



BIJA TRAINING PVT. LTD.

Transforming People. Empowering Organizations.



www.bijatrainng.com

Who we are



BIJA Training Pvt. Ltd. is a premium corporate learning and development company committed to enabling individuals and organizations to succeed in today's fast-changing business landscape. Founded by acclaimed corporate trainer and leadership coach **Mr. Prakash Sharma**, BIJA is anchored in the philosophy that **transforming people is the key to transforming businesses.**

We are a trusted partner in building people capabilities across industries and levels. Our approach goes far beyond traditional training — we **customize, coach, and co-create** learning journeys that are practical, impactful, and aligned with real business needs. We specialize in unlocking human potential through **behavioral, experiential, and competency-based learning solutions** that drive sustainable growth.

With a network of **100+ certified trainers and facilitators across India and globally**, BIJA delivers high-impact programs PAN India and internationally. Our interventions are **tailored for every function, industry, and hierarchy** — from **entry-level professionals to CXOs.**

Our core expertise lies in **Behavioural Training, Leadership Development, Outbound Learning, E-Learning, Executive Coaching, and Long-Term Interventions.** From onboarding programs to top leadership journeys, we offer end-to-end L&D solutions that bring **insight, innovation, and measurable** impact to every learning experience.



Mission

To deliver meaningful, measurable, and mind-shifting learning interventions that shape professionals into confident, ethical, and competent contributors.



Vision

To be the most admired learning partner, empowering individuals and organizations through purposeful, practical, and progressive training solutions.

