



PD Purpose

- Easy to do business with – inbound driven
- Create 'aha' moments – on a bigger scale – touch more lives
- Ultimately change Individual's, team's, company's life – realise they can be more – **REACH** their full potential

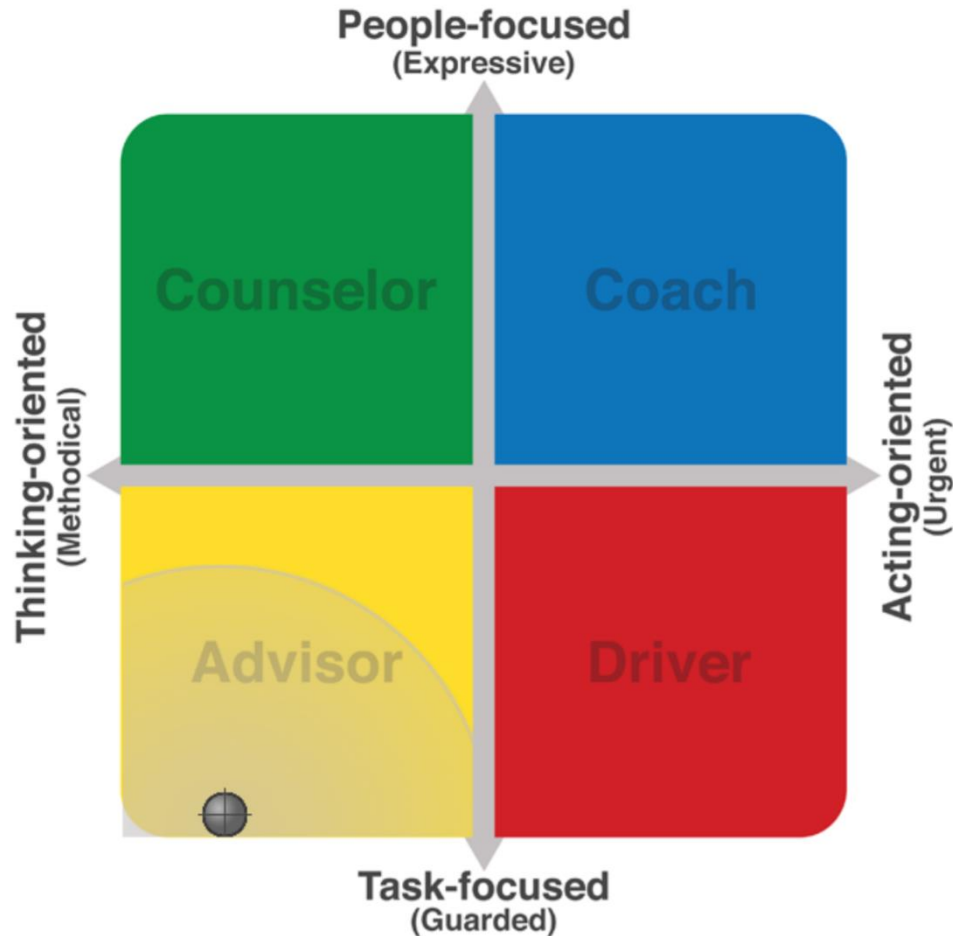
Easy to do business with — for all

- Paul still working full time
- I just gave birth to twins
- We became the first Training company that allowed you to do a quote online and receive a price immediately for inhouse training — no human interaction and first for
- Individuals could book and pay immediately to attend our public schedule

'Aha' moments – on a bigger scale

- Hundreds of Training Service Providers on contract basis
- Simple replicable business – 1 day to open in a new country
- The 'aha' moment for individuals was self awareness – profiling – and the magic was PD Training able to contextualise our delivery for the individuals.

REACH



Question 1:

Most commonly, when setting goals & getting things done, are you **Thinking** Oriented (Methodical) or **Action** Oriented (Urgent)?

