

## Why Helikx?

Helikx has its unique way of Training approach which connect the potentials with the need.

Our approach will be of

- i) Conducting Pre Assessment ,
- ii) Identifying the Training needs,
- iii) Designing the Module as per the need analysis,
- iv) Delivering on-site with blended method of training consists of Activities, Visuals, Exercises and assignments along with lectures to make learning ease,
- v) Reporting to the Management.

This end up with the **result oriented Training**.

Every organisation both the Institutions and the Industry expects the result measured in terms of return of training (ROT) and Helikx approach fit with them.



## The Fine Art of Making Mistakes

Do you make mistakes? No...? Really?

This post is about people who are making mistakes. Precisely, for people who are learning from their own mistakes.

### The Art Of Making Mistakes?

#### *How making mistakes can be an art?*

Mistakes are just mistakes, nothing more. Well, let us tell you something: we're all making them, but only a few really know how to make them. The rest of us are sucking big time at this. Because like any other action, making mistakes can be evaluated and improved. There is a way to positively make mistakes the same way there is a way to improve your English accent.

Well, if there is such a way, why we're not following it?

**First reason;** all mistakes are opportunities, but we somehow lost the ability to recognize them as such. We're accepting only clear, black-and-white, capitals written opportunities, while constantly pushing gaffes in the back of our mind.

**Second reason:** for sucking at making mistakes: we never really accept them. We don't really

process and digest our faults.

**Third reason:** for sucking at making mistakes: we're not practicing them. We're not aware of the fact that there is a fine art of making mistakes. We simply think that making mistakes is fundamentally a non-improvable process. We're taking our mistakes for granted.

Well, time to change all of this.

Read on..... *Contd... Page # 3.*

## Take your Psychometric Test

Visit the below link to test yourself:



<http://test.helikx.com/>

**Psychometric tests** aim to measure attributes like intelligence, aptitude and personality.

Information technology companies, financial institutions, management consultancies, local authorities, the civil service, police forces, fire services and the armed forces all make extensive use of psychometric testing.

## Succeeding in Interview - Sign 1 of 7

The interviewer uses "forward-thinking" language. The person you're speaking with might reveal what they're thinking through subtle hints. "Listen closely to see if the interviewer is giving you any verbal cues about the future," notes Shankar Subramoney, Professor and consultant. "For example, the interviewer might say things like 'once you start,' or 'when you join the team.'"

## Sign 2 of 7

He or she asks follow up questions. Are you being asked to expand on something you've said? That's a great sign. "If an interviewer has tuned out or is just going through a checklist of questions, they will not want to dig deep by asking follow-up questions," says G Senthilkumar, career coach and member board of studies of PSG College and Chairman of Helikx Salem. They may also ask for their calls to be held or for a later appointment to be pushed back in order to focus solely on you.

Contd..... in page # 3



Two types of learning.

One, Teach and Test.

Two, Test and then Teach.

## PSG College of Arts & Science

A 5-day career oriented **Employability Skills** training programme was conducted to all the final year students of PSG College of Arts and Science, Coimbatore between 26th and 30th March 2012.

Communication skills, Leadership, Resume writing and Interview skills were the focus areas.

About 1500 students were

participated in this 5-day programme.

A 2-days Workshop on "Capacity Building" was also conducted for final year MSW students & Faculty of PSG CAS, Coimbatore.

Training focus was on "Hands on training in Preparing HR Manuals for the SMEs, Importance of Psychometric Assessments "

How to set up the Training & Development Wing in SMEs?, Process and Implementation.

## Corporate: G7 Synergon



**Skill Enhancement Training** for Middle managers and Top managers of G7 Synergon was conducted in Bangalore for 2 days

**G7 SYNERGON** is an integrated Biopharmaceutical service provider, offering drug discovery research, clinical and consulting solutions, established in 2008. The theme was "**Experience the Excellence**"

## CRM training - MOTHl for men

MOTHl for men @ Erode is newly added to our client list.

Conducted Training on Customer Relationship Management for their sales executives and supervisors. Learning through Doing was the theme.



## Soft Skill Training at KSRCE for MBAs

Helikx's second programme in this Quarter for KSRCE, Tiruchengode.

This time first year MBA students participated in 2-day Soft Skill Training Conducted in their Campus.

This programme leads to the **transformation of their knowledge into skill and**

**skill into action.**

SWOT Analysis, Goal Setting, Competency Mapping, Communication skills, Etiquette, Case Study & Motivation were the focus areas for this training.

Students were given certificates with learning styles.

Transforming  
- KNOWLEDGE to SKILL  
- SKILL to ACTION

## The Fine Art of Making Mistakes cond....

**1. Have Courage:** Look out your possibilities and try everything. Have no fear. Just do whatever you feel and then watch for the results.