Our Core Values

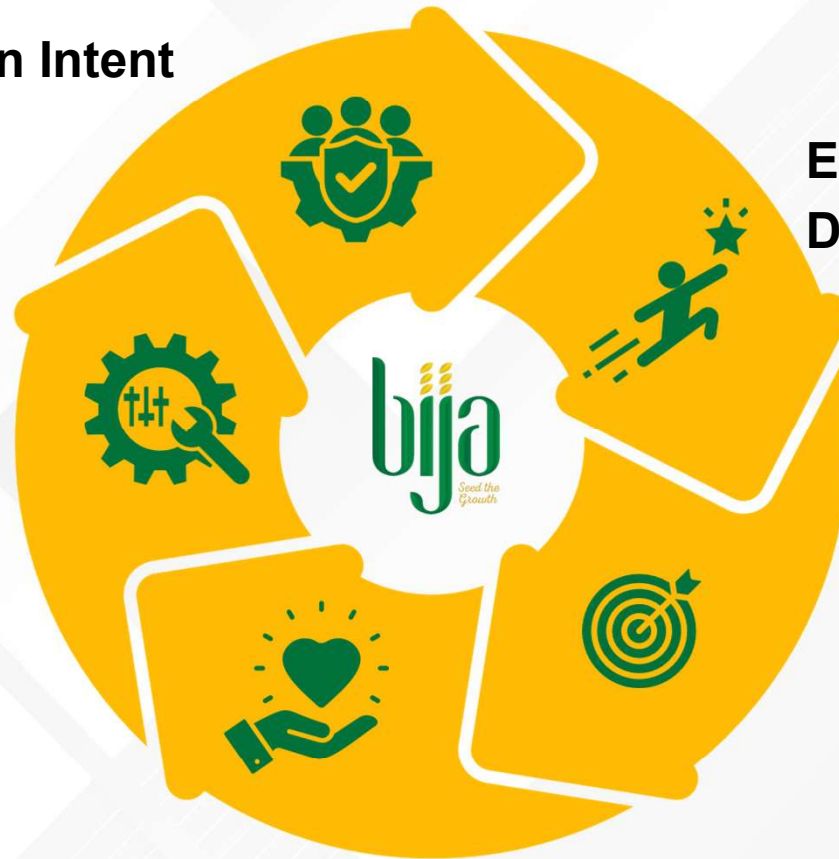
Integrity in Intent

Excellence in Delivery

Customization in Approach

Commitment to Impact

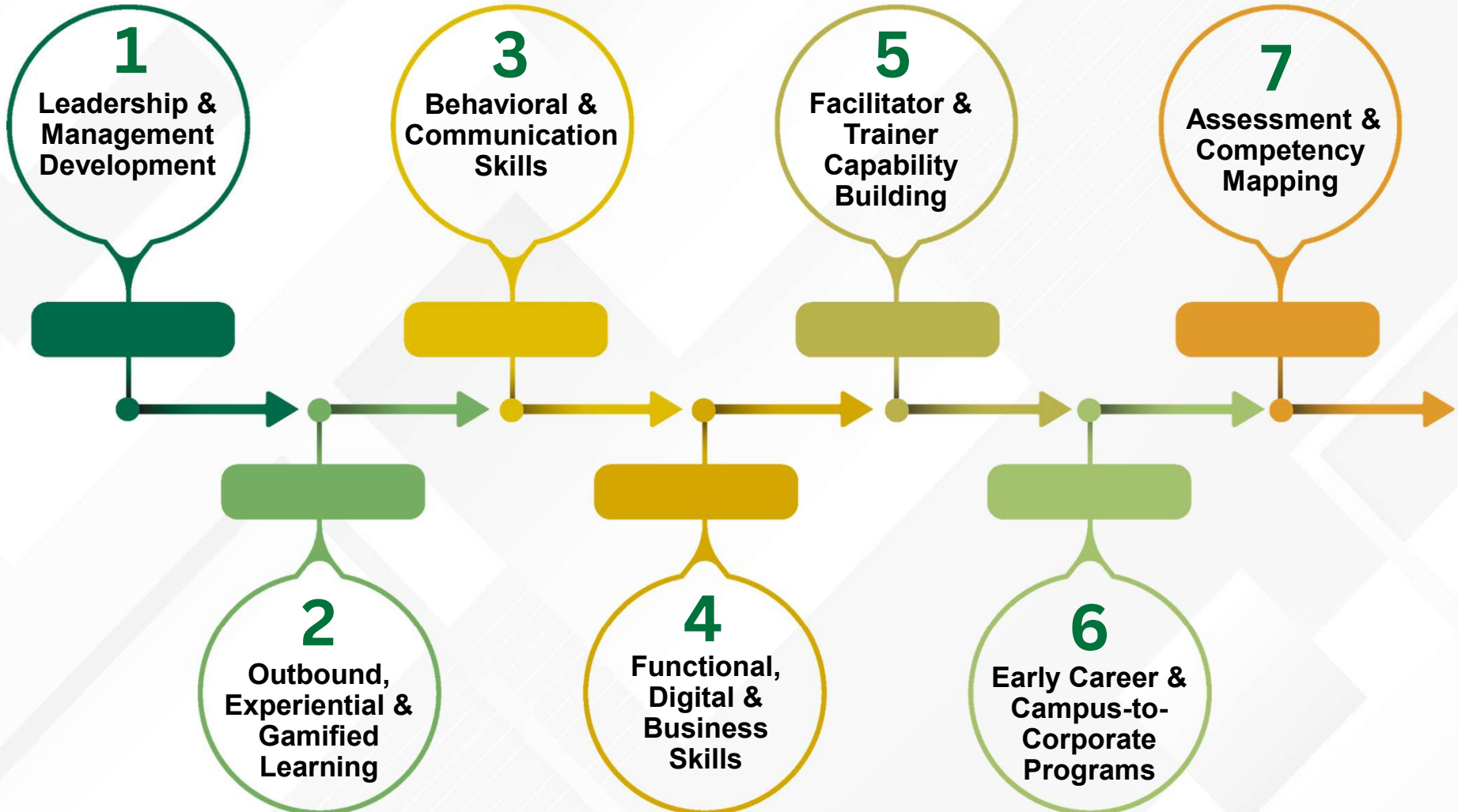
Empathy in Engagement



What we do

7 pillars of Our Learning & Development Solutions

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What we do (1/3)

1. Leadership & Management Development

Long-Term Interventions & Leadership Journeys

- End-to-end development journeys using a Training + Coaching delivery model.
- Designed with clear outcome metrics and reinforced learning touchpoints.
- Ideal for first-time managers to senior leadership.

