



Training

..... the fundamentals

Focus on Industrial exposure... need of the hour

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National Employability Report reveals that the need of the hour is to focus on improving the quality education, industrial exposure to the students.

In fact, among five lakh engineers passing out every year in the country, only 17.45 per cent are employable for the IT service sector, while dismal 3.51 percent are appropriately trained to be directly deployed on projects and only 2.68 per cent are employable in IT product companies , the report

continues.

Companies don't even step into more than 70 percent of colleges for campus recruitments realizing the lack of potential candidates there.

The colleges need to focus on providing quality education and industrial exposure to their students by the way of real Industrial Visits and interactions with the Industry people to understand the expectation and getting orientation.

Helikx organized a two day Industrial Visit for PSG CAS MSW students having face to face interaction with top management. more on page 3



Coaching your Faculty team to success

Our Regular Courses:

- Soft skill Training
- Psychometric Assessments
- FDP

Certification Courses:

- Counseling Skills
- Teacher Training
- Train the Trainers

A coaching style of leadership is effective for helping your team reach its highest levels of success. Yet few people have real experience acting as a coach or mentor.

Want to improve your coaching ability? Start with these steps.

Key Coaching Steps:

1. Clarify Expectations
Coaching should be directed toward specific performance expectations, not based on feelings or personal reactions.

All goals should be openly communicated.

2. Define Supporting Behaviors

Under your guidance, the team needs to identify positive behaviors that will help them meet their expectations.

Behaviors such as:

Treat each other with respect. Participate actively and willingly.

Be open minded and solicit ideas from others

Share all relevant information.

Take individual responsibility
Provide reward and recognition

Teach and train each other (cross-training)... more on page 2



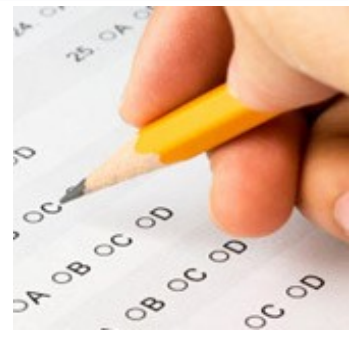
What is Psychometric?

Psychometric is a specialized field dealing with the measurement and assessment of individual functioning. "Psychometric Testing" often interchanged with the terms "occupational testing" and "psychological testing" is increasingly being used by different organizations for a range of quite separate purposes, including recruitment and selection, training and development and counselling-including career counselling. Psychometric tests are in fact psychological assessment tools which

use measured, criterion-based and standardized interview techniques - in addition to background information, to provide a powerful way of obtaining objective, comprehensive, and relevant information about a person's ability to function in a wide variety of areas.

As a result, the use of psychometric tests, of one form or another, is becoming more and more common in the selection process for employment and in establishing a firm foundation

for career choice by individuals/students. The purpose of psychometric testing is to make an assessment of personal attributes such as personality, interests, aptitudes or general intellectual ability. It can be used as an aid to short-listing candidates for employment, either as part of a structured interview process, or as a component in a more extended selection procedure, eg. within the context of an assessment centre.



Why Psychometric?

Wherever an individual/student wants to make serious decisions about career choices - about choosing careers, changing careers, choosing higher education or training - psychometric tests are an objective measure of not just aptitude, but to a certain extent, of the likelihood of career satisfaction and success. They help you to know yourself -

not just what you're good at but also to make you aware of those important areas that could use a little work, areas where you are not as strong as you could/should be. In general, psychometric testing can help students by: Providing an objective measure of often hidden abilities and form a robust foundation for making career decisions.

Highlighting strengths and weaknesses
Helping to identify interests
Identifying skills
Providing an insight into personality
Providing insights into aspects of work *to be continued next issue*

One day Workshop on Marketing & Psychometric Assessment at Hallmark Business School, Trichy

Log on to

www.helikx.com

Psychometric Test

for free



Coaching for success..... contd from page 1

3. Evaluate Performance

Evaluate team and individual performance based on the expectations you set for the team and the supporting behaviors to which the members agreed. If you did provide clear expectations, then hold your team accountable for the outcomes. If you failed to provide clear expectations, then hold yourself accountable for the outcomes

4. Give Feedback

Lots of feedback. Face-to-face, in-person. Phrased in terms of observed, witnessed behaviors. Do not address motive, intent, or personal qualities of the individual or the team. None of us are mind readers, so don't act like one.

