rapport and encourage open communication
- To deal constructively with negative or unresponsive people
- To understand the importance of perception in communication
- The different levels of communication: verbal, non-verbal, symbolic & semantics
- To give and receive feedback
- Clarity & specificity of communication





Happiness-centric...

META MIND CONFLICT MANAGEMENT & ASSERTIVENESS

MANAGE DIFFICULT CONVERSATIONS & PEOPLE ASSERTIVELY

"Assertiveness is the skill to be honest & respectful at the same time, both with yourself and with others."

-Avinash Ananda

WHY

this program



Research suggests that over 80% of our happiness comes from our ability to manage our relationships and conflicts with people in an assertive and effective manner.

Have you ever found yourself in any of the following situations - When you felt you were being manipulated or exploited by your boss/relative/friend - When you felt guilty saying 'No' even to an unreasonable demand/request - When you were afraid to speak up - When you felt defensive even though you were unjustifiably criticized?

If your answer to any of these questions is 'Yes', this power packed interactive training program will help you deal with such difficult situations, people, relationships and crucial conversations objectively, respectfully and rationally. You will understand how to increase your effectiveness in getting things done while building positive working relationships and avoiding aggressive or submissive behavior patterns.

YOU

will learn



- The difference between constructive and destructive conflicts
- Different types of Conflict Management Styles
- To remain calm when dealing with conflict and difficult situations
- To understand others' underlying concerns and work towards alignment
- Meta Mind tools and techniques for Conflict Management
- To develop assertive behavior for a healthier personal and professional life
- To understanding and analyze passive (non-assertive), aggressive and assertive behaviors
- The psychology of balance of power: protecting your rights, and respecting the rights of others
- Assertive communication to deal with criticism, confrontation, low self-esteem and negativity effectively
- Effectively Say "NO" when needed, and express dissent honestly yet respectfully and positively
- To understand and avoid manipulation and power games
- To express your feelings, wants, and ideas rationally and effectively



Happiness-centric...

META MIND PERSUASION

BE CONVINCING

*"Everybody sells. Without persuasion, success is impossible."
-Avinash Ananda*

WHY

this program



Learn the gentle arts of persuasion and negotiation at both conscious and subconscious levels. Learn the way to convince people quickly, smoothly, effectively and ethically by winning them over, the Meta Mind Way.

Learning how to influence and persuade others is one of the most valuable skills to have. This training program tells you how to sell by asking the right questions, building rapport, countering resistance, negotiation, closing techniques and much more.

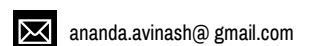
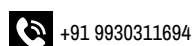
Meta Mind Persuasion is an intensive practical program that goes beyond techniques to focus on scientific principles of win-win persuasive communication for long-term relationship building based on good-will generation during and after the persuasion process. This course is designed to help you gain an edge in the global marketplace by making you more persuasive, influential and impactful.

YOU

will learn



- To understand, recognize, assess and review your personal style of persuasion
- The psychology of persuasion: the key principles of influence
- To establish rapport and encourage open communication for persuasion
- To 'sell' your point of view
- The role of personality in persuasion
- To be persuasive, yet ethical
- The importance of homework & preparation
- Objection handling techniques
- The art of power questioning and listening for gentle persuasion
- To observe and interpret body language from a persuasion point of view
- How to align conflicting perspectives
- The use and misuse of power in the process of persuasion
- To use the key Meta Mind skills, techniques and processes necessary for successful persuasion
- Principled win-win negotiation





Happiness-centric...

META MIND TEAM BONDING

WORK WELL WITH OTHERS

"Relationships should be about 'giving'.

And when everyone is giving, the 'getting' happens automatically."

