



Organization Growth



Process Design



Training & Development

**Do you want to embark
the journey of developing self, groups and organizations?
If Yes, Explore Our Services!**



About us

Building Competent Organizations

Being skilled and competent is a continuous journey. As long as we exist, we strive for excellence and this journey becomes more exciting when we have someone to partner with us in our growth. Dakshta consultants partner with people and organisations to upskill their competence at both individual and organisational level. We offer diagnosis, design and delivery of customised interventions and hand hold till you gain "**Dakshta**".

**THE BEST OFFERINGS TO UPSKILL YOUR
COMPANY'S ASSETS, YOUR EMPLOYEES!**

Why Choose Us?

- **Proven Expertise**
- **Personalized Solutions**
- **Commitment to Quality**



Our Services:

Individual Level

- Personal Excellence
- First time Manager
- Team Motivation and Development
- Leadership Development
- Mentoring the Mentors

HR Systems Level

- Competency Assessment and development Centre
- Behavioural Event Interviewing and Recruitment Systems Training
- HR Processes Design and Handholding Workshops
- 360 DF Leadership Survey and Development Feedback
- Coaching and Mentoring

Organisational Level

- Systemic level diagnosis
- Change interventions



Individual Level

• Personal Excellence



The program focuses on enabling a professional to understand his own strengths and capabilities so that he/she can leverage them for success at both professional and personal levels.

• First time Managers

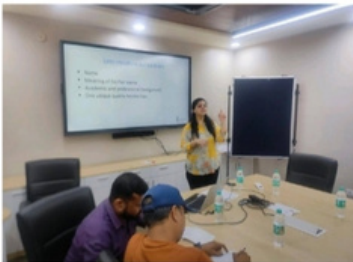


The program helps the newly promoted manager understand the change his/her role will undergo and how he/she can excel in the new role requirements and nuances.

• Team Motivation and Development



“Together Everyone Achieves More” is a program which enables teams to function as a cohesive team. Every team can be a group but not every group can become a team unless some direction is rendered for understanding team roles, team dynamics and how it can be made more effective.



The greatest asset of a company is its people.

• Leadership Development



The program offers excellent methodologies for leaders to quip themselves with nuances of leading effectively.

• Mentoring the Mentors



In our pursuit to develop capabilities of leaders and teachers we provide a capability building program which enables understanding of the science and art of mentoring as a skill. It builds the muscle of a leader to progress as a mentor and become more impactful and in turn building more leaders in the organisation.



HR Systems Level Capability Building

• Competency Assessment and Development Centre



We have an expertise of designing and conducting assessment and development centres which can be used for organisation of any sector.

• Behavioural Event Interviewing and Recruitment Systems Training



Attrition and performance gaps are indirectly linked to ineffective recruitment and selection methods. The program trains on developing the competence of hiring teams using BEI.

• HR Processes Design and Handholding Workshops



We have an expertise of designing the entire HR cycle policies customised as per the need of the organisation. We also handhold them to the organisation so that they are self-sustained.



• 360 DF Leadership Survey and Development Feedback



360 DF assessment has been one of the most effective ways to disclose the blind spots and make available to the leader how his team/ colleagues/peers/ bosses/ spouse and stakeholder view him/ her on leadership qualities. It also provides open-ended feedback which is conveyed by trained counsellors so that it can be used for development.

• Coaching and Mentoring



At every stage we need a Coach and a Mentor who can help us in moving ahead with our performance goals and staying motivated. However, organisations focus more on performance output and at times lose focus on enabling performance and developing the teams. We provide coaches for improving our growth trajectory and also provide interventions to support your leaders to learn the art.



Organisational Development & Change Management



Every organisation transit from one stage of growth to the other and in this journey, there are many aspects which needs careful handholding so that the transition is smooth and effective. We offer help in diagnosing the roadblocks, enable systemic level change initiatives and which in turn minimises the negative impacts. We conduct diagnosis using scientific methods based on process consultation.

We offer:

- Systemic level diagnosis
- Change interventions



Our Clients:



APEX HOSPITALS
Empathy. Expertise. Experience.



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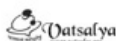
BITS Pilani
Pilani | Dubai | Goa | Hyderabad

Clients Testimonials:

“

It was a very fruitful day for all the participants who attended your one-day orientation yesterday here at the Vatsalya campus. They have spoken at length about how nice and NEW it was some of them! Most of the women associated with Anoothi come from a very low socioeconomic background and so generally when they are spoken to, it is about the WORK and not about THEM. This focus on THEM is what made a very significant impact on their minds and hearts if I may add. Thank you very much for that, Dr Nidhi.

by
Ms. Jaimala,
Founder Anoothi,
Achrol Rajasthan



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Gratitude Alert!

Gustora Foods extends heartfelt thanks to Nidhi Vashishth, PhD for her invaluable contribution in bringing us all together for a game-changing company-wide group discussion.

Nidhi ji's facilitation approach empowered our respective department heads to integrate seamlessly, finding our strengths and unlocking the potential for collaborative success. Through insightful SWOT analysis and meticulous KPI/KRA evaluation, Nidhi ji helped our departments come alive with synergy, highlighting a harmonious trajectory towards growth and success.

Her approach fostered a deeper understanding of interdepartmental dynamics, nurturing a congenial work environment. Thanks to her, we actively understand what it takes to pave our way to success as a team



“

BITS Pilani organized a two-days behavioral training module on "Managerial Excellence" conducted by Dr. Nidhi Vashitha, Founder, Dakshta Consultant, Jaipur. I attended the same. The sessions were truly excellent, and the training approach was also outstanding.

Mr. Rajesh Saxena,
BITS Pilani



Founder

Dr. Nidhi Vashishth
Principal Consultant

Get in Touch



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