



GRAVITA INDIA LTD.

Corp. Office : 402, Gravita Tower, A-27 B, Shanti Path,
Tilak Nagar, JAIPUR-302 004, Rajasthan (INDIA)
Phone : +91-141- 2623266, 2622697 FAX : +91-141-2621491
E-mail : info@gravitaindia.com Web. : www.gravitaindia.com
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To,

Mr.Suresh Mohan Semwal
Possiblers,
New Delhi

I am happy to certify that POSSIBLERS group has been associated with our company as preferred Learning and Development partner for the last Six Years (Since May 2012).

In the last two years POSSIBLERS successfully completed the First Leadership Development Program (LDP) for identified Hi Potential associates of Gravita Group. They have imparted LDP to approximately 20 participants at Jaipur.

The LDP intervention was initiated in Aug 2016. Since then the process and methodology has continuously evolved to bring effectiveness in the learning process.

LDP Intervention was conceptualized with an intention to allow each member to step back from day-to-day responsibilities, reassess their value to the company, and develop a broader perspective on their leadership capacity. By gaining a deeper understanding of core business functions, the workshop aimed at improving the decision-making skills and enable members to learn how to lead cross-functional initiatives in today's shifting global markets. The workshop also provided the participants with strategies to handle the formidable challenges associated with moving into new and increasingly more complex leadership roles.

LDP intervention was a six months long intervention for 2 Man Days per month which included identifying specific training needs through behavioral event interview and questionnaire inventory. The program was designed to motivate leaders develop three key competencies - Change Readiness, People Leadership, Responsibility & Initiative. Their talented pool of trainers who are involved in LDP were led by Mr.Suresh Mohan Semwal, and his team who are energetic, skilled dedicated, dependable and possess excellent facilitation skills. The training methodology was scientific (using activities, role plays, case studies, videos, demonstrations, inspiring talk, questionnaires, field assignments, reading, mentee development, presentation and review presentations) to match the adult learning requirements. The workshop was based on experiential learnings through simulation, activities, games & role plays.

Possiblers provided the relevant course book & materials and LDP training kit to support the intervention. The periodic reviews to capture the progress of LDP were organized in the presence of reporting mentors and top management. Gravita has witnessed many positive changes in 4Ps – Personality, People Leadership, Process Orientation, Performance post this intervention.

We wish good luck to the POSSIBLERS Team in all future endeavors and many more such interventions.

Thanks

Sanjay Srivastava
(Authorized Signatory)
Gravita India Limited