



CATS Academy India Pvt. Ltd.

Global Partner of
Persona GLOBAL, USA and WorldView Consulting, South Africa



Our Business Verticals

Management Consulting

HR Partnering

Executive Coaching

Leadership Development

▄▄ CATS Academy India ▄▄

CATS Academy India exemplifies its position as a premium business solutions provider in management consulting and leadership development . We endeavor to make positive difference to individuals and organizations through transparent and collaborative working style. We have a pool of specialized industry experts to provide you with end to end business solutions.



**Founder and MD
CATS Academy**

Mr. Atul Bapat is multi-faceted and a die-hard optimist with many noteworthy professional, corporate and global achievements. He has more than 30 years of experience in the corporate sector in reputed global organizations such as Mercedes-Benz, Bosch and SKF.

- ▀ Mechanical Engineer with a Post Graduation in Management
- ▀ Certified Coach, Trainer and Assessor from Results Coaching System, Australia
- ▀ Associate Certified Coach from International Coach Federation USA
- ▀ Certified Professional of SHRM, USA
- ▀ Certified Trainer and Assessor for C-Management, global initiative of Daimler AG Germany
- ▀ Certified Consultant of Persona GLOBAL, USA
- ▀ Accredited Facilitator for WorldsView Consulting, South Africa

He is the Chairman of Global Academy of Automotive Retail Excellence. He has served as an Independent Director on the Board of Auto Hangar India Pvt. Ltd., Mumbai and also on the Board of Buhari Auto Holdings Pvt. Ltd., Chennai. He also served as an esteemed member of the Academic Advisory Board of MIT School of Business, Pune.

▄▄ Executive Coaching ▄▄

As a practising executive coach, Mr. Bapat has helped numerous leaders at the level of Managing Director, President, CEO, Vice President from different industries to achieve highly challenging, inspiring and measurable goals.

▄▄ Our Core Values ▄▄

Transparency

Dedication

Integrity

Trust

CATS Academy is one of the few reputed consulting and training organizations in automotive sector across wholesale and retail function. We have worked extensively with a host of reputed brands particularly focusing on performance improvement in the retail business. We have a strong team of experienced senior consultants and trainers.

Success Stories

Project MPS II with Mercedes-Benz, India:

This project involved design, ordering and import of Mercedes-Benz Presentation System from several suppliers in Germany & China and their distribution, installation and after-sales support across all the showrooms throughout India.

Project 4S with Mitsubishi, Bangladesh:

This ambitious project with Rangs Group, distributors of Mitsubishi passenger vehicles, transformed their retail operations to match Mitsubishi Global Standards in the areas of infrastructure, processes and manpower.

Project with Juffali Group, Saudi Arabia:

This project encompassed integration of Mercedes-Benz Distributor Retail Standards (DRS) into their process documentation and also simplification of all business processes. The project resulted in creating buy-in across teams and successful Re-Certification of ISO Audit.

ISO 9001:2008 Certification:

We have helped a number of automotive dealers across India and Bangladesh in achieving ISO 9001:2008.



SWAS is a specially designed program for service advisors for their wholesome development. Through six modules, the program entails progressive learning over 3 - 4 months.

HR Partnering is an endeavor by CATS Academy to assist SMEs in their HR functions. As a trusted HR partner we understand and work closely with the human capital to transform them into high performing assets. With a pool of senior HR consultants, SMEs benefit from their expert advice and specific recommendations.

Our Services

- » Designing the Organization Structure
- » Job Descriptions
- » Salary Bandwidth
- » TNA and Trainings
- » Goal Setting and Targets
- » Performance Management System
- » HR Manual
- » Recruitment
- » Personal File Management
- » Personal Counseling
- » Payroll Management
- » Exit Management



Benefits for Our Clients

- » Freedom from the complex task of managing the HR functions
- » Cost effective services
- » Confidentiality and secrecy of any information guaranteed
- » Bridges the communication gap between the employees and management
- » Timely and best services
- » Services of trained and competent professionals
- » Clients can continue to concentrate on core areas of business



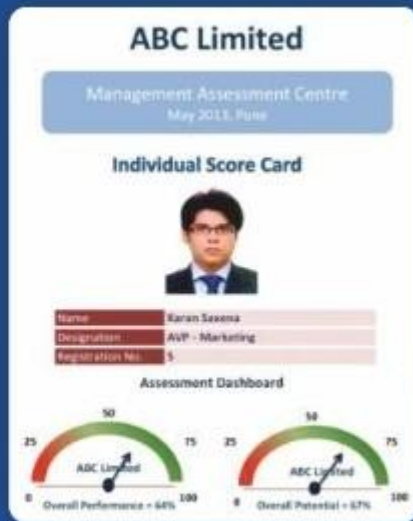
CATS Academy has conducted several Management Assessment Centres mapping the essential competencies of more than 700 corporate executives. The findings of the assessment are accurate and are shared with each individual. We use proven techniques, tools and methodologies such as psychometric tests, simulations, management games, group discussions, interviews, case studies, personality profiling.