-Avinash Ananda

WHY

this program



People's happiness and effectiveness are strongly affected by the nature of the people they have to interact with on a regular basis, i.e. the team that they are in. Many important decisions are made in team settings, and people in all areas of the organization are impacted by the quality of team bonding and team work. Building effective teams and knowing how to work well in a team are skills we should all grow and develop. The aim of this program is to demonstrate how to create a more cohesive and mutually supportive team with high standards of performance, superior problem-solving ability and mutual respect for and sensitivity towards individual differences.

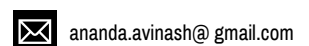
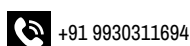
This program shows you how to get the best from a wide variety of people who need to work together by being an integral part of the team. You will adopt the mindsets and learn essential skills to lead (even without formal authority, position or a title), organize, motivate and work better in teams in order to achieve outstanding performance results through the effective application of fundamental human team management principles.

YOU

will learn



- To identify the key values, attitudes, beliefs, qualities and skills for personal and professional excellence in teams
- Meta Mind Teams Model™
- Meta Mind tips and techniques for effective Team Bonding
- The importance of alignment of values and vision within the team
- To appreciate and celebrate individual personality differences
- To evaluate yourself as a team player based on the Framework of Meta Mind Leadership Competencies
- To understand the balance and focus of tasks as a team
- To understand and assess critical factors in team tasks and how teams can effectively use group resources
- Key dysfunctions of a team
- Stages in Team Development: Forming, Storming, Norming and Performing
- To identify team strengths and development areas
- To promote motivation & cooperative team behavior





Happiness-centric...

META MIND GOAL SETTING

SET & ACHIEVE GOALS

"If you don't know where you are going you will never get there."
-Avinash Ananda

WHY

this program



Learn how to know what you want and get what you want, keeping yourself and others motivated throughout the process. Learn how to set and achieve goals, the Meta Mind Way. This highly practical, inspiring, motivating and intensive training program can help you take control of many areas in your life... self-esteem, health and fitness, relationships, career, finances and more... so that you can determine where you're going, how to get there, when you'll get there, and what you want to do next when you arrive.

It focuses on learning how to set specific, realistic and achievable goals and organizing and structuring your life and time in order to achieve them. This training program will provide you with the "nuts and bolts" of goal setting in a way that is easily understood and easily executed. A key objective of this training program is also to help you learn how to use the psychology of the mind to provide and sustain the high-powered energy required to achieve these goals.

YOU

will learn



- The importance of goal-setting
- The importance of alignment of personal goals with professional goals
- Meta Mind Goal Setting Model™
- The power of aligning values, beliefs, purpose, passion and skills
- How to program your subconscious mind for success
- Guidelines for effective goal-setting: how to set SMARTEST goals
- How to set short-term, mid-term & long-term goals
- How to create an action plan for successful goal achievement
- The psychology of motivation
- How to motivate yourself continuously
- Meta Mind Motivation Model™: Keys to Self-Motivation
- Meta Mind techniques for Goal Setting
- How to focus: the key to both motivation and goal-achievement



Happiness-centric...

META MIND LIKEABILITY

BE LIKEABLE & PRESENTABLE

"Both the product & packaging is important for creating an impact. Likeability is not a superficial skill; it is effective only when genuine."
- Avinash Ananda

WHY

this program



People like to spend time with, work better with and buy more from those who they like. Likeability is an important skill to develop for making a significant impact on your happiness and success in both your personal and professional life.

The Big Five personality traits research suggests the OCEAN model which identifies 5 personality characteristics, some of which are more dominant and some less so, for different people. The five traits are: Openness to experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (sensitive/nervous vs. secure/confident). These five traits have an impact on how well you do in life. Out of these one of the most important is agreeableness which is 'likeability'. Regardless of your natural personality and preferred behaviors, likeability can be learned, cultivated and applied by making small mindset shifts and applying some techniques and practices which will build the skill over time. Research indicates that likeability can be equally if not more important than competence for success in team work. Your likeability will inevitably directly affect your business growth and career trajectory. Similarly, your likeability has a direct correlation with the quality of your relationships and happiness in your personal life.