Executive Coaching & Mentoring

- One-on-one or group-based interventions for leadership development.
- Handled by certified coaches across industries and behavioral domains.

Signature & Specialized Programs

- Dealing with Millennials, Intergenerational Workforce Programs, and leadership transformation modules tailored to specific contexts.

2. Behavioral & Communication Skills

Communication & Presentation Skills (COPS)

- Comprehensive modules to enhance verbal, non-verbal, and written communication.
- Focus on presentation techniques, storytelling, confidence-building, and handling Q&A sessions.

Emotional Intelligence & Interpersonal Effectiveness

- Builds emotional awareness, empathy, and personal regulation for better team and stakeholder relationships.
- Includes conflict resolution, assertive communication, and collaboration in diverse teams.

Professional Etiquette & Workplace Behavior

- Covers grooming, body language, email writing, meeting conduct, and respectful workplace practices.
- Ideal for early to mid-career professionals and anyone in client/stakeholder roles.

What we do (2/3)

3. Outbound, Experiential & Gamified Learning

Outbound & Experiential Learning (OBT)

- Adventure-based and outdoor modules that foster collaboration, leadership, and resilience.
- Includes trust-building games, group problem-solving, survival scenarios, and reflective debriefs.

Gamified Business Simulations

- Scenario-based simulations customized to mimic actual business challenges.
- Helps participants practice decision-making, time management, and cross-functional coordination.
- Popular formats include “CEO for a Day,” “Business War Games,” and “Crisis Management Rooms.”

4. Facilitator & Trainer Capability Building

Train-the-Trainer (TTT) Programs (Recommended for Future Expansion)

- Structured modules to build facilitation, content delivery, and learner engagement skills.
- Designed for internal trainers, line managers, and HR professionals.

Coaching Skills for Leaders & Internal Mentors (Recommended for Future Expansion)

- Builds foundational coaching conversations, goal setting, feedback delivery, and reflective listening.
- Ideal for team leads, supervisors, and internal mentors playing developmental roles.

What we do (3/3)

5. Functional, Digital & Business Skills

Functional & Custom Training Modules

- Tailor-made programs for core functions – Sales, Service, Operations, etc.
- Customized with case studies and industry-relevant activities.

Microsoft & Analytical Tools Training

- Focused sessions on Excel, PowerPoint, and Power BI for productivity.

Tech-Enabled & Digital Learning

- E-Learning, Webinars, Virtual Classrooms – scalable and engaging formats.
- Reinforcement via mini booklets, flashcards, WhatsApp/email support.

6. Early Career & Campus-to-Corporate Programs

Campus to Corporate & Induction Programs

- Specially designed for GETs, DETs, and Young Professionals (YPs).
- Smooth onboarding with corporate readiness modules.

Capsule & Calendar Programs

- Flexible formats: Half-Day, 1-Day, 2-Day, and ongoing calendar-based learning.

7. Assessment & Competency Mapping

TNI, Competency Mapping & Assessment Support

- Training Needs Identification (TNI), Competency Frameworks, 360° Feedback.
- Behavioral tools and impact measurement through assessment portals.

Assessment & Development Centers

- Designed to identify high-potential talent.
- Tools include DISC, MBTI, TA, NLP, and RBA.

