

BYLD Group since year
1998 worked with more
than **50% of the**
Fortune 500 &
served **0.5 Million +**
Individuals



Our Practice Areas and Group Businesses Include:



Learning
Solutions



Platform
Solutions



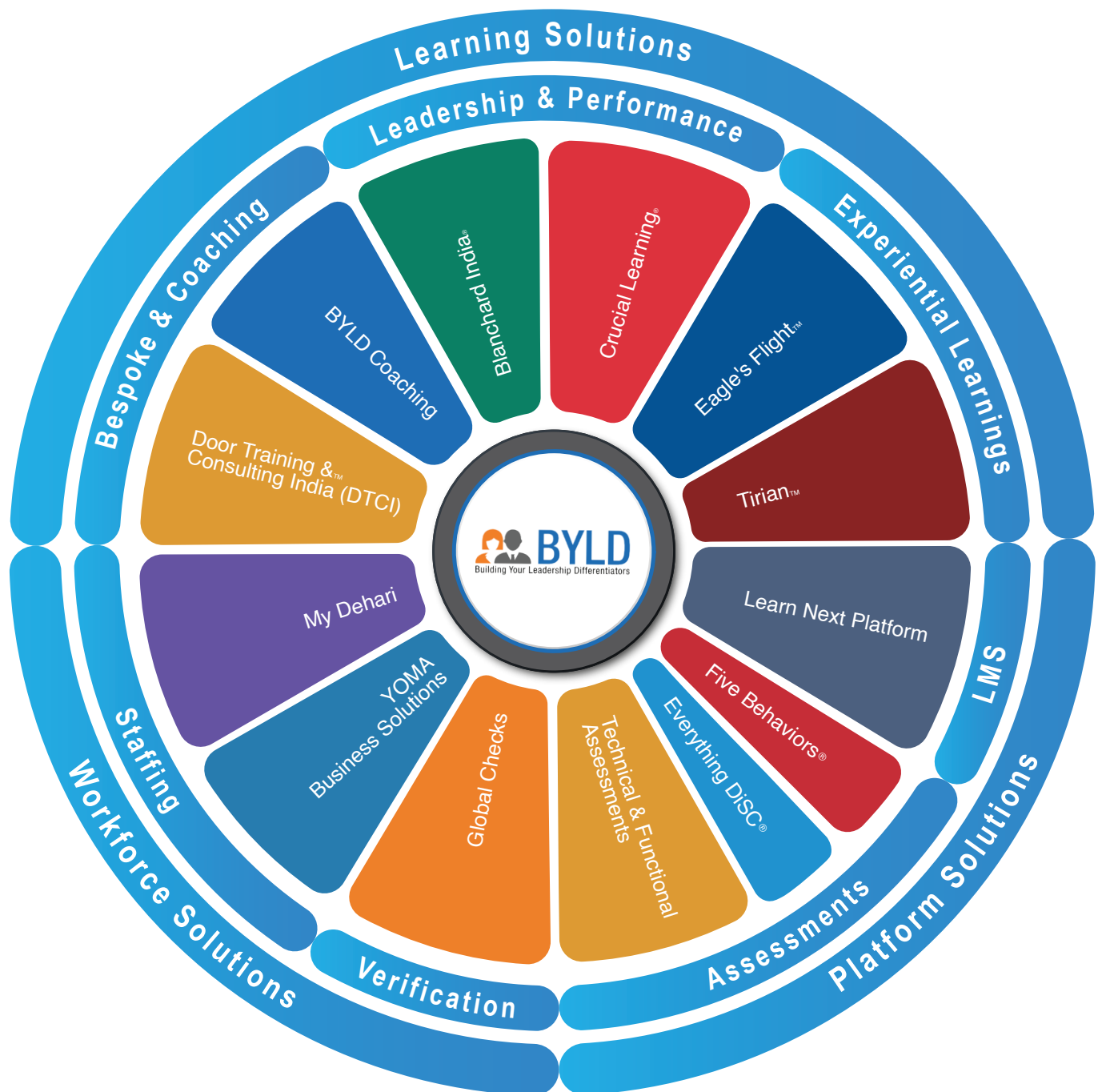
Workforce
Solutions



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and Know More

South Asia's Only Integrated Leadership & Workforce Transformation Ecosystem

From leadership development and assessments to experiential learning, coaching and workforce solutions - BYLD brings everything under one unified ecosystem empowering organizations to scale with consistency and confidence.



