

T RACK RECORD

Our team members have worked for clients from all sectors including private sector, developmental sector, governments, developmental partners, NGOs/CBOs, local bodies and public sector units.

Our team members have worked with and sensitized/trained:

► **Private Sector** - Cadila, Johnson and Johnson, Reliance, Cibatul, Cadmech, Anup Engineering, Enerjon, Adit microsyst, Atul, Recon Consulting, S & S Power switch gear, Asia Brown Boveri, Torrent, Arvind Mills etc.

► **Public sector** - Gujarat Water Supply and Sewerage Board, Ahmedabad Urban Development Authority, Ahmedabad Municipal Corporation, Rajkot Municipal Corporation, Gujarat Industrial Development Corporation, Kerala Horticultural Development Programme, Narmada Nigam, Police department of Ahmedabad, Regional Transport Organization etc.



► **Developmental Sector** - Care India, Oxfam, Pathfinder International, Ahmedabad AIDS Control Society, Gujarat AIDS Control Society, Family Health International, Durbar Mahila Samanvay Committee, Ahmedabad district collectorate, Visakhapatnam Municipal Corporation, Management Agencies for HIV/AIDS in Gujarat, Orissa, Kerala, West Bengal, Andhra Pradesh, Bihar, NGOs/CBOs/networks/associations in states of Gujarat, Kerala, Uttar Pradesh, Madhya Pradesh, Uttrachal, Zharkhand, Assam, Andhra Pradesh, West Bengal, Bangladesh etc.

The above training have been sponsored by/through own funds as well as funds from World Bank, British Government (DfID), USAID, Bill and Melinda Gates Foundation, Packard Foundation, Care India, Oxfam, Pathfinder International etc.

OUT COME BASED LEARNING TRAINING AND CAPACITY BUILDING



Knowledge management and capacity building are core areas of Ramana Group we provide variety of learning experiences to enhance human and organizational effectiveness.

Ramana Group Institutions & Activities

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TYPES OF LEARNING/TRAINING

We offer learning experiences based on various learning philosophies including:

▶ **Experiential Learning** - Learning based on Adult Learning Principles. Emphasizing learning through sharing and demonstrating applications of knowledge and skills under different settings in real life situations. We facilitate experience sharing, exposure visits to model projects / practices, case studies, role plays and similar simulation exercises for adult learning.

▶ **Programme Learning** - For learning deterministic and exact knowledge domains. Here we design and develop programmes on Programme Learning Principles of “Small Steps”, “Immediate feedback” and “learners' in drivers' seat”. A very effective approach for semiliterate/illiterate communities with usage of high technologies driven by IT film making, animation, cartoons etc.



▶ **Outward Bound Programmes** - Learning through doing in open air settings. These types of programmes release quite a lot of energies of participants as learning is pure fun through outdoors games and exercises with settings closer to nature.



▶ **Structured Class Room Programmes** - Programmes in typical class room type structured settings. One of the most common approaches to knowledge equipping. We make the difference with cutting edge knowledge content, optimal programme design with highly experienced faculties and experience sharing among participants.



▶ **Process Programmes** - Unstructured programmes aimed at understanding self, roles and interactions with others and its impacts. Open ended programmes encouraging human processes and understanding through reflections, feelings and connecting with others. Unusual experiences leading to transformational changes.



▶ **Self Realization Programmes** - Understanding and realization of self, roles and organizational climates through self administered facilitated tests of various types which are validated in Indian contexts. The programme creates cathartic impacts on participants through creating a mirror to see self.

FUNCTIONAL DOMAIN

We deal with multifarious aspects of human, human processes and organizations and behavioral and functional competency aspects including.

▶ **Human** - Knowledge, attitudes, skills, traits and functioning styles, self and roles.

▶ **Interpersonal Relationships** - communication, team building, leadership

▶ **Management** - Project cycle management, quality assurance, monitoring and evaluations, resource mobilization, management information systems, strategic planning, marketing, proposal making, environment scanning and SWOT analysis, etc.

▶ **Organizational** - Institutional climates, performance management, organizational development exercises etc.

▶ **Social Development** - Community development, resource mobilization, sustainability, budgeting, log frame, monitoring and evaluations, systems including MIS, peer role and development, project cycle management, right to information act, governance and rights based approaches, advocacy, marketing in social development, good accounting practices, micro credit/savings/enterprises, procurement management, grant management, contract management, partners management etc.

▶ **Technical Areas** - Various areas of health, HIV/AIDS, education, urban development, natural resources, energy, information & communication technology, privatization etc.



TRAINING IS AN INVASIVE PROCESS OF HUMAN MIND