High-Impact, Customizable, and Business-Relevant Learning Solutions








Some of our most sought-after and effective programs include:



1. Behavioral & Soft Skills Training (In-House, Outbound, and Experiential)
2. Leadership Development Programs (LDPs) – From First-Time Managers to Senior Leaders
3. Executive Coaching & Leadership Mentoring
4. Train-the-Trainer (TTT) Certification Programs
5. Long-Term Competency-Based Interventions
6. Outbound Training Programs (OBT) – Adventure, Simulation & Activity-Based Learning
7. Assessment-Based Learning Journeys – DISC, MBTI, TA, NLP, RBA, etc.
8. Gamification & Simulation-Based Learning Models
9. E-Learning, Webinars & Virtual Training Solutions
10. Custom Functional Training Modules – Sales, Service, Operations, and more
11. Supervisory Development Programs
12. First-Time Manager Programs
13. Senior Leadership & Strategic Thinking Programs
14. Employee Engagement & Motivation Workshops
15. Language Enhancement & Business Communication
16. Campus to Corporate Programs – DET, GET, YP Modules
17. Microsoft Excel, PowerPoint & Power BI Training
18. Capsule & Calendar Programs – Half-Day, 1-Day, and 2- Day Modular Options
19. Programs for Millennials & Intergenerational Workforce
20. Signature Programs – e.g., Communication & Presentation Skills (COPS), Dealing with Millennials

Why Choose BIJA? – Our USPs



-  **Certified Experts Only**
100+ certified trainers with expertise in behavioral sciences, coaching, NLP, DISC, MBTI, TA, PMI, and more.
-  **Customization at Its Best**
Every program is built from the ground up — tailored to your industry, challenges, and business goals.
-  **Experiential & Engaging Learning Design**
Immersive methodologies like simulations, gamification, outbound challenges, and real-time case applications.
-  **Pre, Mid & Post Assessments with Actionable Insights**
Holistic diagnostics to measure progress and ROI — before, during, and after training.
-  **Reinforcement & Learning Sustainment**
Structured post-training support with booklets, flashcards, commitment sheets, and virtual follow-ups.
-  **Scalable & Versatile Formats**
Delivery across onsite and remote formats, suitable for half-day workshops to year-long interventions.
-  **High Engagement Promotional Support**
Via Google Forms, internal LMS, WhatsApp, and virtual meeting platforms

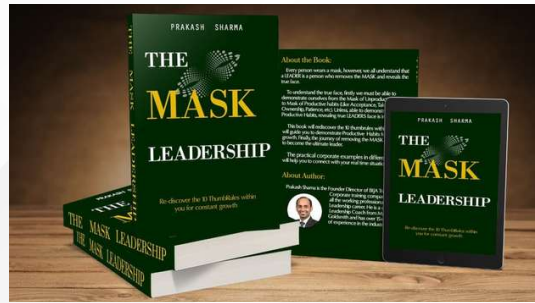
Signature Simulations & Exclusive Experiences

These immersive, gamified, and high-impact interventions offer deep learning with strategic insights:



Experiential simulation Games

A **globally** experiential simulation used by **Fortune 500 companies** to foster **strategic thinking, collaboration, and leadership alignment.**



“The MASK Leadership” Model

A proprietary leadership development framework focused on **Mindset, Agility, Self-Mastery, and Knowledge** – designed for personal transformation and organizational growth.



“Leaders Connect 360”