Let's Work Together to Redefine Success

0806 532 5141 info@byldgroup.com

www.byldgroup.com

2nd and 3rd Floor, Plot No. 48, Sector - 44,
Gurugram, Haryana

BYLD
Building Your Leadership Differentiators

Great Place To Work®
Certified
INDIA

Everything DiSC® - A Wiley Brand

Trusted by 10+ million learners in more than 150,000 organizations worldwide.



Everything DiSC® is a leading personal development tool that enhances workplace relationships and drives organizational success. By providing personalized insights into individual behaviors and preferences, it equips people to communicate more effectively and work together harmoniously.

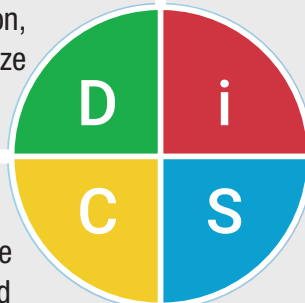
With insights tailored to individual style, Everything DiSC® helps teams unlock their full potential.

Dominance (D)

People with D personalities are assertive, focused on results, and quick to take action, they are confident and tend to emphasize accomplishing bottom-line results.

Conscientiousness (C)

People with C personalities are data-driven, highly organized, and detail-oriented. They are private, analytical and value high standards.



Influence (i)

People having I style are enthusiastic, sociable, and persuasive. They tend to be more open and emphasize relationships and influencing others.

Steadiness (S)

People having S personalities are calm, supportive, and loyal. They are dependable and emphasize cooperation and sincerity.



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Why choose Wiley's Everything DiSC®?



Improved Team Performance: Achieve measurable growth in team efficiency and collaboration.



Unbiased Talent Development: Identify and nurture top talent with fairness and precision.



Lower Attrition Rates: Retain your best talent by fostering a positive work environment.



High-Performance Culture: Build a cohesive, results-driven organizational ethos.

Explore Our Solutions

- Everything DiSC® Agile EQ
- Everything DiSC® Sales
- Everything DiSC® 363 for Leaders
- Everything DiSC® Productive Conflict
- Everything DiSC® Workplace
- Everything DiSC® Work for Leaders
- Everything DiSC® Management
- Everything DiSC® Workplace On Catalyst

Explore more about us



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assessments.info@byldgroup.com



www.byldgroup.com/everythingdisc



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BYLD Coaching

BYLD Group delivers proven, tailored coaching solutions through a global team of expert coaches, consultants, and facilitators, empowering individuals, teams, and organizations to excel.



Coaching Solutions

- ▶ Become A Coach (ICF)
- ▶ Executive Coaching
- ▶ InsideOut™ Coaching Program
- ▶ Breakthrough Program

Why BYLD Coaching?

- ✓ **25+ years** of industry leadership
- ✓ Impacting **500,000+** individuals globally
- ✓ **Trusted by Fortune 500** and top organisations
- ✓ **Expert trainers and coaches** with proven methodologies
- ✓ **400+** coaches



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and Know More

Explore Our Coaching Solutions



Become A Coach (ICF): Step into the world of professional coaching with globally accredited certifications that enhance skills and advance careers.

- ▶ Expansion of your reach and impact as a coach
- ▶ Learn from experienced mentors
- ▶ Gain credentials recognized worldwide



Executive Coaching: Empower leaders to drive change, inspire teams, and achieve sustainable growth with customized, results-focused coaching.

- ▶ Personalized coaching for senior leaders
- ▶ Overcome challenges and lead with confidence
- ▶ Enhance decision-making and strategic thinking

InsideOut™ Coaching Program: Foster a coaching culture within organizations, enabling managers and teams to unlock performance and achieve measurable outcomes.