**2. Trust Yourself:** Trust yourself even when you're barking up the wrong tree. You're the only one able to see what's right for you.

**3. Accept Mistakes:** You can begin to change something only when you're accepting your mistakes.

**4. Stay Actionable:** The masters of the fine art of making mistakes know that action is the only detail that separates an error from an opportunity. If you stop moving steps, you're as good as dead.



**5. Laugh at Your Mistakes:** The dissolving effect of the link between your mistakes and your sense of humor will help you overcome the consequences of your mistakes faster than anyone else.

**6. Don't Quit:** If there will be only one fundamental principle of the art of making mistakes, you can forget all of the above, as long as you're obeying this one. Whatever you want, just go for it.

## How does Psychometric Assessment work? Contd.. from Issue 1

Psychometric testing has traditionally involved pencil and paper, but increasingly incorporates computer technology. Aptitude or ability tests can be used to measure technical competencies, like being able to perform calculations, communicate effectively in writing, understand the abstract rules and regulations that go hand-in-hand with computers or be able to check and classify quickly and efficiently. Personality questionnaires can be used to find out whether people

will be a good "fit". For example, if the job requires continually talking to new clients, is this something a candidate enjoys - or would they rather be working alone on a project? There are also other inventories and questionnaires, looking at more specific areas, like motivation or occupational interests. All of these instruments come under the umbrella of "psychometrics" - ways of measuring aspects of how people behave.

Personality questionnaires can be used to find out whether people will be a good "fit".

## Succeeding in Interview - contd.....

### Sign 3 of 7

Your interviewer is nodding or leaning in. In addition to verbal cues, you may receive non-verbal signs that indicate the interview is going well. If they're leaning in, making good eye contact or nodding, chances are they haven't dismissed you as a candidate. "The hiring manager's body language is demonstrating increased interest in what you have to say," says G Kumaraguru, workplace organisation consultant and Director of Helikx"

### Sign 4 of 7

The interviewer is convincing you instead of quizzing you. If they want you, they'll want you to want them -- and try to sell you on the company and position. "Once the interviewer starts spending a good deal of time telling you how great the company is and why, you can feel very good about your prospects," says R Raja, Active and International Coach for communication and Manager at Helikx. They may also be curious about where else you're interviewing.

Contd..... in page # 4

## Succeeding in Interview contd .....

### Sign 5 of 7

You're not rushed out. A busy recruiter probably won't waste much of his (or your) time if they're not seriously considering you. "If the interview goes well over the allotted time, you've aced it," says Ms. RenuPriya. "Nothing makes me happier than when a candidate for one of my executive recruiting clients tells me he had an hour-and-a-half or two hour interview."



### Sign 6 of 7

You're introduced to many people. If the hiring manager is considering giving you the position, they may introduce you to potential co-workers or managers. "If this is not planned, this is a good sign that they want you. If they pull someone out of a meeting, even better," says career coach G Senthil Kumar.



## Chairman's Column

Dear Readers,

Am happy to meet you once again through Aadhar... the News letter of Helikx specially designed for the Principals and Heads of the Institutions as well as Training & Development team.

We have got some new clients this month from SMEs and this leads us to gain some momentum over filling up industries expectations in our training programmes.

Thanks for all your support.

- - G. Senthilkumar

## Succeeding in Interview - contd....

Sign 7 of 7

The final handshake is firm. Not all handshakes are created equal. It's not an exist science, but a limp, dismissive one may be a goodbye salute, whereas a firm grip may be a "see you soon" gesture. "Does it go beyond just a handshake, such as grasping your arm, too? Is your shoulder lightly touched while shaking hands? All are [good] signs", says Ms. Sudhadev, Coach and work place organisation consultant.

## Upcoming Events

- **CRM training.**  
MOTHI for Men, Erode.  
On 1st May 2012.
- **BASE Camp.**  
School Students, Erode.  
1st to 06th May 2012
- **Out Bound Training**  
For STEPS, Anaikatty,  
7th and 08th May 2012

Aadhar.... Issue 02 May 2012

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**Our Approach**

- Listening Skill
- Questioning Skill
- Modeling Skill
- Refarming
- Goal Setting
- Empathizing

**To Whom Professors, Lecturers, Teachers and Parents...**

**Orientation 2 Days, Barefoot 5 Days, Advanced 10 Days**

**helikx®**  
**counselling skills**

## Our Training modules

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-day Faculty Development Programme

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

**Psychometric Assessment** for all

**Aptitude Training** for all college students.

Special training modules for all **MBA specializations** like HR practices, Marketing strategies etc.,