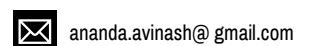
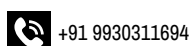
This power packed interactive program, 'Meta Mind Likeability' helps you tap into and enhance your natural likability. In this course, you can learn simple techniques for making yourself a more appealing and likable by shifting behaviors that influence how others perceive you, and become more likeable to your network, personal or professional.

YOU

will learn



- What is likeable behavior?
- Importance of likeable behavior
- Areas affected by likeable behavior
- Human Needs Psychology : The source of our behavior
- Likeability formula
- Likeability at work
- Likeability in relationships
- Basic principles of likeable behavior
- Key Likeability strategies, practices and techniques





FACULTY PROFILE

AVINASH ANANDA

LEADERSHIP & HAPPINESS GURU

Avinash Ananda is an internationally renowned leadership advisor, happiness strategist, motivational keynote speaker, master behavioral trainer, business coach, management consultant, conflict resolution expert, crises counselor, author, executive mentor, alignment alchemist and culture catalyst.

Hailed by the media and professionals as 'Leadership and Happiness Guru', Avinash has been honored at the House of Lords, U.K., as "THE WORLD'S #1 LEADERSHIP & HAPPINESS COACH" and is also a recipient of the "WORLD'S LEADING BEHAVIORAL EXPERT & MOTIVATIONAL SPEAKER" award by White Page International. He is also acknowledged as one of the "51 MOST FABULOUS GLOBAL HAPPINESS LEADERS" by the World HRD Congress and ranked as one of the "100 INSPIRATIONAL LEADERS OF INDIA".

Avinash has coached corporate executives at all levels of management from over 300 companies, across 15 industries, including global brands such as Microsoft, Google, Marriott, LG, Cognizant, Reliance, Tata, Capgemini, Byju's and Amazon.

He has personally mentored over 1000 leaders and trainers and has also trained over 700,000 people from all walks of life, through 'live' face-to-face interactive workshops, across 30 countries in Europe, Asia, Middle East and USA for over 30 years on all aspects of leadership and happiness.

Avinash Ananda is the Founder Director of Global Academy of Meta Mind Alignment (GAMMA), a behavioral training organization that is dedicated to the research and teaching of the relationship between happiness, leadership, human potential optimization and productivity. He is the co-creator of Meta Mind Alignment, also called the new science of leadership and happiness, which provides a proven framework and system for lasting behavioral change in individuals and groups. He has a team of 40 motivational and behavioral trainers and coaches who are specialists in one or more of 14 core Meta Mind Leadership and Happiness skills, and related mindsets.

The range of his experiences include being invited to a breakfast meet of world leaders with Obama at Washington DC.; being the faculty of a Harvard Business School Publishing certification program on Strategy & Innovation to senior I.T. professionals in India; teaching happiness to Dalai Lama monks in the Himalayas; being invited as visiting Professor at universities worldwide for shaping thousands of students into next-generation leaders; speaking on happiness to religious leaders at an inter-faith conference in California; and working with NGOs to develop self-esteem and empowerment skills in street children, orphans, the physically-challenged and senior citizens in India.

Avinash has done his graduate studies in Industrial Relations and post graduate studies in Organizational Behavior. He was mentored by Late Prof. Rooshikumar Pandya, a pioneer of the Human Resource Development movement in India, for 30 years. His early education also involved being trained/certified by many leading experts/institutions including IIM Ahmedabad (Management), Richard Bandler (Neuro Linguistic Programming), Edward de Bono (Lateral Thinking), Al Ries (Marketing and Positioning), Dale Carnegie Inc (Public Speaking), Stephen Covey (Execution Excellence), Jack Canfield (Success Principles), Anthony Robbins (Peak Performance), John Maxwell (Leadership), Harada Sekkai Roshi (Zen meditation), Anant Pai (Cartooning), Sensei Parvez Mistry (Karate) and (with the blessings of) Smt. Annapoorna Devi (Hindustani Classical Music – Vocal).