- ▶ Transform managers into coaches
- ▶ Increase team engagement and productivity
- ▶ Cultivate a results-driven coaching culture

Breakthrough Program: Crafted to help individual contributors build confidence, unlock potential, and achieve rapid career growth.

- ▶ Focused on helping individual contributors excel
- ▶ Build key skills for professional growth
- ▶ Achieve rapid success and unlock untapped potential

Let's Work Together to Redefine Success



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Cost-Effective and Evidence-Based Learning for Sustainable Growth



Our Core Offerings

Sales, Service, Leadership, and Individual Effectiveness

- Over 40 programs in modular form
- Quickly customizable and contextualized for learners
- Includes Cognitive and Behavioral Assessments

Culture and Accountability Solutions

- Enable high performance through team accountability
- Foster organizational change and team execution using a waterfall model



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Influence and Communication

- Globally recognized products delivered locally
- Ideal for middle managers, sales teams, mentors, and influencers

Building Intelligence

- Modular programs for learners
- Strengthened with Cognitive and Behavioral Assessments



Coaching & Coach Certification



Become a
Coach (ICF)
BYLD Coaching
Academy



Executive Coaching



InsideOut
DEVELOPMENT®

InsideOut
Coaching™
Program (IOC)



Breakthrough

Why Choose BYLD?



Market leaders in South Asia



Over 27 years of
expertise in
leadership
development



Trusted by Fortune
500 and Business
World's leading
companies

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CRUCIAL LEARNING

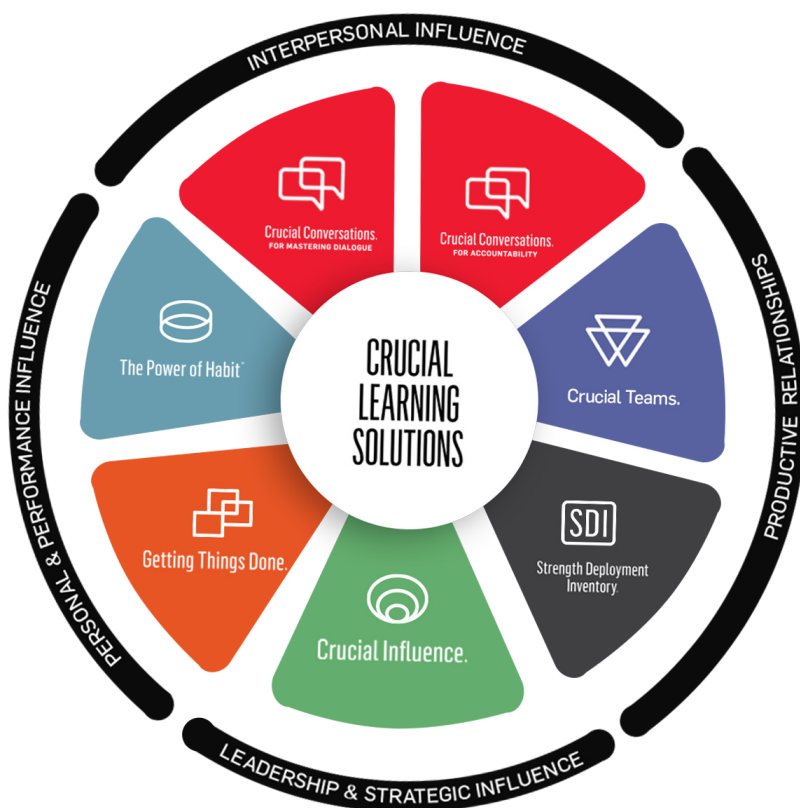
At Crucial Learning, we empower individuals, teams, and organizations to master Crucial Conversations, Accountability, & Influence. Through science-backed, results-driven training, we help you build trust, improve communication, and strengthen relationships, fostering a culture of high performance.



GAIN ACTIONABLE SKILLS

A CURATED SUITE OF SOLUTIONS

By combining social science research with innovative instructional design, we offer award-winning courses and assessments that help teams and organizations achieve measurable improvements in performance.