If **Thinking** Oriented move to the left hand side of the room between The Counselor and The Advisor

If **Action** Oriented move to the right hand side of the room between The Coach and The Driver

THE COUNSELOR

COUNSELORS TEND TO BE THINKING-ORIENTATED AND PEOPLE-FOCUSED

STYLE MARKERS:

- Communicating with a warm, comforting style
- Conflict-handling by accommodating others' views
- Delegating by 'asking' others for participation
- Planning through a careful, flexible approach
- Learning with careful, step-by-step reflection

Generally Recognised as:

- ☐ Rule conscious
- ☐ Focused on practicality
- ☐ Concerned with helping others
- ☐ Consistent and reliable in decision-making
- ☐ Encouraging to others in times of hardship
- ☐ Quick to build constructive relationships
- ☐ Motivated to collaborate with others
- ☐ Sensitive to others' needs and concerns

To REACH Counselors:

TRY TO:

- BUILD GENUINE RAPPORT
- AFFIRM WHAT YOU HEAR
- RECOGNISE PERSONAL INTERESTS

AVOID:

- RUSHING THE CONVERSATION
- USING AN IMPERSONAL TONE
- OVERLOOKING THEIR CONCERNS

THE ADVISOR

ADVISORS TEND TO BE THINKING-ORIENTED AND TASK-FOCUSED

STYLE MARKERS:

- Communicating with a reserved, formal style
- Conflict-handling by identifying compromises
- Delegating by 'teaching' the suggested approach
- Planning through methodical, detailed preparation
- Learning with careful, step-by-step reflection

Generally Recognised as:

- ☐ Detail-minded, analytical and critical
- ☐ Task focused
- ☐ Objective and rational
- ☐ Offers measured and focused effort
- ☐ Concerned for accuracy and efficiency
- ☐ Rule conscious
- ☐ Focused on practicality
- ☐ Consistent and reliable in decision-making
- ☐ Self-reliant and Independent
- ☐ Formal and professional in demeanour

To REACH Advisors:

TRY TO:

- FOCUS ON THE DETAILS
- EMPHASISE LOGIC AND RATIONALE
- DRAW OUT SPECIFIC CONCERNS

AVOID:

- USING EMOTIONAL ARGUMENTS
- OFFERING VAGUE EXPECTATIONS
- PUSHING FOR A CONCLUSION

THE COACH

COACHES TEND TO BE ACTING-ORIENTATED AND PEOPLE-FOCUSED

STYLE MARKERS:

- Communicating with charisma, dynamic style
- Conflict-handling by collaborating on solutions
- Delegating by 'selling' others on participation
- Planning through a fluid, interactive approach
- Learning with active, 'big picture' understanding

Generally Recognised as:

- ☐ Works best in a team environment
- ☐ Focused on goal accomplishment
- ☐ Offers intense, fluctuating effort
- ☐ Easily bored and impulsive
- ☐ Emotionally engaged in decision-making
- ☐ Motivated by a fast-paced environment
- ☐ Flexible in trying new approaches
- ☐ Invests in the lives of those around them
- ☐ Adapts quickly to changing circumstances
- ☐ Risk-tolerant, bold and competitive
- ☐ Excitable and charismatic

To REACH Coaches:

TRY TO:

- FOCUS ON THE BIG PICTURE
- EMPHASISE IMPACT ON PEOPLE
- ENCOURAGE BRAINSTORMING

AVOID:

- SHARING UNNECESSARY DETAILS
- LIMITING THEIR FEEDBACK
- USING AN IMPERSONAL TONE.

THE DRIVER

DRIVERS TEND TO BE ACTION-ORIENTATED AND TASK-FOCUSED

STYLE MARKERS:

- Communicating with a focused, intense style
- Conflict-handling by directly confronting the issue
- Delegating by 'directing' the course of action
- Planning through an urgent, adaptive approach
- Learning with active, 'big picture' understanding

Generally Recognised as:

- ☐ Self-reliant / Independent
- ☐ Risk tolerant
- ☐ Focused on goal accomplishment
- ☐ Motivated by a fast-paced environment
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- ☐ Flexible in trying new approaches
- ☐ Adapts quickly to changing circumstances
- ☐ Formal and professional in demeanour
- ☐ Frustrated when they encounter obstacles

To REACH Drivers:

TRY TO:

- FOCUS ON THE BOTTOM LINE
- EMPHASISE RESULTS
- BE CLEAR AND SPECIFIC

AVOID:

