

OD Alternatives

presents



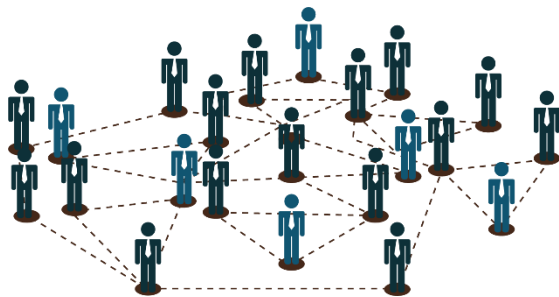
UNLOCK YOUR SOCIAL CAPITAL

THE INVISIBLE GLUE THAT HOLDS AN ORGANIZATION TOGETHER

OVERVIEW

SOCIAL CAPITAL is the network of relationships which is the source of capital and resources. Human capital, which consists of knowledge and competencies, is effectively used when relationships and networks are given importance and appropriately utilized. Research suggests that organizations, where leaders have strong social capital and are aware of strengthening and sustaining the same, are more likely to ensure higher employee engagement, improve performance, spur innovation and smoothen the flow of information. Social capital is the invisible glue which ensures the flow of work and information within an organization.

SOCIAL CAPITAL is the element which is quintessential for an organization for ensuring a successful utilization of human capital and gaining a competitive advantage. It is one of the critical aspects that make organizations deliver beyond set goals and triumph over insurmountable business challenges.



For leveraging the potential of HUMAN CAPITAL, leaders need to invest time in augmenting the SOCIAL CAPITAL of INDIVIDUALS, TEAMS, and ORGANIZATION

Insight from World Economic Forum

CURRENT CHALLENGES FACED BY THE ORGANIZATION

- No program to address how to understand, build, and sustain the individual and the organization's **social capital**
- Ineffective deployment of human capital aimed to foster performance, collaboration, innovation, and meaningful outcomes
- Pressing need for hybrid teams with leaders who need to master the art of building a strong **social capital** to get work accomplished and explore further lucrative possibilities
- Unsatisfactory business outcomes despite initiatives and ineffective expenditures

ABOUT THE PROGRAM

UNLOCKING THE SOCIAL CAPITAL PROGRAM is a perfect blend of theory and practice. The program addresses the following:

- Understanding the fundamentals of **social capital**
- Getting to know the individual's social capital current state using network mapping
- Reimagining and building social capital for the managers, Hi-Pots, functional heads, etc.
- Building skills for strengthening and sustaining individual networks and relationships
- Delineating social capital goals and strategies using the comprehensive social capital playbook
- Bringing into practice the art and science of building social capital at the workplace using our application-oriented action planning tool

BUILDING SOCIAL CAPITAL- THE DESIGN

2-Day Application-Based Workshop focuses on helping participants in understanding, building, and sustaining **SOCIAL CAPITAL** at the workplace for personal and organizational growth –

Day-1

- Enabling participants to understand the fundamentals of **social capital** using **real-life case studies**
- Identifying and mapping individual **social capital** using **network mapping** -- our scientific and data science-backed tool
- Discovering the enablers and derailers for building **social capital** effectively
- Developing skills for building **social capital** using proven methods and approaches from the **social capital playbook**

Day-2

- Applying **social capital** building skills using real-world scenarios and contexts
- Reflecting processes to sharpen and internalize the insights with the help of practical application and techniques
- Devising **social capital** building strategy and goals using the **social capital playbook**
- Creating **action plans** for applying the techniques in the real-life organizational context and tracking the progress using our powerful action planning tool

THE BENEFITS

- Participants will learn scientific and practical techniques for building **social capital** at the workplace to enable business success
- Participants will get a detailed view of the current state of their individual **social capital** and learn ways of strengthening the same
- Organization will develop and empower their designated leaders to gain clarity in implementing **social capital** techniques to improve their performance, increase collaboration, encourage and realize innovation etc.

ABOUT OD ALTERNATIVES

Incorporated in 1998, OD Alternatives is a boutique consulting firm that has partnered with more than 200 clients and has touched thousands of people in their growth and transformation journey. ODA along with its sister concern OrgLens has done pioneering work in the space of Organization Network Analysis and building SOCIAL CAPITAL.

ODA team collectively brings close to more than 100 years of experience in space of Leadership Development, Coaching, Organization Transformation, Performance etc.

Our team believes in bringing the shift in the HERE & NOW by elevating the people potential to overcome personal and professional barriers.



FACILITATORS:

Shijin Sreeraman, Consultant - OD Alternatives

Human behavior enthusiast with an experience of over a decade in consulting and facilitating organizations across varied sectors for bringing individual, group and organization level transformation.



Shijin focuses on bringing in behavioural transformation as part of institutionalising any change or new knowledge for individuals, teams, and organizations. His keen interest is in leveraging the power of Network Science and Social Capital for powering organization culture, people transformation. He has worked with companies in pharmaceuticals, agro chemicals, animation, software, foods, healthcare etc. as part of bringing individual, team and organization transformation. He is an alumnus of Tata Institute of Social Sciences (TISS) with a gold medal in Organization Development and Change. He is a fellow of the Indian Society of Applied Behaviour Science (ISABS). Shijin is a trained storyteller under Ms Geeta Ramanujam (Kathalaya). He works extensively with Not-For-Organization as part of developing community leadership and service. He has been a member of Toastmasters International for more than a decade helming various leadership positions.

Aditya Jain, Senior consultant - OD Alternatives

A passionate organization development professional with 7+ years of experience spanning across the development sector, social enterprise and academic institution.



Aditya Jain is a senior consultant of ODA and before joining ODA, he worked as an independent management consultant for 2 years enabling organizations in their hyper-growth phase across industries. He has worked on projects like leadership development, culture articulation and integration, and performance management systems, amongst others. Most of his work is aimed at influencing cultural and systemic factors to create meaningful engagement and effectiveness. He has experience in strategy consulting which enables him to support top leadership in identifying optimal organizational development pathways. He is an empathetic listener, dynamic facilitator, and a believer with the ability to create a reflective environment. He is passionate about human development and evolution, philosophy of change, and human fulfilment.

Dr. Amrita Das Dutta, Consultant - OD Alternatives

A research-oriented practitioner with myriad experiences across industries, professions, and time.



Dr. Das Dutta had completed her PhD in Organizational Behaviour from Indian Institute of Management, Calcutta. The findings of her dissertation, which explored the impact of the socio-political and economic environment on organizations, suggested that relational capital, a variant of social capital is critical to survival for organizations that are bootstrapped with low returns. Dr. Das Dutta had previously worked in EY and her clients were top-tier FMCG organizations and MBB. She is also Hogan certified and has coached young leaders in manufacturing and e-commerce firms. She has facilitated Hogan workshops and also taught Consumer Behaviour to marketing enthusiasts. Dr. Das Dutta is passionate about understanding relations, group dynamics, and social psychology.

Contact us

Aditya Jain
aditya@odalternatives.com | 8527109314

Shijin Sreeraman
shijin@odalternatives.com | 9767120289

Dr. Amrita Das Dutta
amrita@odalternatives.com | 9831630907