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While each course is effective in its own right, when combined they help organizations build healthy and high-performance cultures.

Compare Courses

Here's an overview of our solution families and course options. We're happy to help you select the right options for your team or organization.

			LEARNING OUTCOMES	AUDIENCES	ORGANIZATIONAL OUTCOMES		FORMATS
INTERPERSONAL INFLUENCE	 Crucial Conversations. FOR MASTERING DIALOGUE	DIALOGUE	<i>Turn disagreement into dialogue by speaking up candidly, respectfully, and quickly.</i>	Individuals Teams Organizations	SOLVE Disagreement Disengagement Cliques Backbiting Blaming Bullying And more	IMPROVE Inclusion Trust & Respect Problem Solving Collaboration Communication Teamwork Engagement	In-Person Virtual On-Demand
	 Crucial Conversations. FOR ACCOUNTABILITY	ACCOUNTABILITY	<i>Resolve problems of poor performance, broken commitments, and violated expectations.</i>	Managers Leaders	SOLVE Conflict Poor Performance Non-compliance Irresponsibility Mismanagement Ineffective Leadership And more	IMPROVE Performance Accountability Leadership Management Efficiency Coaching	In-Person Virtual On-Demand
PERSONAL & PERFORMANCE INFLUENCE	 Getting Things Done.	PRODUCTIVITY	<i>Improve individual focus and team productivity.</i>	Individuals Teams Organizations	SOLVE Missed Deadlines Dropped Balls Failed Projects Burnout Stalled Development And more	IMPROVE Focus Productivity Efficiency Teamwork Execution Time Management Engagement	In-Person Virtual On-Demand
	 The Power of Habit™	HABITS	<i>Make small changes to build better personal and professional habits.</i>	Individuals	SOLVE Poor Performance Resistance to Change Skill Acquisition Personal Development Apathy And more	IMPROVE Individual Performance Adaptability Agility Efficiency Engagement Innovation	In-Person Virtual On-Demand
LEADERSHIP & STRATEGIC INFLUENCE	 Crucial Influence.	BEHAVIOR CHANGE	<i>Learn leadership skills to create lasting behavior change.</i>	Managers Leaders	SOLVE Organizational Change Ineffective Leadership Lack of Motivation Behavior Change And more	IMPROVE Culture Leadership Ability Use of Incentives Safety Compliance Team Engagement	In-Person Virtual On-Demand
PRODUCTIVE RELATIONSHIPS	 Crucial Teams.	TEAMWORK	<i>Strengthen relationships and elevate team performance.</i>	Individuals Teams Organizations	SOLVE Team Dysfunction Strained Relationships Personality Conflict Project Failure Disengagement Low Morale Turnover Poor Performance	IMPROVE Collaboration Teamwork Team Unity Trust Psychological Safety Relationships Self-awareness Perception of Others	In-Person Virtual
	 Strength Deployment Inventory.	RELATIONSHIPS	<i>Gain self-awareness to improve relationships and results.</i>	Individuals Teams Organizations	SOLVE Distrust Miscommunication Ineffective Leadership Poor Performance Alienation Labeling & Stereotyping Unproductive Behaviors	IMPROVE Relationships Self-awareness Collaboration Conflict Resolutions Engagement Leadership Development Personal Accountability	Online Assessment

Contact us to learn more:

-  0806 532 5142
  info@byldgroup.com
-  www.byldgroup.com/cruciallifechangingskills
-  2nd and 3rd Floor, Plot No. 48, Sector - 44, Gurugram, Haryana

Experience Learning that Lasts Beyond the Moment



At **Eagle's Flight™ India**, we redefine training through **Experiential Learning** — an innovative approach that combines hands-on experiences with real-world business scenarios. Transform individuals and teams with engaging activities that deliver measurable results.

Why Choose Experiential Learning?



Engaging Simulations:

Learn by doing with interactive and immersive simulations.



Practical Insights:

Apply lessons directly to workplace challenges.



Memorable Impact:

Retain skills and knowledge longer through experience-driven training.