- FORCING PERSONAL SMALL-TALK
- CONTROLLING THE CONVERSATION
- CHALLENGING THEIR POSITION

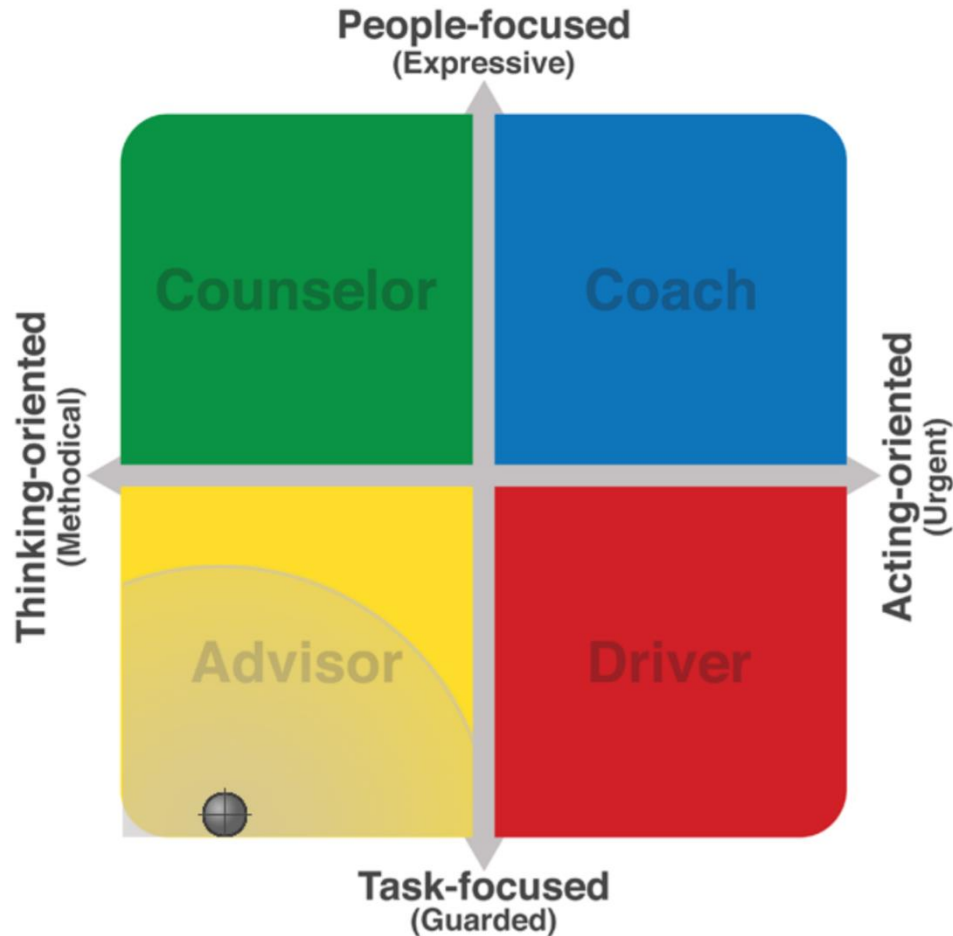
Thinking:

- Steady
- Balanced pace
- Reserved
- Cautious
- Analytical
- Detail-Minded
- Prefers stable and predictable environment

Action:

- Intense
- Fast paced
- Confident
- Assertive
- Risk Taker
- Relies on Intuition and experience
- Enjoys frequent change and variety

REACH



Question 2:

When communicating & interacting with others, are you **People-focused** (Expressive) or more **task-focused** (Guarded)?

If **People** Focused move along the wall to the front corner

If **Task** focused move along the wall to the back of the room.

