

We conduct training programs and provide consultancy services focused on developing leadership capability among technical and techno-managerial staff in global R&D centers.



Signature Training Programs

1. *System Architect Training*
2. *Leadership for Technical Experts*
3. *Creativity and Innovation at Work*
4. *Effective Communication for Technical People*
5. *Managing Technical People*

Custom Programs and Solutions

1. *Team Intervention Programs*
2. *Competency Assessment and Development*
3. *Development Process Optimization*
4. *Mastering System Knowledge*
5. *Patents and Technical Publications*

Top clients

Intel, Cisco, Oracle, NXP, Honeywell, Harman, Microsemi, Synopsys, VMware, NDS, Mahindra & Mahindra.

System Architect Training

Overview

- Five day, highly interactive, hands-on training program for people aspiring to grow in technical ladder as architects and system architects.
- Spread over a month, this highly modular program gives ample opportunity to master architectural skills and practice them at work.

Objectives

- Work at higher abstraction level using models, views, perspectives, & patterns.
- Develop system perspective and system thinking through views & perspectives.
- Adopt industry best design practices by using architectural and design patterns.
- Gain clear insight into architecting process through architectural walkthrough.
- Architect new products confidently; review and evaluate architectures.
- Make effective trade-offs & decisions, document & communicate them.
- Handle business and human dynamics that play out in global R&D environment.
- Effectively communicate and influence stakeholders and decision makers.

Highlights

- Architectural walkthrough using multiple product ideas
- Boot camp style of working to get practical insights
- Develop architecture and get it reviewed by peers and experts

Variants

Aspiring Architects Program	For senior technical staff (5 to 10 year experience)
Architect Training Program	For domain architects (10+ years of experience)
System Architect Training	For practicing system architects



Number of participants: 12 to 15

Who should attend?

Design engineers, Technical leads, Technical experts, Architects, Technical and Project Managers

- ✓ Activities
- ✓ Live scenarios
- ✓ Case studies
- ✓ Role plays
- ✓ Videos
- ✓ Assignments
- ✓ Follow through
- ✓ Gamification

Short duration Programs

1 day, 2 day, and 3 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

Leadership for Technical Experts

Overview

- *Five day, highly interactive, hands on training program for people aspiring to grow in technical ladder as domain experts, architects, and principal engineers.*
- *Spread over a month, this highly modular program gives ample opportunity to master leadership skills and practice them at work.*

Objectives

1. *Work at higher abstraction level using models, views, perspectives, & patterns.*
2. *Develop system perspective, system thinking, and architectural thinking.*
3. *Enhance creativity, innovation, and creative problem solving capabilities.*
4. *Gain insight into intellectual properties, patenting, and publishing papers.*
5. *Make effective decisions and trade-offs, document & communicate them.*
6. *Lead & drive effective meetings – reviews, ideation & problem solving sessions.*
7. *Insight into growth in technical ladder – skills, capabilities, & responsibilities.*
8. *Effectively interact and influence stakeholders, decision makers, and customers.*
9. *Handle business and human dynamics that payout in global R&D environment.*

Highlights

- *Boot camp style of working to get practical insights.*
- *Architectural walkthrough using multiple product ideas.*
- *Lots of activities, assignments, case studies, and role plays to gain practical insights.*

Variants

<i>Foundation</i>	<i>For people with less than 5 years of experience.</i>
<i>Practitioner</i>	<i>For people with 5 – 10 years of experience.</i>
<i>Expert</i>	<i>For people with 10+ years of experience.</i>



Number of participants: 12 to 15

Who should attend?

Design engineers, Technical leads, Domain experts, Architects, Technical and Project Managers

- ✓ Activities
- ✓ Live scenarios
- ✓ Case studies
- ✓ Role plays
- ✓ Videos
- ✓ Assignments
- ✓ Follow through
- ✓ Gamification

Short duration Programs

1 day, 2 day, and 3 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

Creativity and Innovation at Work

Overview

- Five day, highly interactive, hands-on, activity driven training program for people aspiring to grow as domain experts, architects, and principal engineers.
- Spread over a month, this highly modular program gives ample opportunity to develop creativity & innovation capabilities, and apply them at work.



Objectives

- Enhance creativity, innovation, and system thinking capabilities at work.
- Reframe problems, make new connections, and challenge assumptions.
- Master design thinking and creative problem solving techniques.
- Walkthrough design thinking and creative problem solving process.
- Develop innovative mindset, passion for technology, self confidence, and willingness to go beyond comfort zone.
- Assess own creative capability and natural thinking style; learn ways to collaborate with people of different thinking styles.
- Effectively lead and facilitate ideation and creative problem solving sessions.

Highlights

- Boot camp style of working to get practical insights.
- Lots of activities, assignments, case studies, and role plays to gain practical insights.

Variants

<i>Foundation</i>	<i>For people with less than 5 years of experience.</i>
<i>Practitioner</i>	<i>For people with 5 – 10 years of experience.</i>
<i>Expert</i>	<i>For people with 10+ years of experience.</i>

Number of participants: 15 to 20

Who should attend?