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Our Offerings

1

Promises, Promises!™

Enhance communication and team alignment to achieve collective goals.

2

Gold of the Desert Kings™

Navigate challenges and deadlines to balance effort and productivity.

3

Rattlesnake Canyon™

Maximize profits and make quick decisions in a competitive marketplace.

4

Museum Caper™

Collaborate to solve mysteries, building teamwork and problem-solving skills.

5

King Kahufu

Evaluate opportunities and balance personal and team goals in a dynamic setting.

6

Council of Marble Star™

Build personal effectiveness by combining productivity and relationship skills.

7

Windjammer™

Master negotiation, relationship - building, and team skills in a competitive marketplace.

8

Expedition Outback™

Discover the relationship between strategy, information, and execution for better results.

Contact us to learn more:



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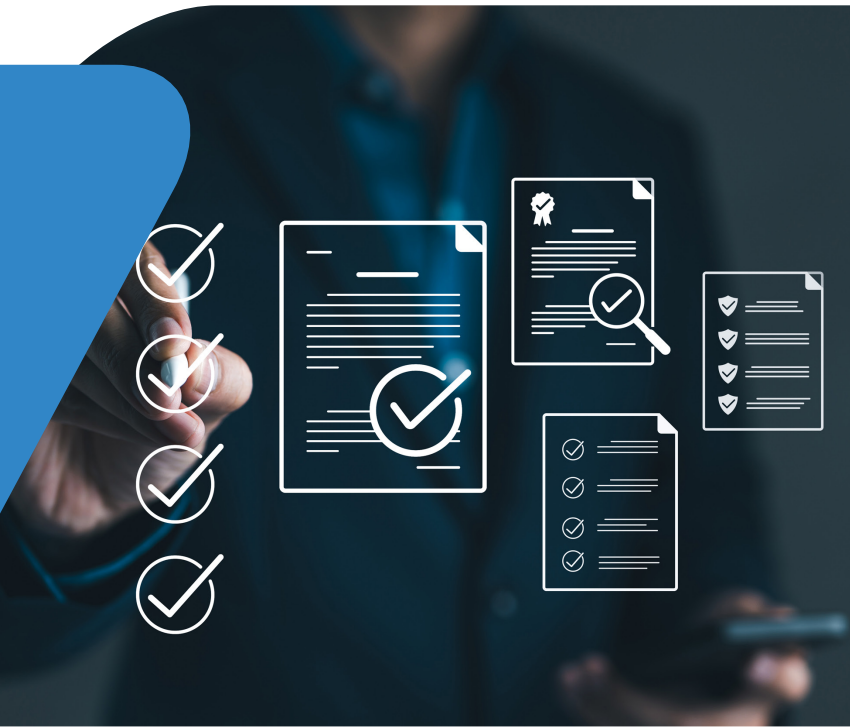
www.byldgroup.com/eaglesflightindia



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Organizations with Robust Verification Processes Report a 40% Reduction in Employee Turnover.



About BYLD

Founded in 1998, BYLD Group is the largest group in the South Asian region, offering technology-enabled HR and business productivity solutions. We have served 5,00,000+ individuals and worked with more than 50% of the Fortune 500 and over 60% of the Business World's top 1000 companies.

About Global Checks

Global Checks ensures the highest standards of security and reliability in background verification. By leveraging innovation, it fosters trust and streamlines onboarding for businesses, adhering to global benchmarks.

Why Choose Global Checks?



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Key Services



Blue Collar Employee Authentication

Affordable and scalable verification solutions



White Collar Employee Authentication

Streamlined checks for bulk employee onboarding.



Gig Worker Authentication

Risk mitigation with customized onboarding and interim checks.



Continuous Employment Authentication

Ongoing compliance and trust-building.



Contractual Workforce Authentication

Flexible onboarding without compromising security.



Leadership Verification

Trusted reference check for credible and confident hiring.

Why Background Verification Matters?



Ensures workplace safety and legal compliance.



Protects brand reputation and reduces insider threats.



Detects and prevents fraud, abuse, and theft.