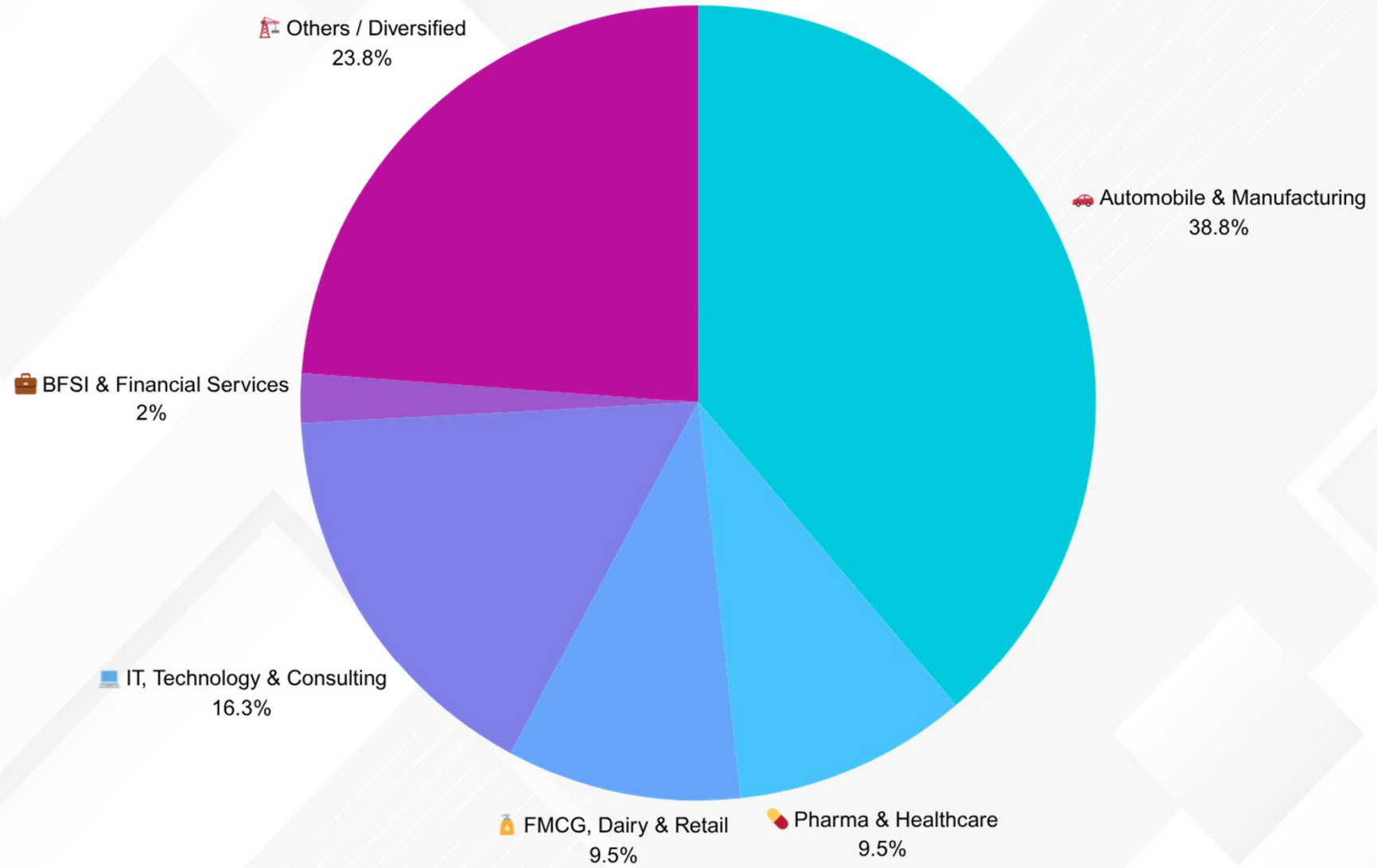
An exclusive **leadership forum** facilitated by **Mr. Prakash Sharma**, focusing on **peer learning, insights exchange, and high-level leadership mentoring.**

Our industry expertise



- Deep specialization in **Manufacturing, Automobile & Auto Ancillaries**
- Programs conducted across **IT, BFSI, Pharma, FMCG, Retail, Services, and Educational Institutions**
- Trainers from **diverse industry backgrounds** to ensure contextual relevance
- Presence and delivery capabilities **PAN India and Internationally**