Some of the competencies that are assessed during the assessment centre

- Strategic Thinking
- Decision Making
- Team Spirit
- Emotional Quotient
- Communication
- Leadership
- Proactiveness
- Initiative
- Problem Solving
- Self Motivation
- Time Management
- Creative Thinking
- Intellectual Quotient
- People Orientation
- Organizing & Prioritizing
- Result Orientation

Benefits for Our Clients

- Executive summary with observations and recommendations for the top management
- Individual score card for each participant
- One on one feedback to each participant based on the outcome of assessment centre



'Leadership By Choice' is unique dialogue-based leadership program. This intervention involves great learning by sharing and is applicable to every level in an organisation. It facilitates synthesis of individual ideas into group understanding. The program links powerfully to organizational reality and is focused on evolution rather than revolution.



REFLECTION



CHALLENGE



INSPIRATION



INFLUENCE



LEGACY

Program Details

- › Five dialogues over 12-14 weeks
- › Leadership cluster of 12 leaders
- › Journey consists of 2 half-day interactions and 3 full-day interactions
- › Program includes LBC 360 feedback during and after a year
- › Program delivered by Accredited Facilitators
- › Highly interactive program which challenges thinking of the participants

Organizational Benefits

- › Align members of the organisation towards vision, values, mission and strategy
- › Develop leadership capacity to face future challenges
- › Enhance trust within leadership team members
- › Co-evolve leadership perspective and theories in the organizational context



Persona GLOBAL

Persona GLOBAL, headquartered in San Francisco, USA, is a leading management consulting organization with presence in 72 countries. They offer their unique methodologies in 34 languages to more than fifty percent of Fortune 1000 organizations.

Global solutions in India

Customer Experience Management + (CEM+) is an integrated customer experience management process. It is designed for organizations seeking new ways to improve customer loyalty and differentiate their brands.

Sales Competency Assessment (SCA) is a unique survey and coaching tool specifically designed for professional development of sales personnel across various industries.

Talent Management (TM) is an on going, dynamic process assessing the current managerial talent present in the organization.

Breakthrough Account Analysis (BAA) is survey instrument developed to determine your sales potential given on what you know and what you need to know. It focuses on the quick and easy execution of selling skills and strategy.

Successful Negotiator is a highly interactive skill building training workshop for gaining cooperation and negotiating more robust agreements.

Persuasive Communicator is a skill building workshop which gives participants an easy to use proven system for influencing and communicating with people especially 'difficult' ones



WorldView Consulting

WorldView Consulting

WorldView Consulting, headquartered in Johannesburg, South Africa is a leading consulting organization. Their unique interventions are delivered across the globe. WorldView Consulting specialises in unique team and leadership development programs.

Global solutions in India

Nine conversations in leadership is an innovative leadership development intervention that acts as a catalyst for long term development of leaders. The intervention consists of nine facilitated conversations that occur within a small peer group (comprising up to 10 people), over 7-9 months.



GLOBAL CLIENTS

Metropolitan Health
 Johnson & Johnson
 American Express
 British Airways
 Arcelor Mittal
 Cathay Pacific
 Mc Donalds
 Microsoft
 Citibank
 Cadbury
 Siemens
 Compaq
 Corvan
 Castrol
 Hitachi
 Disney
 Alcatel
 Oracle
 Honda
 Shell
 BMW
 Audi
 DHL
 Dell
 HP
 IBM
 AMD
 SONY
 HSBC
 Axa
 Glaxo
 Bosch
 Nestle
 Toyota
 Unilever
 Philips
 Nedbank
 Samsung
 Motorola
 Symantec
 Coca-Cola
 Mitsubishi
 Volkswagen
 Credit Suisse
 Japan Airlines
 Colgate-Palmolive
 Singapore Airlines

SOME OF OUR CLIENTS

This is a representative list of our clients



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