Design engineers, Technical leads, Technical experts, Architects, Technical and Project Managers

- ✓ Activities
- ✓ Live scenarios
- ✓ Ideation sessions
- ✓ Role plays
- ✓ Videos
- ✓ Assignments
- ✓ Follow through
- ✓ Gamification

Short duration Programs

1 day, 2 day, and 3 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

Effective Communication for Technical People

Overview

- Four day highly interactive training program for people to significantly improve their communication capabilities in global R&D environment.
- Spread over a month, this program gives ample opportunity to introspect, identify improvement areas, learn new skills, practice & master them at work.



Objectives

- Significant and visible improvement in oral and written communication.
- Improve self confidence, assertiveness, and effectiveness in global environment.
- Communicate at right abstraction level using models, views, and perspectives.
- Effectively contribute and lead meetings, group discussions & conference calls.
- Improve persuasion, influencing, and negotiation skills.
- Gain insight into day to day communication challenges and ways to address them.
- Identify specific areas of improvement and create individual development plan.
- Understand and appreciate importance of communication in technical career.

Highlights

- Boot camp style of working to get practical insights.
- Lots of activities, assignments, case studies, and role plays to gain hands on experience of using new skills.

Variants

<i>Foundation</i>	<i>For people with 0 – 3 years experience</i>
<i>Practitioner</i>	<i>For people with 4 – 8 years of experience</i>
<i>Expert</i>	<i>For people with more than 8 years of experience</i>

Number of participants: 15 to 20

Who should attend?

Design engineers, Technical leads, Technical experts, Architects, Technical and Project Managers

- ✓ Activities
- ✓ Role play
- ✓ Case studies
- ✓ Live scenarios
- ✓ Videos
- ✓ Assignments
- ✓ Follow through
- ✓ Gamification

Short duration Programs

1 day, 2 day, and 3 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

Managing Technical People

Overview

- Four day highly interactive training program for people managing technical teams in global R&D environment.
- Spread over a month, this highly modular program gives ample opportunity to master techno management skills and practice them at work.

Objectives

- Gain insight into management styles & situational management.
- Master delegation skills & ways to motivate people to go beyond comfort zone.
- Interact at higher abstraction level using models, views, perspectives, & patterns.
- Foster innovative mindset and passion for technology among team members.
- Drive development of intellectual properties and creation of technical assets.
- Facilitate effective meetings with energy, involvement, and follow-through.
- Develop collaborative learning and creative problem solving capabilities.
- Manage business and human dynamics that play out in global R&D environment.
- Gain insight into cross cultural issues and challenges in managing global virtual teams.

Highlights

- Boot camp style of working to get practical insights.
- Lots of activities, assignments, case studies, and role plays to gain practical insights.

Variants

Foundation	For senior technical staff with team delivery responsibility.
Practitioner	For Practicing Managers.
Expert	For Practicing Senior Managers.



Number of participants: 10 to 15

Who should attend?

Development managers, Project Managers, Technical leads, and Architects.

- ✓ Activities
- ✓ Live scenarios
- ✓ Case studies
- ✓ Role plays
- ✓ Videos
- ✓ Assignments
- ✓ Follow through
- ✓ Gamification

Short duration Programs

1 day and 2 day variants based on profile of participants, expected outcome, breadth and depth of coverage.

Learning and development through multidimensional approach

Development technique		Observed effectiveness	Training
Listening to lectures		5%	
Reading material & case studies		10%	
Multimedia presentations		20%	
Self discovery & exercises		30%	Assignments
Simulations & group learning		50%	
Practice at work environment		75%	
Experiential group learning		90%	
Individual and group coaching			