Connect with us



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www.globalchecks.in



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Enabling Your Business to Focus on Growth by Effortlessly Managing Employee Sourcing and Compliance from Start to Finish



YOMA Business Solutions provides comprehensive workforce management solutions tailored to help businesses streamline their operations. Specializing in managing the entire employee lifecycle (as a part of the BYLD group), the services cover staffing, managed services, and compliance management. By leveraging innovative technology and industry expertise, we ensure efficient talent deployment, operational scalability, and seamless compliance.



150 Clients Served



100,000 Access to Profiles



12+ Cities Presence



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WHY CHOOSE YOMA BUSINESS

1

Achieve significant time & cost reductions required to scale business operations effectively.

2

Temporary Staffing Enhances Agility in Cost Management, Scalability, and Cash Flow Optimization

3

Expedite workforce productivity through the deployment of highly relevant talent and swift replacements.

4

Leverage advanced systems for onboarding and workforce management to optimize processes.

OUR SOLUTIONS



General Staffing



Managed Services



Industrial Staffing



Gig Workers



Staff Augmentation



Apprenticeship Program

UNIQUE SELLING PROPOSITION



Tailored Sourcing Across Industries



Continuous In-House Support



Efficient App-Based HR Automation



Employee Insurance

Looking for expert Staffing Solutions?
Contact us today



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www.yomabusinesssolutions.com

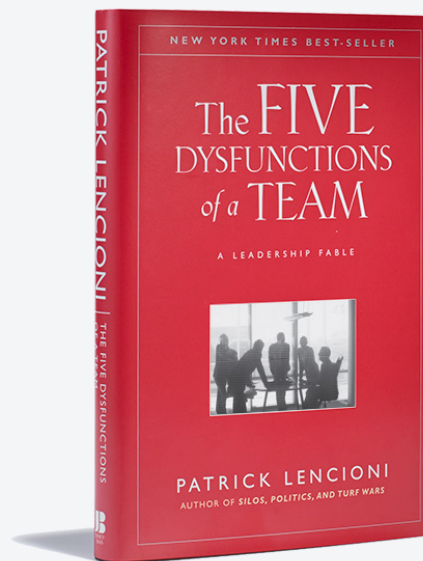


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The Five Behaviors of a Cohesive Team®

is a unique learning experience that prepares individuals for success in teams. *The New York Times* best-selling author Patrick Lencioni and the power of industry-leading workplace assessment tools come together in a breakthrough program proven to deliver business results.



Over 2.5 million copies sold

The Five Behaviors™ Model

Below is a brief summary of the five behaviors.

Trust One Another

When team members are genuinely transparent and honest with one another, it forms a safe environment that creates and builds vulnerability-based trust.

Engage in Conflict Around Ideas

With trust, team members are able to engage in unfiltered, constructive debate of ideas.

Commit to Decisions

When team members are able to offer opinions and debate ideas, they feel heard and respected, and will be more likely to commit to decisions.



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Hold One Another **Accountable**

Once everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.

Focus on Achieving Collective **Results**

The ultimate goal is the achievement of results, unlocked through implementing the model's principles of Trust, Conflict, Commitment, and Accountability.

What does this program do?

This is a tool to help individuals better understand, internalize, and apply the principles of The Five Behaviors model and to foster communication that can be used throughout an organization.

It's designed to be delivered in a classroom setting of up to 30 participants, regardless of how well they know one another.

The Program Includes:

- ▶ A computer-adaptive, psychological assessment
- ▶ Personal Development Profile and one-on-one Comparison Reports
- ▶ Half-day facilitation that includes activities, video, and a handout, plus two optional activities

Contact us for more information

 0806 532 5147  assessments.info@byldgroup.com

 www.byldgroup.com/fivebehaviors

 2nd and 3rd Floor, Plot No. 48, Sector - 44,
Gurugram, Haryana



The Heart of Human Achievement™



As businesses face unprecedented change and seek new opportunities, success depends on having the right kind of leadership: leadership that combines the mindset of empathy, humanity, and emotional intelligence with the skillset of business acumen, leadership frameworks, and proven practices.