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People:

- Supportive
- Cooperative
- Open
- Confiding
- Trusting
- Outgoing and nurturing
- Prefers working with others

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Task:

- Driven
- Competitive
- Formal
- Objective
- Values privacy
- Often Sceptical
- Prefers to work alone

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Team Visualiser

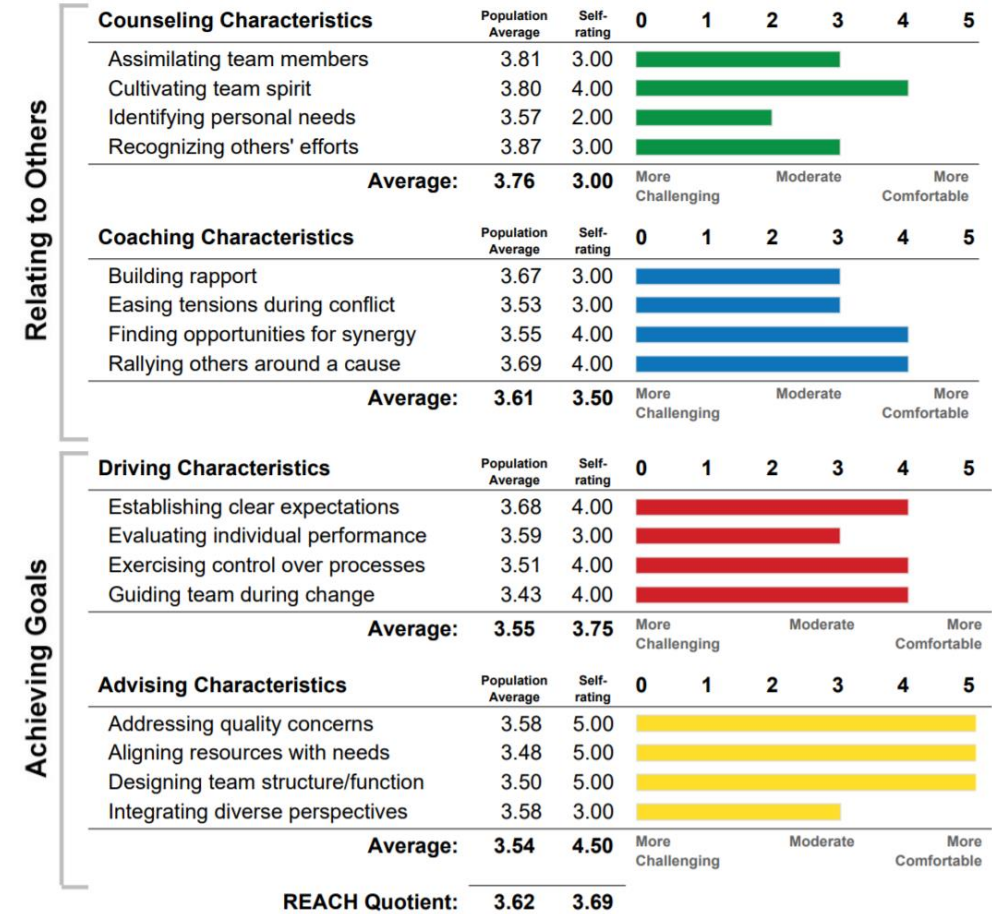
Change lives – individuals, teams, company

- REACH Quotient – the number you NEED to KNOW to GROW
- REACH Ecosystem
- HR Automation - Individual – Team – Company

REACH QUOTIENT



REACH Skills



REACH

REACH
HIRING
PROFILES

REACH GROWTH
PROFILES

REACH
CULTURE

REACH
QUOTIENT

REACH
TNA

REACH
PRODUCTS

REACH
PARTNERS

REACH
TRAINING

REACH
COMPANIONS

REACH
360

REACH
ECOSYSTEM



REACH PROFILES



Recruitment | Leadership | Sales | + more

REACH 360



Start and review 360's

REACH CULTURE



Start & Review Culture Surveys

REACH TRAINING NEEDS ANALYSIS



Recommendations based on Profiles, 360s and Culture

REACH CORPORATE TRAINING



Activity Based Classroom Training Library

REACH COACHES COMPANION



Download Coaches Companion

REACH REACH QUOTIENT



REACH Growth Dashboard

REACH PRODUCTS



Bring learning to life, and keep it alive

REACH PARTNERS



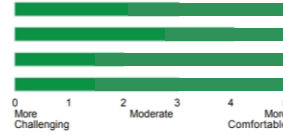
Get external support from Certified Partners

Where are we now?