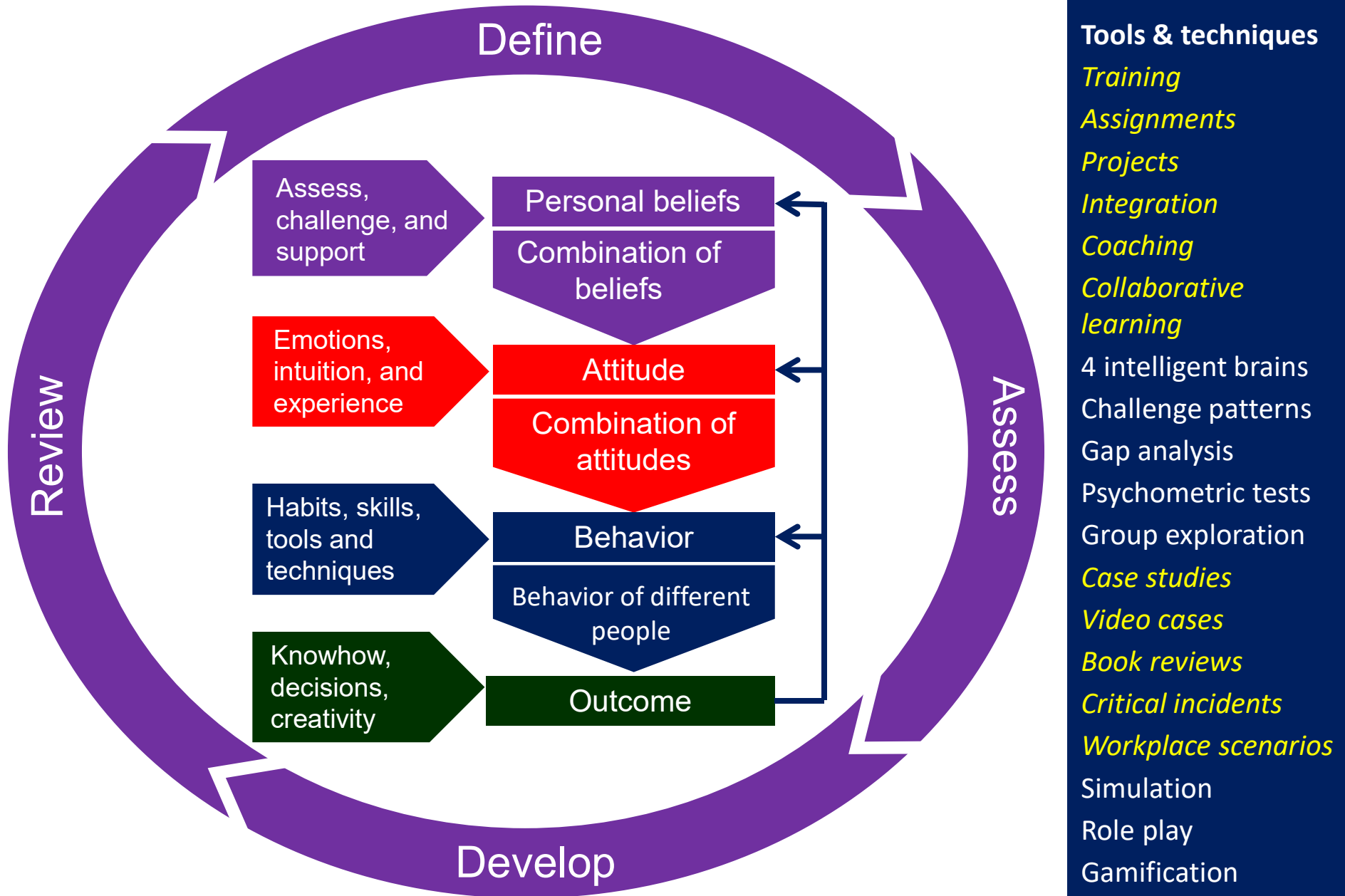
Integration

Helping development centers to become world class.

- ✓ *Service provider* → *Product owner*
- ✓ *Resource augmentation center* → *World class product development center*
- ✓ *Team of developers and testers* → *Effective leads, architects, and managers*
- ✓ *Recognition as hardworking sloggers* → *Valued and respected performers*

Unique, highly effective, multidimensional approach for putting learning into practice.

Our Learning and Development framework



Effective transformation requires intervention at every phase of learning & development process

Expert net – *connecting world class expertise to R&D centers*

- ❑ Network of professionals passionate about providing world class training and consulting services.
- ❑ Open to professionals committed to providing world class services to development centers in India.
- ❑ Very economical model - directly connecting expertise to need - thereby eliminating unnecessary overhead.
- ❑ Assured quality of service through rigorous assessment, reviews, and continuous improvement through knowledge and experience sharing.



Profile of experts in *expert net*

- ✓ *Each with 20+ years of industry experience.*
- ✓ *Extensive experience in senior management / technical roles.*
- ✓ *Extensive experience in people & technical management.*
- ✓ *Experience in building and managing large development teams.*
- ✓ *Extensive mentoring, coaching & training experience.*
- ✓ *Experience of working in different countries.*
- ✓ *Combined experience of more than 200 person years.*
- ✓ *Experience of working in different types of companies & industries.*
- ✓ *Experience spanning over all aspect of business.*

For further details, please contact: shri@shriConsulting.com

Profile of founder & CEO, Shri Consulting

Shrihari Bhat, has held many senior leadership positions in software, semiconductor, and embedded product industry during his 20+ years of corporate career. He worked in well known companies like Philips, TI, NXP, VLSI, Trident, Tata Motors, and L&T

During his 20+ years of corporate career, he was responsible for design of leading edge products in the areas of automotive, networking, healthcare, test and measuring instruments, digital TV, and STB.



He comes with extensive experience of working in MNC development centres, both in India and abroad. He worked in different geographical locations like India, Japan and USA. He worked closely with teams spread cross many countries - US, UK, France, Germany, Netherlands, Singapore, China, Korea, and Japan.

He was director of engineering at Trident Microsystems before he founded consulting firm, Shri Consulting, in year 2011.

He conducts techno-leadership workshops for technical staff in MNC development centres. His signature programs being, System Architect Training, Leadership for technical experts, Creativity and innovation at work, Effective communication for technical people, and Managing technical people. His clients include, Intel, Cisco, Oracle, NXP, Harman, Synopsys, Microsemi, Honeywell, VMware, Mahindra & Mahindra.

He completed his Engineering from NIT Surathkal in 1988, MBA in year 1999, and executive leadership course at Ashridge Business School, UK in 2007.



Thank You

For further details, please contact: shri@shriConsulting.com