5. Generate Options for Improvement

Involve the whole team when creating alternatives for the team.

When addressing an individual's behavior, meet with that individual in private to generate options.

6. Make Corrections

Facilitate team agreement on which option to choose. Remember: everything the team tries is an experiment if it doesn't work, then try something new. Let the team have input into the decision of which option to try next.

7. Reinforce or Repeat

Reinforce the behavior if it improved or had the desired result. If not, simply repeat the cycle of creating, choosing, and acting on a new option.





Industrial Exposure ...contd.

Two days Industrial Visit (IV) to Aruppukkottai Sri Ramalinga Group of Mills and Rajapalayam Sri Jayajothi & Co Group of Mills provided an opportunity for the MSW students to understand the changes happening in the traditionally operated Business houses in the rural set up, work culture of the human potential, HR initiatives.

Mrs. Umadevi, MD of the ASRM group and Mr. Prem Subburaj, ED interacted with the students.



Students @ ASRM

The students visited the 60 years old traditional spinning mill Sri Jayajothi & Co where they witnessed the implementation of 5S and realized how it helped the management for the behavioural changes.

Mr. Venkatesh, GM and Mr. Senthilkumar, FM of the Mills explained the Challenges and Achievements to the students. The students also interacted with the workers to know more about their work culture and their safety measures. The scope for the MSW in the HR initiatives of these industries



Students @ SJJ

were revealed during the visit and the students got the hands on experience.



Training Activities: RYLA

A Unique concept of One Day RYLA is being conducted by Helikx for the school and college students organized by Rotary Club of Karur Angels under the guidance of our Chairman Rtn. G.Senthilkumar

Last month RYLA was held at Jayram Arts College, Karur Helikx conducted another

RYLA for the various school students of Sankari organized by Rotary Club of Sankari.

The students were given life skill training focusing on Leadership and Interpersonal skills. The students participated well and exhibited their talent. Best Teams were awarded prizes.



Leadership and Interpersonal skills training improves the confidence and self reliability

Training for Corporate - nice experiences



Sales Motivation Training for the Sales force of John Deere Tractors was held at Tanjore organized by the Dealers of Tanjore and Coimbatore. 25 Marketing Executives participated in this training and got benefited..



Skill Enhancement Training for the Sales force of TrueSai Works Authorised Dealers for TATA Cars was conducted at Salem, Hosur and Karur

Participants in action @ TrueSai Training



Sales Motivation Training



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**New Thinking...
New Possibilities...
Simplified solutions...**



helikx®

...seriously different

We, at helikx, understand the **needs** of the student community and their employability. Our extensive experience of about 2320 programmes and our interaction with various **types and level** of people makes us **relevant** to college students. We provide solutions to the human problems. Our methods of training will **increase job opportunities** and full-fill students' psychological needs.

We, the team of helikx, have facilitated about 2320 programmes in India and abroad. Our experience is 1,75,000 man-hours. 77,000 persons were benefited by our training programme. They all belong to different walks of life. They range from CEO's to Students. Our team consisting specialists in soft – skill, Psychologists and Technocrats that caters to the specific needs of the organisation and deliver the benefit to all stake holders.

Get Set Go - a systematic training module for UG/ BE (3+2) days per year for 3 years.

Map & Cap – 3days training module for PG/ MBA/ MCA per year for 2 years

Placement Training – exclusive training focusing placements for final year students.

OBT – Out Bound Training for UG/ PG students

FDP – 2 days Faculty Development Programme

Counselling skills – a special course on counselling skills (2/4/6 days course) for Faculty

Psychometric Assessment for BE/ MBA

Chairman Speaks...



G. Senthilkumar, Chairman

Dear Reader,

Indeed it gives me immense pleasure to meet you thro' Adhar.. the News letter of helikx specially designed for the Heads of the Institutions as well as Training & Development Wings.

Helikx after having more than a decade of research in Human Resource Development wish to share our experience thro this news letter. Helikx visits the Industries as well as institutions and want to BRIDGE THE GAP.

G. Senthilkumar

Upcoming Events:



March 26 & 27

2 days Workshop on Capacity Building for the MSW students and faculty

March 26 to 30

PSG CAS UGC sponsored Career skills training for the students.

March 27 to 30

Soft Skill Training for KSR College of Engineering, MBA students.

Send your feedback of this issue to info@helikx.com