



Training can work magic...when done right, it can turn an average person into an excellent performer

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AKSH PEOPLE TRANSFORMATION

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Inspirational leadership through emotional intelligence

Business Leaders and Corporate Executives often have few “blind spots” or areas of weakness that they are not aware of. These remain hidden and become hindrances to success – they aren’t able to deliver results or motivate others to perform at their best. And it may sound paradoxical if it is said that even competent leaders need continuous improvement. Untapped potential, when unlocked, can bring huge benefits for the individual as well as the organization. This is where training and coaching comes into play. Jayadev Menon helps business owners and corporate executives to tap into their hidden or hitherto unrealized reservoir of talent that leads to breakthrough performance on the job or in business to achieve better team performance and enhanced business results. He has spent the last decades working primarily in the professional services sector on behalf of market leading companies delivering stra-

tegic benefits through training programmes that have brought about significant success in both personal and company performance. He has a strongly action-oriented approach, developing creative, stimulating yet practical solutions.

Prior to his Professional consulting and training career, Menon had actively worked for close to 25 years with leading business houses in India - Godrej, Escorts and Reliance. His career path saw him transition from the role of Sales Executive to Supervisor in Godrej, and from there to Sales Training Manager and District Operations Head at Escotel Mobile Communication Ltd, and then Head of Corporate Sales and Zonal Business Head at Reliance Communications and finally the General Manager – Learning & Development at Reliance NIS Academy – the experiences gained during this journey formed the bedrock for



AKSH People Transformation, a boutique consultancy launched at Kochi, in January 2008. His understanding of Sales Management, Customer Relations Management, Learning & Development and Employee Development gave the fledgling consultancy the wings to fly. He is a leadership trainer and coach who incorporates a unique blend of consulting, coaching and training in his work with organisations and individuals. By combining an encouraging and challenging approach, all the while retaining focus on results and outcomes, he has been able to deliver lasting impact. His style and approach, that mixes fun with the serious, has helped to forge strong relationships with significant business leaders in diverse business domains.

Menon is a Transformational Coach, Corporate Trainer and Instructional Designer armed with his unique style of simplicity – he believes in connecting with common people by sharing day-to-day examples, helping them to connect with their everyday experiences and draw useful conclusions from them. His inspiring persuasive nature encourages people to realize their inner potential leading to positive transformation. Being a self-driven optimist, he ensures that all his Transformative Workshops are dynamic, energetic and result oriented.

Professional success in career does not come easy.

A post graduate holder in Physics from the prestigious MG College Thiruvananthapuram and he also has a diploma in Training and Development. The seeds for Jayadev Menon's Career Skills Training for professional students were sown when as a young boy he watched his father give tuitions on the works of William Shakespeare. He soon realised that teaching is a powerful thing – you can make an impact on the lives of other people and gain a positive reputation too. So, he decided to do become a teacher first and later transitioned into training after he started working. Born and raised in Calcutta he completed his schooling there and shifted to Kerala for his graduation and post-graduation. He excelled at studies and read a lot too. He was also interested in sports such as badminton, tennis and cricket.

He has sales in his blood. At the age of 20, he had started to try his first business ventures, which included trying to sell T-Shirts and shoes while doing his degree course. His father who was associated with Indian Airlines at Calcutta and Chennai, got transfer to Thiruvananthapuram, in 1977. His parents are his good supporters and pushed him to do his best.

And as already mentioned earlier his father teaching Shakespearean plays made a huge impression on his young mind about teaching. The path towards teaching started early, when he was in middle school itself. The first teaching experience taught him a lot about what it means to be a teacher and made him see himself as a future educator. Sounding proud of his mother he says she is a very intelligent woman with an amazing capacity to love and energise everyone around her – she is an avid reader and had entrepreneurial skills too. From his father he learned the importance of being passionate about one's work and to hard work too. And his mother taught him compassion and the importance of empathy – he says that the tone of caring voice is equivalent to a warm embrace.