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FACULTY PROFILE

VARSHA ACHELOIS

THE RAIN THAT WASHES AWAY PAIN

Varsha is an internationally acclaimed psychotherapist, mindset management trainer, eminent educationist, curriculum design consultant and life coach.

Her name, Varsha (Sanskrit word meaning 'rain') Achelois (Greek word meaning: "she who washes away pain"), is her mission, which is to be the rain that washes away pain.

She is the Co Founder of Global Academy of Meta Mind Alignment (GAMMA) and co-creator of the applied behavioral science of Meta Mind Alignment. Hailed by the media as 'Lady Buddha', Varsha trains on all aspects of behavioral sciences and specializes in Emotion Management.

Varsha has a bachelors degree in Industrial Psychology. She also has both a bachelors and masters degree in Education. She has completed her post graduate studies in Computer Science and also has a Master of Science degree in Psychotherapy and is currently pursuing her doctoral studies in Education and Psychotherapy.

A Certified Ontological Coach, Varsha has also undergone formal training in applied psychology in fields including Interplay, Rational Emotive Behavior Therapy (REBT), Eye Movement Desensitization and Reprocessing (EMDR) and Somatic Experiencing for Trauma Healing. She has also been trained on Suicide Prevention Counseling Interventions and Art-based Therapy.

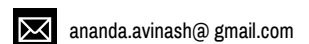
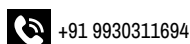
Varsha is a certified and licensed corporate trainer for Skills-based workshops including Communication, Team-building, Creativity, Assertiveness, Public-speaking and Personality development. She is also licensed & certified to conduct Mindset Management programs on Positive Attitude, Confidence-building, Emotion Management, Stress Management and Relationship-building. As a certified life coach Varsha has facilitated one-to-one coaching, mentoring & counselling sessions especially in the areas of self-growth, trauma- healing and relationship-building. As a leading behavioral consultant, she has pioneered, created, designed, and conducted several training projects for corporate India and multinationals through both Instructor Led Training and Technology Enabled Learning modes.

Varsha has conducted her transformational training workshops and one-to-one sessions in India, UK, Hong Kong, Thailand, Greece, France and the Middle East. She has actively contributed to various Corporate Social Responsibility projects, NGOs, orphanages, and old age homes, through ongoing attitudes and skills enhancement training. For educational institutions, she has created graduate and post graduate certification programs from curriculum design to "train the trainer" phases. In her much-in-demand training workshops the participant profile range includes corporate professionals (from organizations like Wipro, Times of India, Reliance, Honeywell and many more); young adults in colleges; and children in primary, secondary and high schools.

Inspired by the Renaissance Era, Varsha's interests in the various fields of Music, Teaching, Theater, Art, Advertising, Poetry and Computer Programming have contributed to the unique multi-dimensional teaching methodology of the Meta Mind Curriculum. She also heads the Research & Instructional Design operations at GAMMA.

Being an expert in the area of Emotion Management, she is much sought after not only for training programs on Emotional Intelligence, but also conducts coaching sessions for the same. Her unique style of teaching and sessions once experienced always has people coming back for more 'food for the soul'. Her unique training methodology and content are globally appreciated and acknowledged by organizations, institutions and individuals from all walks of life. Varsha, also fondly known as Bubbles, is also the Founder of Bubbles International, the children's division of Global Academy of Meta Mind Alignment. Focused on Personality Development and Life-Skills Workshops for children, Bubbles is much-loved and well-known for her combining her ideals and simplicity with the real-world.

Varsha pioneered the ' Appreciation Movement ' in 1999, which has evolved into the "World Happiness Movement" in 2011, with a vision to spread the spirit of happiness.





EXCLUSIVE INTERVIEW WITH THE INTERNATIONAL LEADERSHIP GURU AVINASH ANANDA

