

Certified EI Trainer & ESAP Professional, Psychometric Test Professional, Certified & Practicing Professional Career Counselor , Group Process Facilitator and Performance Skills Trainer

Srinivas Rao Bhairy

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Srinivas Rao Bhairy is a Certified Train the Trainer, Professional Career Counselor, EI and Management Trainer facilitating people to make changes achieve a positive outlook and excel in life.

He specializes in Career Counseling & Coaching and training in Emotional Intelligence, Emotional Skills Assessment, Effective Communication Skills, Presentation skills, Personal Effectiveness and People development skills. He works with corporate for their induction and leadership programmes. He is a trained group process facilitator and believes in driving the group wisdom for consensus and buy-in of action plan and desired outcomes.

He has over 15 years of professional expertise in Career Counseling, Soft Skills and Behavior Skills training. He has worked with institutions of repute in higher education space. He has worked with different corporate and educational institutions, helping them in Training Need Analysis, Curriculum Design, Training content development, Psychometric assessments, Communication Skills, EI and delivery of customized training solutions.

His training workshops are highly interactive and experiential conducted in both training and facilitative mode which involves direct experience, followed by reflection, and then the development of a plan for future experience.

Bhairy focuses on using right mix of exercise, case studies and problem solving techniques in programming along with challenge based learning activities to ensure optimum learning experience and retention, skill advancement and professional development of participants. The bottom line is to improve Return on Investment (ROI) on training, time and learning. His approach is participative and empathetic. His participants' take-away specific learning points as a result of his unique blend of cutting edge theory delivered with humor to create a fun-filled learning environment.

Core Competencies

- Emotional Intelligence
- Soft Skills & Behavioral Training
- Professional Career Counseling
- Psychometric Assessment
- Group Process Facilitation
- Communication Skills

Professional Qualification & Certifications

- Post Graduate Diploma in Business Management with Systems and Marketing as specialization
- Certified Train the Trainer by Bodhi Training Solutions, Bengaluru, India
- Certified Career Guidance & Career Counseling Expert by Dr. Chinu Agarwal, Feeling Minds, Agra, India
- Emotional Intelligence Trainer and Certified ESAP (Emotional Skills Assessment Process) Professional by Dr. Ashish Sen Consulting and Coaching & EI International USA
- Certified Psychometric Test Specialist by Middle Earth HR – CAMI
- Trained Group Process Facilitator by Mr. Yateen Gharat Mr. Sekhar Chandra Sekhar – Bang On Facilitators, Mumbai
- Trained Ericksonian Coach from Inner Courtyard, Mrs. Nandita Astana - Certification is in progress
- Trained Transactional Analysis Specialist from Inner Courtyard, Mrs. Nandita Astana - Certification is in progress
- Certified LOA Practitioner

Seminars & Workshops Attended

- 3 day workshop on Law of Attraction and Power of Subconscious Mastery by Avinash Anand Singh
- 1 day workshop on Train the Super Trainer by Brig. Sushil Bhasin
- 1 day Business Results Intensive workshop by Sharath Sharma
- 2 day workshop on Creative Pedagogy & Educational Strategy jointly organized by Potters' Wheel and CCE, Finland
- 1 day workshop on High Impact Trainer by Prof. Vijaya Suvarna organized by International Trainers' Conclave, Mumbai

Training Specialization

- **Psychometric Testing & Assessments & Career Counseling**
 - Design and conduct of Psychometric assessment across PSI (Personal Style Inventory/Indicator), RSI (Motivational analysis using Career anchors, TAT (Thematic Apperception Test – pattern of thought, attitudes and observational capacity along with evoking one's subconscious) and other ability tests
 - Career Guidance, Career Planning and Career counseling for students of IX to XII in both group counseling and one – on - one formats
- **EI & ESAP – Training and Facilitation using Emotional Intelligence**
 - Personal Effectiveness - Self Awareness & Self-Regulation
 - Interpersonal Skills
 - Leadership Styles and Work Climate,
 - Empathetic Leadership
 - Creating Engaging Workplaces
 - Effective Communication and Dialogue
 - Emotional Skills Assessment Process

- **Personal Effectiveness**

- Vision and Goal Setting using SMART / HARD Goals approach
- Stress Management
- Time Management
- Understanding Self and Managing emotions – Attitude management
- Effective time management & Prioritization
- Impact of sub conscious mind on success and Personal Success Strategies
- Applying positive affirmations
- Motivational Training

- **Communication Framework**

(Can be customized for Professional Develop in Org. Dev., FDP's and Student Dev. Programmes)

- Human Communication model
- Listening skills
- Effective conversation techniques
- Communication Competency framework
- Identifying and removing communication barriers
- Public Speaking
- Presentation Techniques / Skills
- Interpersonal skills
- Effective writing skills- For business proposals, reports, presentations, e-mails
- Rapport Building and Persuasion skills

- **Engaging workplace and productivity**

- Face to Face and Telephonic conversations
- Effective and Responsive Email Techniques
- Intra-personal and Inter-personal intelligence
- Team Dynamics – Action, Reflection and Collaboration

- **Relationship Management**

- Building Trust
- Accountability and Responsibility
- Accessibility & Timeliness
- Finding service as an opportunity
- Applying mindfulness in Business Relationships

Some of the clients serviced by Bhairy are

- Army Public School, R K Puram, Hyderabad – **Teacher Effectiveness & Leadership Training**
- Army Public School, Golkonda, Hyderabad - **Teacher Effectiveness & Leadership Training**

- Potters' Wheel - **Teacher Effectiveness & Leadership Training**
- Potters' Wheel – **Career Counseling**
- Jubilee Hills Public School - **Teacher Refresher training for Computer Science Dept.**
- Good Shepherd School, Nandyal – **Teacher Effectiveness & Leadership Training**
- Nirmala High School, Hyderabad - **Teacher Effectiveness & Leadership Training**
- Open House programmes in Career Counseling for students of Std. IXth and Xth along with parents
- Individual interventions in Career Counseling for Children of Class IXth to XIIth
- Tata Consultancy Services, Hyderabad – TCSBPS – **ILP training programme**
- Nisum Technologies, Hyderabad – **Personal effectiveness and Effective Communication Skills for lateral hires**
- NALSAR, Hyderabad – **Team Synergy, Collaborative Communication and Result Orientation – Induction Programme**
- St. Anns College for Women – **Campus to Corporate**
- Padala Rama Reddi Group of Colleges – **Campus to Career transition – Personal Effectiveness and Career Paths**
- Institute of Cost & Works Accountants, Vijayawada – **Campus to Corporate - End Programme orientation for CA, CMA and CS streams**
- ESCI-ISSTTM, Hyderabad – **Campus to Corporate - FLY (First Lead Yourself) – Young leadership programme**
- Vistex Technologies, Hyderabad – **Effective Communication Skills for lateral hires**
- Techwave, Hyderabad – **Team Synergy and Communication**
- Career Conduit Solutions Pvt. Ltd., Hyderabad - **Campus to Corporate Training**
- JKR Softech Pvt. Ltd., Hyderabad - **Campus to Corporate FET training programme**
- Rexnord Euroflex Pvt. Ltd. – **Communicative English & Personal Effectiveness for Shop floor employees through HR Foot Prints, Hyderabad**
- Coca-Cola, Hyderabad - **Personal Effectiveness for Shop floor employees through HR Foot Prints, Hyderabad**
- SourceTek Solutions
- TechnoReady, Hyderabad