



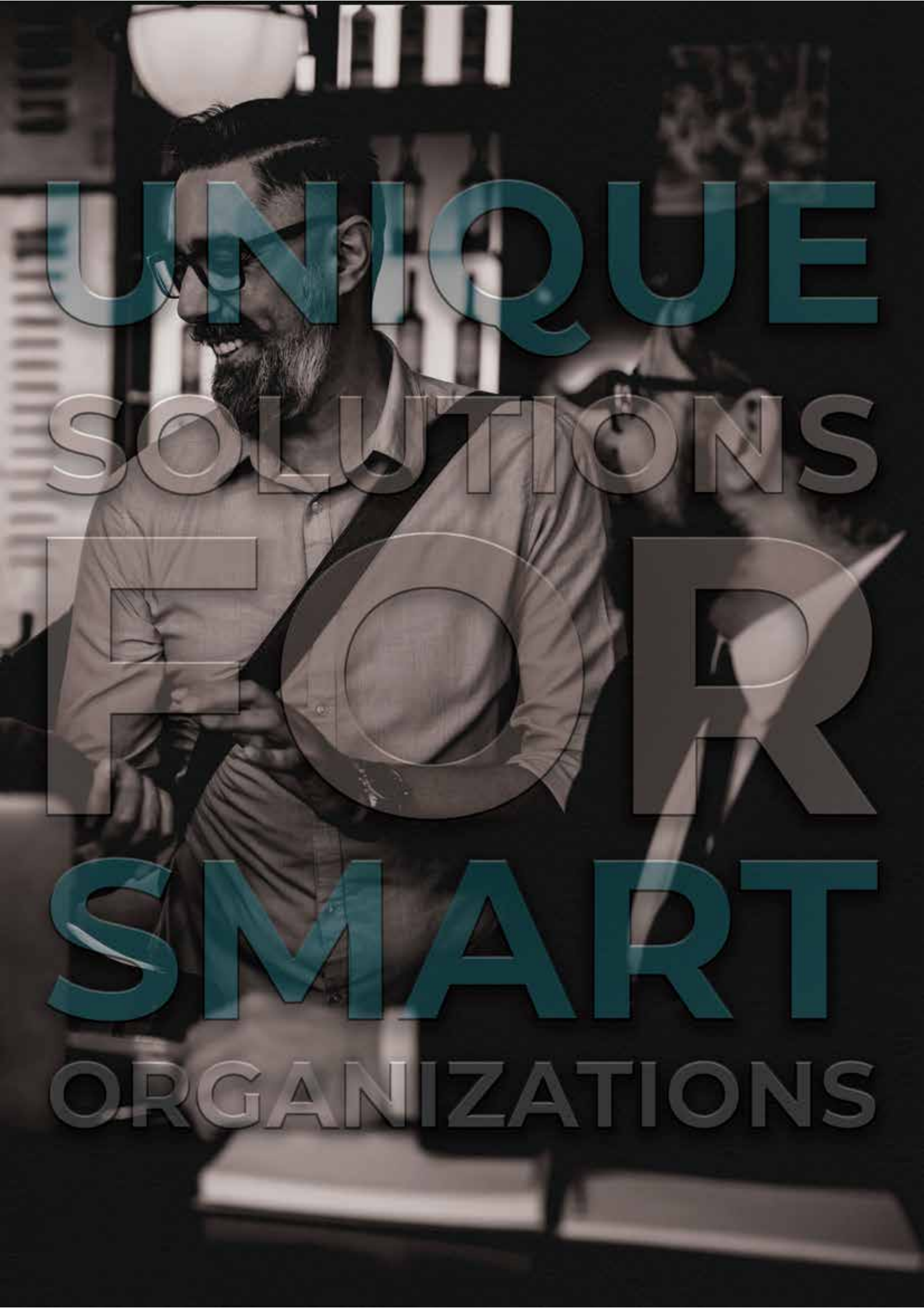
CULTURING TALENT. NURTURING GROWTH.