He is a voracious reader and a good speaker with a good command over English language and communication skills. A highly accomplished and renowned Corporate Trainer, his still undergoes training – for him it is like a student recharging his battery and getting access to different ideas that can be used to improve oneself and one's work. He has extensive experience in training and education, instructional design, customer service, leadership, innovation, and presentation skills over the past three decades in a variety of organizational environments. His lauded learner focused strategies give him a real-world outlook on the relevant application of brain-based methodologies. He is the creator of the popular Sales Coach Blog with 275+ articles on Sales & Business Excellence and has also written over a dozen articles for Business Magazines. Recently he had presented a series of videos on Sales through Dhanam Business Magazine's YouTube channel.

He is associated with Amaara Foundation an organization that works towards empowering children, providing them skills necessary to become well rounded, self reliant and responsible citizens. Shortly before joining Rotary International, he was chosen as goodwill ambassador to travel with a group to Brazil. The experiences gained during the trip prompted him to become a member of Rotary, the world's best known service organisation, which sponsors a wide range of activities to

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benefit the deprived, from hands-on and financial support for charitable programmes. He is a member of a Not-for-profit group that focuses on humanitarian activities like home for homeless, providing wheel chair for a disabled person, free water supply during summer for public in Cochin. Bird watching (or birding) is his recreational activity and he contributes to the more scientific side of the hobby, known as ornithology, by submitting data and observations regarding the number, behavior and distribution of bird species in and around the area. The lockdown may have temporarily halted many of his regular activities, but not his bird watching hobby. It is quite natural for a physics post graduate to be interested in astronomy and he likes to locate stars and other transient objects in the night sky whenever





er he is outside the city – light pollution has made it impossible to pursue the hobby in the city, he says. He used to be a member of the Trivandrum Astronomy Association.

In addition to reading and birding Jayadev loves Adventure Sports – trekking, rock climbing and flying a microlight aircraft are things he has pursued in the past – he still goes trekking in the forests of Kerala and Tamilnadu while pursuing the search for interesting birds.

Menon says “Part of the allure of becoming a trainer is that there isn’t really a ‘typical’ day”. One might be prepping for a software skills course one day and facilitating a sales class the next. There is a lot of variety!” Some examples are given below:

- Activity-based training conducted to 200+ members of the Tata Chemicals Business Team where the COO and Business Vertical Heads were present too – this event was conducted at Ramada Mumbai in Jan 2015.
- Leadership Training conducted for leading organisations in Technopark, Trivandrum and Infopark, Cochin.
- Helping 125 employees of a leading Chennai-based NBFC to work collaboratively by breaking the silos between operational teams.
- Public events on B2B and B2C Sales Train-

ing conducted in leading hotels in Cochin – employees from various organisations attend such events.

- Career Skills classes and mock recruitment sessions and Campus to Corporate Training conducted for students of Professional Colleges.

Jayadev somehow managed to keep the impact of pandemic to a moderate level – the lockdowns had certainly brought the economic activity in almost all sectors to a grinding halt. As the entire Corporate India was forced to operate from home leading to a new way of working, the scenario looked grim for the Indian Consulting Industry. Technologies such as videoconferencing, internet telephony and instant messaging have aided him in reducing the impact to a certain level.

The daily work of a management consultant includes gathering data and insights (through research, surveys, interviews), running analyses, making PowerPoint presentations, and pitching solutions to the clients. The job involves a lot of travelling, and long hours are the norm. So Consulting, in general, is not family friendly Jayadev said.

Unlike a salaried job there are no assured paychecks in the consulting business and that causes huge concerns at home, especially in the early transitional period when one moves from work to freelancing. Keeping the family together and making them believe in your decision is a huge challenge. Menon’s life-partner is Sulitha, who too has donned multiple hats – that of teacher, entrepreneur, employee and now she is dabbling in online freelance work. Their son, Nikhil, is a hotel management graduate – but he pursues a career in music, event management and online freelance work.

“Training can work magic... when done right, it can turn an average person into an excellent performer”. It is true in his own life says Jayadev Menon an Entrepreneur, Trainer and Coach and the Founder of AKSH People Transformation. Being a Man of Passion and Purpose, he is high spirited and is in never-ending pursuit excellence, for himself and his customers.