

## Communication, Behavioral, and Leadership

As part of the corporate orientation, new hires undergo mandatory basic training, in tandem with their department-specific programs. This approach helps new employees to jump start their career at Evalueserve.

**Analyst and Senior Analyst Programs** comprise basic knowledge sessions on soft, function, and business unit specific skill sets. Through these programs, new hires develop an understanding of teamwork and team dynamics, interpersonal communication, effective time management, business writing skills, research quality standards, project management, and MS Office skills. The programs are a blend of conceptual and experiential learning methods.

Managers are offered the opportunity to attend in-house global programs that focus on their interpersonal development, and team and project management skills. These programs, usually spread over a period of six months, provide a growth framework to our leadership team.

**Manager Development Program:** The Manager Development Program is focused on driving interpersonal, and team and leadership excellence for managers. It offers people management skills by strengthening the elements of leading self and others. The methodology includes learning through mentoring, and instructor-led and online trainings, and other innovative interventions, such as role-plays and book appreciation.

**Sr. Manager Development Program:** This program revolves around building business acumen and skills critical to various phases of a project life cycle. It focused on the client engagement cycle. Through this program, our senior managers are further able to appreciate the pre-sales and sales, project planning and initiation, execution and maintenance, and closure processes. The workshops are delivered by senior leadership globally, external facilitators, and talent development specialists.

**Coaching:** Evalueserve offers life and executive coaching for individuals based on their development needs. These sessions are typically done by certified coaches internally. In addition, group coaching is also offered to teams to help enhance team performance.