Corporate Training | Executive Coaching | Career Services



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SUCCESS MULTIPLIED | GROWTH INFINITE



UNIQUE
SOLUTIONS
FOR
SMART
ORGANIZATIONS

THE GENESIS

While motivation is the key to superior performance, performance itself is a great motivator. It's more like a chicken and egg scenario. So how does one crack the loop and pick a starting point? And where does one find balance while getting on this cause-and-effect cycle in a fast-paced world? A world that not only promises a lot of opportunities, but also poses before individuals and organizations alike - a colossal task of consistently cracking the code? The code to starting, learning, applying, achieving, observing, unlearning, relearning, and reapplying to realising their goals?

The team at Éclatmax brings to the table invaluable knowledge on these questions. Spanning decades in the pursuit of professional excellence at individual and organizational levels, today, we at Éclatmax can say it with absolute precision as to what exactly does your business need, as you tell us how you wish to steer your business in the short and long term. An apt analogy would be that of a masterful car mechanic who knows by just the sound of the machine - which part needs just the right tweak to get the driver to win the race.

Great teams build great companies. And great individuals build great teams. Just like the saying goes, success isn't as much about doing different things as it is about doing things differently. At Éclatmax, we have imbibed this philosophy in our approach to helping organizations such as yours to get the best mileage for their investment in people. Because if the organization is the engine, and their people are the fuel, then Éclatmax is the master mechanic that you'll need to keep winning your races.

Four classical columns, two on the left and two on the right, framing the central text. The columns are light green with gold-colored fluting and have dark green bases and capitals. They are set on a light grey floor with soft shadows.

YOU DON'T BUILD A BUSINESS.

YOU BUILD PEOPLE.

THEN PEOPLE BUILD THE BUSINESS.

- ZIG ZIGLAR -

OUR PURPOSE

Éclatmax Training & Consulting is an initiative of a Harvard Business School alumnus - John Poulouse, who has spent over 25 years demystifying the nuances of creating an organizational structure that is synchronous with the organizational goals. We strive to help our clients graduate to an organizational structure that is fortified by exceptional individuals/teams with chiselled skills and sharpened acumen to take on the challenges of an increasingly competitive business environment.



The Evolution Of Organizations In The Last Two Decades

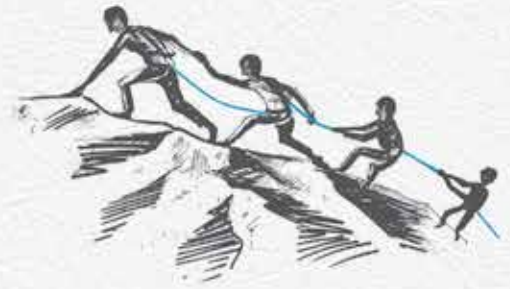


Much has changed in the last two decades. Organizations have evolved from existence to sustenance to persistence to dominance in this time frame. And with every passing day, businesses are facing newer challenges in every aspect, whether it be prospecting, pursuing, or procuring. Today's businesses are much bolder, more receptive to newer ideas and open to experimenting. This has led to innovation being at the core of every individual and every team. Ideas are no longer confined to the four walls of the board room, and heroes are no longer found just in annual board meetings. Much to their advantage, businesses have long begun recognizing the importance of free thinking. And this has led to a plethora of opportunities for employees at every level of the organization to be heard, to innovate and to be recognized. And the benefit that the employee derives from such opportunities trickles down to the bottom-line of companies, thus making them a force to reckon with.

So, while almost every business has changed the way they pursue growth, what could be the ace up the sleeve of organizations that still outperform the market? Are they doing different things? Or are they doing the same things differently? Contrary to the popular quote, we believe it is a blend of both. Businesses need to do different things, which leads to innovative solutions. And they also need to do the same things differently, to be more efficient.