At Blanchard®, we believe that this unique combination of head and heart maximizes achievement, powering the inspired leaders of tomorrow. And only inspired leaders—those who are empathetic, courageous, and agile—can unlock their people's full power and potential.

The effect of inspired leadership is dramatic. Research shows that:



Managers account for at least 70% of the variance in employee engagement scores across business units.



Skilled managers have double the rate of engaged employees than unskilled managers.



Inspiring managers produce 147% higher earnings per share than their competition.

This is exactly why Blanchard® starts at the heart of leadership. For more than 40 years, we've partnered with organizations to maximize individual achievement and organizational performance—bringing measurable progress and true transformation. We help leaders view every exchange as an opportunity to foster trust and deepen relationships—originating dynamic, human-powered learning experiences that enable leaders at all levels to turn potential into performance. Our flagship product, SLII®, is the most widely taught leadership model in the world and is used by over 10,000 organizations worldwide. Our comprehensive leadership offering empowers leaders the skills and support they need to become an unstoppable force for good.

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Learning experiences that empower leaders to transform organizations

Blanchard is a global leader in leadership development, consulting, and coaching. We partner with organizations to maximize individual achievement and organizational performance, bringing measurable Progress and true transformation. Our suite of award-winning solutions includes flexible delivery modalities to meet the specific needs of clients and learners.

Blanchard's Proven Leadership Content

Blanchard Management Essentials®
Building Trust
Coaching Essentials®
Conversational Capacity®
Courageous Inclusion®

Essential Motivators™
Leadership Point of View™
Leading People Through Change®
Leading Virtually™
Legendary Service®

Self Leadership
Servant Leadership
Essentials™
SLII®
Team Leadership

Services and Custom Solutions

Assessments
Coaching
Content Integration
Curated Learning Journeys
Customized Learning Experiences

Executive Development
Facilitation
Keynotes
Measurement & Impact
Talent Strategy



Our solutions work.
Our 97% client retention rate is proof of it.

Awards & Recognition



2023 Training Industry
Top 20 Leadership Training Company



2023 Intrepid Momentum Awards —
3 Awards



2023 Top Workplace Award —
USA from Energage



2022 Top Workplace —
San Diego Union Tribune



CEO Today Executive Coaching Award



Chief Learning Officer Silver Learning
in Practice Strategy Award



Manage HR Magazine — Top 10 Emerging
Leadership Development Companies



Brandon Hall Group Gold Award for
Excellence in Leadership Development



2022 Silver Stevie® Award
in International Business Awards®

Speak with a Blanchard representative

0806 532 5148

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Find our latest research and thought leadership at
www.blanchardinternational.co.in

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LearnNext

Future-Ready Learning Powered by State-of-the-Art Technology

OUR CORE OFFERINGS

Technology-Enabled Sustainable Platform

Ensures learning is continuous and accessible anytime through digital dashboards, nudges, and real-time progress tracking.

Blending Experiential Learning

Uses hands-on activities, simulations, & role plays to create immersive learning experiences that reflect real-world challenges.

Assessments and Diagnostics

Integrates 360° feedback, self-assessment, and role-based diagnostics to personalize learning paths and measure growth.

Generative AI Model for Custom Content & Assessments

Enables personalized content, learning, and adaptive assessments at scale, boosting engagement and retention.

Learning Journey based on the 70:20:10 Model.

Drives sustained behavior change by combining formal learning (10%), social learning (20%), and on-the-job application (70%).



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BUILDING SMART, PERSONALIZED LEARNING JOURNEYS



Role-based
diagnostics with
behavior insights



Modular, scalable
programs for
real-time
applications



Scale and
Sustain with
LearnNext

SCALE AND SUSTAIN WITH LEARNNEXT



Built-in dashboards,
microlearning, nudges
& tracking



Drive engagement,
accountability, and
business alignment



Perfect for distributed
and hybrid teams

Why Choose BYLD Group?



Market leaders in
South Asia



Over 27 years of
expertise in
leadership
development



Trusted by Fortune
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Business World's
leading
companies

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