Relating to Others

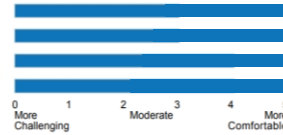
Counseling Competencies

- Assimilating team members
- Cultivating team spirit
- Identifying personal needs
- Recognizing others' efforts



Coaching Competencies

- Building rapport
- Easing tensions during conflict
- Finding opportunities for synergy
- Rallying others around a cause



Achieving Goals

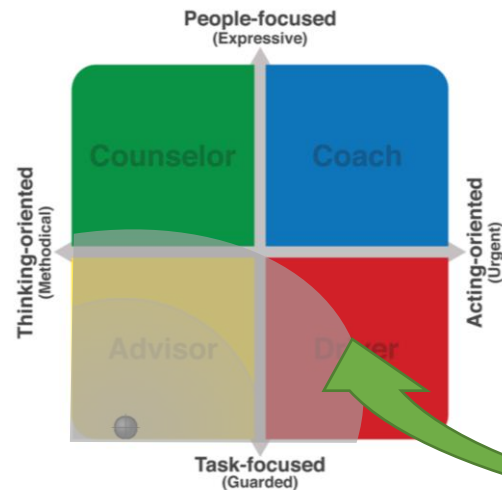
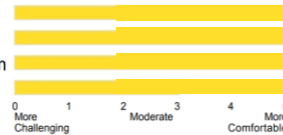
Driving Competencies

- Establishing clear expectations
- Evaluating individual performance
- Exercising control over processes
- Guiding team during change

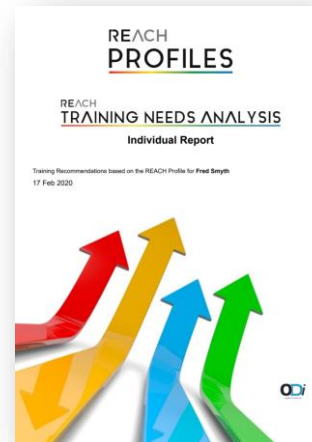
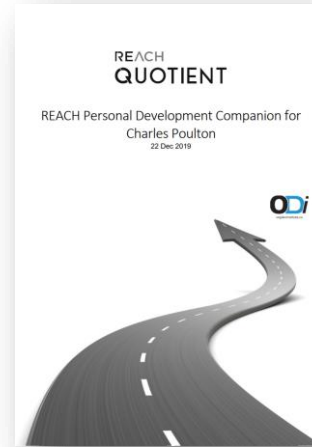


Advising Competencies

- Addressing quality concerns
- Aligning resources with needs
- Designing team structure/function
- Integrating diverse perspectives



This is our Road Map



Here are our Tools



Have we been delivering on our Purpose?



1,300 CLIENTS

Over 1,300 Corporate,
Government & NFPs



390 CITIES

Over 390 Cities
in 16 Countries



15,000 PEOPLE

Over 15,000 people in workshops



4.5 STAR FEEDBACK

Participants 4.4/5
Their employer 4.5/5

2018



10,000 PROFILES

Aha moments for 1000's of people

What do our clients say?

Testimonials — Keep it simple

‘The booking process was smooth, easy and very thorough. Wade was easy to speak to and I appreciated his help.’

‘PD Training has been great to work with from the initial enquiry, booking, communication before the workshop and the trainer and workshop itself. We have had rave reviews from all in attendance and staff who hadn't attended have been emailing asking for us to do it again.’

Testimonials – ‘Aha’ moments

‘Trainer Ms Selvi was brilliant. She's able to attain the attention of participants throughout the course and delivers the content effectively. Participants had their A-HA moment when trainer brought out the importance of customers to them. Mainly the paradigm shift was on 'We depend on customers, not the other way round' and 'Customer is doing us a favour by calling us' Ms Selvi emphasized on being kind. Something simple but overlooked in customer support line. Once the power is back in our hands and we CHOOSE our response instead of reacting in a difficult situation, we have won half the battle.’

Testimonials – Change lives?

‘I found the REACH profile the most useful part of the course; especially the do's and don'ts provided for each REACH profile/ personality - which I believe I can use to better understand and manage my relationships with my external customers (parents and students) and internal customers (the teachers and my colleagues).’

‘Most useful for me was watching my co-workers actively participate and have lightbulb moments that I hope will translate to long term growth in how they deal with others in both training and managing’.

Thank You!

