

## BIJA TRAINING PVT. LTD. – Comprehensive Training Portfolio

Category	Program Name	Target Audience	Duration	Delivery Mode	Business Outcome
Leadership Development	Emerging Leaders Program	High-Potential Employees	3–6 Months	Blended	Leadership Pipeline Development
Leadership Development	First-Time Managers Program	New Managers	2–6 Months	Workshop + Coaching	Managerial Readiness
Leadership Development	Senior Leadership Excellence	Senior Leaders	6–12 Months	Coaching + Workshops	Strategic Leadership
Management Development	Managerial Effectiveness	Managers	1–3 Days	Classroom / Virtual	Improved Manager Capability
Management Development	Coaching for Performance	Managers	2 Days	Workshop	Performance Improvement
Supervisory Development	Supervisory Excellence	Supervisors	2 Days	Workshop	Enhanced Shop-floor Leadership
Supervisory Development	Safety Leadership	Supervisors	1 Day	Workshop	Safe Work Practices
Behavioural Skills	Effective Communication Skills	All Employees	1–2 Days	Workshop	Improved Communication
Behavioural Skills	Emotional Intelligence	All Employees	1–2 Days	Workshop	Self-awareness and Relationships
Behavioural Skills	Critical Thinking and Problem Solving	All Employees	1–2 Days	Workshop	Better Decision Making
Behavioural Skills	Time Management	All Employees	1 Day	Workshop	Productivity Improvement
Behavioural Skills	Ownership and Accountability	All Employees	1 Day	Workshop	Performance Culture
Communication Excellence	Business Communication	All Employees	1–2 Days	Workshop	Professional Communication
Communication Excellence	Presentation Skills	Managers	1–2 Days	Workshop	Confident Presentations
Communication Excellence	English Communication Skills	Frontline Teams	3–12 Modules	Blended	Workplace Communication
Team Effectiveness	Team Building Workshop	Teams	1–2 Days	Experiential	Team Collaboration
Team Effectiveness	High-Performance Teams	Cross-functional Teams	2 Days	Workshop	Improved Team Outcomes
Outbound Training	Leadership Through Adventure	Managers	2 Days	Outdoor	Experiential Learning
Outbound Training	Collaboration and Trust Labs	Teams	1 Day	Outdoor	Trust and Collaboration
Coaching	Executive Coaching	Senior Leaders	6–12 Sessions	One-on-One	Leadership Effectiveness
Coaching	Transition Coaching	New Managers	3–6 Sessions	One-on-One	Role Transition Success
Assessment Centres	360-Degree Feedback Assessment	Managers and Leaders	Project Based	Assessment	Leadership Insights
Assessment Centres	Competency Mapping	All Levels	Project Based	Assessment	Capability Framework
Assessment Centres	High-Potential Identification	Future Leaders	Project Based	Assessment	Talent Pipeline
Assessment Centres	Pre and Post Assessments	All Levels	Program Based	Digital / Offline	Learning Impact
Employee Engagement	Stress Management	All Employees	1 Day	Workshop	Employee Well-being
Employee Engagement	Happiness at Work	All Employees	2–4 Hours	Workshop	Engagement Improvement
DEI	Inclusive Leadership	Managers	1 Day	Workshop	Inclusive Culture
Compliance	POSH Awareness	All Employees	Half Day	Workshop	Legal Compliance
Compliance	POSH for IC Members	IC Members	1 Day	Workshop	Effective POSH Governance
Campus to Corporate	Campus to Corporate Readiness	Graduate Trainees	2–5 Days	Blended	Workplace Readiness
Campus to Corporate	GET Development Program	Graduate Engineers	3–12 Months	Blended	Future Talent Development
Customer Service	Customer Service Excellence	Customer-facing Teams	1–2 Days	Workshop	Customer Satisfaction
Sales Effectiveness	Consultative Selling	Sales Teams	2 Days	Workshop	Sales Performance
Sales Effectiveness	Negotiation Skills	Sales Teams	1–2 Days	Workshop	Improved Conversion
Manufacturing Excellence	Problem Solving using TRIZ	Engineers and Supervisors	2 Days	Workshop	Continuous Improvement
Manufacturing Excellence	Quality Mindset	Shop-floor Employees	1 Day	Workshop	Quality Culture
Customized Interventions	Train-the-Trainer (TTT)	Internal Trainers	2–5 Days	Workshop	Internal Capability Building
Customized Interventions	Learning Academies	Functional Teams	Project Based	Blended	Long-term Capability Development
Customized Interventions	Build-Operate-Transfer (BOT) Programs	Organizations	Project Based	Consulting + Training	Capability Transfer