



TVRLS

Talent Management & Organization
Development

(SELF DISCOVERY)⁸



Action Oriented Workshop by

Commences on Dec 9, 2026

Do You Know?

What really motivates you?

How much of an explorer are you?

Do you believe that you are in charge of what happens to you or that other factors beyond you are more powerful?

How do you view your work and your current role?

Discover the answers to these questions through our 'Self Discovery' workshop, aimed at helping you discover your talent and use this discovery to not only manage yourself and your life but also make a difference to others whom you interact with.

About the Program

Each one of us is a treasure trove of Talent. However, much of this talent is hidden. The hustle and bustle of our daily work life provides us with little or virtually no time to connect with this hidden talent. It requires conscious effort by each one of us to dig deeper and unravel the capabilities and possibilities that each of us has been born with. The (Self Discovery)⁸ workshop provides a focused opportunity to delve deeper into ourselves through a series of Psychometric Tests.

As we reconnect with 'who we are', we can explore strategies to become what we are capable of by leveraging this hidden potential as we move forward.

This program largely focuses on self-assessments using behavioural science frameworks that have evolved over the last eight decades across the globe.

INVESTMENTS

- INR 16,000 per participant + GST 18% or as applicable.
 - The course fee for International participants is US\$ 300
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December 9, 10, 16, 17 2026

Wednesday, Thursday

Timings for the Virtual Classroom (Zoom)

05:00 am to 07:30 pm (2.5 hours)

Program Objectives

To help you gain insights into the 8' critical dimensions of your personality that have a huge impact on your professional and personal life

It helps you discover your current level, as indicated by 8 psychometric tests and the resulting implications for work effectiveness and personal growth

Explore ways to use the outcomes of the 8 psychometric tests for effective self-management and decision-making, thereby helping you to enhance your effectiveness in the future

The program is based on the belief that certain competencies (attitudes, motives, values and qualities) are desirable for achieving success in the work life. It also draws upon considerable research evidence that supports this belief.

Who will benefit from this?

1 Executives, first-time managers and practicing managers

2 Participants who wish to explore and discover more about themselves

3 Professionals working in NGOs and teachers

Program Content

MODULE 1

- Understanding the 'Effectiveness Quotient' through the Personal Effectiveness Scale
- Identifying the 'key motivators' for oneself through the Motivational Profile
- Understanding 'Attribution Tendencies' -Locus of Control

MODULE 2

- Understanding 'career anchors' through Work Values
- Exploring Creativity through the Test of Creativity
- Sustaining individual and organisational effectiveness through Interpersonal Trust and Trustworthiness

MODULE 3

- Effective Team Management-Leadership Styles Inventory
- Role Efficacy-The psychological factor underlying role effectiveness

POST PROGRAM ADDITIONAL SUPPORT

- On completion of the program, TVRLS will be happy to provide Personal coaching to further work on any of the 8 dimensions.
- Interested participants can avail of Personal coaching at an additional investment

The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

Other Programs by TVRLS

Certificate Programs

1. Competency Mapping and its effective deployment
2. Designing & Implementing Assessment Development Centres
3. Strategic Performance Management Systems
4. Psychometric Testing
5. Designing and Developing Effective Training Programs
6. HRD Audit 2500™ Points

Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Introduction to Coaching
5. Effective Mentoring
6. Psychology Applied to Work Life
7. Design Thinking
8. Workplace Psychology
9. Working with Gen Z

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

Contact Us At

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