Our clients



Our major clients



DAIMLER

RENAULT · NISSAN
JOINT VENTURE COMPANY

TATA POWER

HL Mando



ANDRITZ



RENOLD
Superior Chain Technology

B MARKETS



DODLA

Rane

apollo
TYRES

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GANIT
Glow Happiness

Amway

ATHER



TVSCREDIT



HINDUJA
RENEWABLES



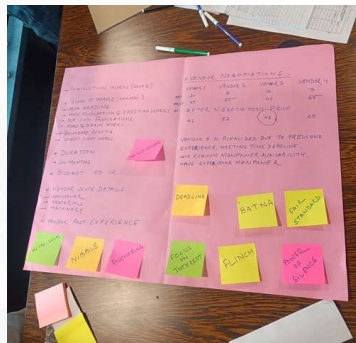
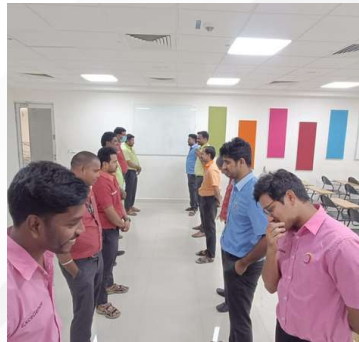
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Sujan | Continental

Our Gallery



Our Testimonials



Bija Training Private Limited

4.7 ★★★★★ 842 Google reviews

Training center

You manage this Business Profile

sindhuja obulasetti
3 reviews

★★★★★ 5 months ago

Training Session is more practical which made me to participate with more interest. Really a very nice session.

Rajkumar S
Local Guide · 10 reviews · 3 photos

★★★★★ 5 months ago

Attended conflict management training in Jan25. Trainer kalishwaran. Training was effective

sri_nivas
9 reviews

★★★★★ 2 weeks ago **NEW**

Bija , their programs are well designed and meeting all the customers needs.

Personally I attended many training sessions and simply the sessions are fantastic and enhanced my learnings. I am able to apply the knowledge in my professional life.

I recommend Bija.

Thank you Mr. Prakash and team for your contributions.

Guganesh S
3 reviews

★★★★★ 5 months ago

Attended their 'Team Building' Training. They are highly experienced and the sessions were highly interactive with interesting activities.

sadagoban A
3 reviews

★★★★★ 5 months ago

Very interactive section..... Trainer Explaining the things in a simpler way...All Tasks are Very Fun and interesting....

PRASANNA NELAMARRI
1 review · 4 photos

★★★★★ 2 months ago

Good experience 🍌🍌



Our leadership team



Mr. Prakash Sharma – Founder Director

A seasoned professional with over 18 years of experience in leadership development and behavioral training. Certified by **NFNL (USA) and Thomas Assessments**, he is a **Certified Global Leader of the Future** and author of "The MASK Leadership". Endorsed by **Marshall Goldsmith**, Prakash has facilitated programs for leading corporates including Ashok Leyland, TTK Healthcare, Ford, Essilor, Capgemini, Siemens, LG, Hero Honda, and many more. He excels in coaching CXOs using models such as Situational Leadership, RBA, DISC, and Belbin.

A **certified global coach, leadership expert, and author**, Mr. Prakash brings over **18 years of rich experience** in shaping leaders across sectors. A Certified Global Leader of the Future (endorsed by Marshall Goldsmith), his training style is practical, insightful, and highly engaging. He is the author of "The MASK Leadership" and has conducted high-impact workshops for companies like Ford, HDFC Bank, TTK, Essilor, Ashok Leyland, Axis Bank, Capgemini, and more. He combines **scientific models, coaching frameworks, and fun-based learning** to transform mindsets and behaviors. His specialty lies in **aligning leadership development to business outcomes**.

Our leadership team



**Mr. Pankaj Vyas –
Managing Partner.**

Responsible for end-to-end business development, client relationship, operations, and delivery excellence across India. He is the strategic and executional backbone of BIJA's engagements



**Ms. Aravinda
Prakash – Finance
Head**

Leads all finance, billing, compliance, and backend operations for the company.



**Mr. Kaleeswaran K
– Project Manager**

Ensures seamless coordination, trainer alignment, and program delivery operations.



**Mr. Mahesh –
IT Head**

Lead digital infrastructure, LMS/assessment portal, and data management



**Mr. Manish –
IT Head**

Lead digital infrastructure, LMS/assessment portal, and data management

Let's build a transformation story together



At BIJA Training, we believe that **developing people is the surest way to accelerate organizational success**. Our legacy, flexibility, and commitment to impact make us your ideal L&D partner.

To explore how we can collaborate:

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