

Mind Your Gaps Professional Skills Development

Mind Your Gaps offers a unique Onboarding technique for New Hires via a **methodology** that will be incredibly effective and beneficial to the new employee and the organization that hires them. It will provide an onboarding experience like none other.

This coaching method will alleviate several pain points that organizations typically face, when it comes to training. What are these pain points?

- Cost of training and an ever-shrinking training budget.
- Time away from the desk, which means a longer time to ramp up to productivity.
- An indifference to certain types of training, especially ones like interpersonal skills, compliance and soft skills, which results in money spent and no gain.
- Training not proving to be relevant or meaningful to the work or role of the employee.
- Too much time sitting in a class (or online) without full engagement and therefore, reduced absorption.
- Training topics being taught once or twice a year making it hard to decipher their inherent interconnectedness and application in the real world.

What it is

- An immersive training that can be customized to a company's business.
- A cost effective training whose goal is to make it accessible for every company to help grow their human capital.
- A training that creates accountability to the person the participant reports to. The Coach is either the Manager (the one he/she reports to), a HR person or a combination of the two, without involving much of their time.
- A coaching method that enables the participant to gain an insight into the Manager's ways of working, the culture of the team and the company, providing an opportunity to make amendments and adjustments as required.
- A skills training that teaches fundamental career topics in a manner where its application in the workplace will bring confidence to the new hire and value to the organization.
- A coaching Methodology that will enable alignment with organizational goals and quick productivity in addition to appropriate interactions with clients, if any.
- It is a wonderful resource for onboarding new hires remotely.
- A method that only involves the purchase of a set of handbooks for each participant, and a one time, two hour training for each Coach.

Jyothi Shankar

Founder and President

Training and Learning Specialist at Mind Your Gaps

<https://www.linkedin.com/in/shankarjyothi/>

Education

M.E in Human Factors, Texas A&M University, USA

M.S. in Instructional and Information Design, IIT Chicago, USA

Mind Your Gaps specializes in Training and Learning, Process and Performance Improvement.

Mind Your Gaps is a LLC (Partnership). The founder of Mind Your Gaps, Jyothi Shankar, has a rich and varied experience, both domestically and internationally in the corporate Learning and Development area. Being very aware of the challenges and constraints employers face in grooming their employees, Mind Your Gaps uses a methodology where we work with the client to address those challenges. We also create different solutions other than training which will help employees gain the best learning experience. Jyothi also works with clients to improve their processes and procedures, make them more efficient and gain better productivity.

Jyothi has extensive work experience working with companies like Alcatel Lucent, AT&T, Optus, Telstra, Vodafone, State Government Agencies, small and mid-sized companies, in the US, Australia and UK. Her multinational work experience coupled with higher education in the area of Learning and Training, enables her to combine her theoretical academic knowledge with practical industry experience.

Enhance

Candidate experience – start from the time offer is made.

Manager and Team experience

Collect some info on personal interests of candidate that allows for easy conversation to make them comfortable during their first lunch or whatever

For every chapter write up virtual activities that will foster the assessment and absorption of that topic