MISSION | VISION | VALUES

Our Mission is reflected in our name, where 'Éclat' means Success, and 'Max' equates to Maximum. We strive to blend our synergies with those of our clients, thereby enabling them to consistently succeed in achieving their maximum growth potential year on year.



Our Vision is to be synonymous with maximum success, thereby becoming the partner of choice pertaining to Training, Coaching and Consulting solutions for our clients.

Our Core Values command three inevitable virtues that are an essential driving force behind our vision and mission and a must-have for every Éclatmax associate.



Performance



Discipline



Integrity

**THE ONLY IMPOSSIBLE JOURNEY
IS THE ONE THAT YOU NEVER BEGIN.**

- TONY ROBBINS



CORE TEAM



John Poulose

The founder visionary of Éclatmax Training & Consulting and a Harvard Business School alumnus – John Poulose embodies our core philosophy of maximum success. A rare combination of experience, entrepreneurship, effervescence, and éclat, he can perhaps be best described by the phrase: The Captain Cool of Training & Consulting.

With over 24 years of scripting consistent success in building and scaling up profitable businesses, as the Managing Director at Éclatmax, today John is the chief mentor for the Éclatmax universe. He is a trainer, coach, and business success consultant par excellence, as vouched by various businesses that have benefited from him. These beneficiaries include businesses of all sizes and organizational diversities across 7 distinct industry sectors, with various multi-million-dollar success stories.

A strong believer in people, John attributes his success to a thriving network of highly motivated professionals and peers who he shares intellectual symbiosis with. This, coupled with a penchant for weaving a larger web of business success stories led to the creation of his brainchild – Éclatmax – a place that will help our clients script maximum success at individual, team, and organizational levels.

“There’s a masterpiece of a sculpture in every rock, that’s just waiting to be chiselled out.” The one who gave us this quote, Jack Pinto – captains the Éclatmax ship as our Global Vice President. His 24+ years of professional ascent has seen him trailblaze thought leadership and innovation, which has helped many individuals and organization push the limits of success. He has spearheaded growth engines at organizations across multiple industries with unprecedented successes and he attributes his success to creating and nurturing a team of heroes.

Jack’s cross-functional accomplishments in multiple industries make him the one person you want to talk to while charting out your growth plan, regardless of the industry you’re in. Jack’s passion for empowering people to outperform their beliefs funnels down to our clients at Éclatmax, where we have already begun scripting success stories for our clients under Jack’s direction.

Though he oversees operations, marketing, and overall business growth at Éclatmax, Jack’s tenacity to help you build powerful and efficient teams in the shortest possible time is a veritable virtue that is up for grabs with Éclatmax.

There’s a reason why we have a saying in Éclatmax – If you have Jack in your deck, you’ll always have an Ace up your sleeve.



Jack Pinto



**STUBBORN
WITH
GOALS**

**INNOVATIVE
WITH
PATHS**



GET IN THE LOOP



OF INFINITE GROWTH

SOLUTIONS

CORPORATE TRAINING

At Éclatmax, we believe that custom-designed learning solutions are the key to success for any organization. That's why we only work with the leading trainers, subject matter specialists, academicians, and industry experts. We take the time to understand your organization's goals, and only then do we devise unique interventions which we believe will be vital in helping you achieve your objectives. Effectively grasping your organization's challenges and formulating potent remedies to overcome them is at the core of our process-based approach.



At our company, we focus on an experiential andragogy and hands-on methodology. We believe that knowledge needs to be imparted to your organization's executives in a compact and implementable manner. Only then, would they be able to make the most out of it and perform outstandingly in today's complex business environment.

In order to enable our clients have access to our learning programs regardless of their physical location, we offer our services in three distinct ways – online, classroom, and a blend of both.

Few of the spheres around which our solutions are crafted and delivered encompass:





**TRAIN
TO RULE**

**RELEARN
REFUEL**

SOLUTIONS

02. COACHING

Coaching is a highly value-driven exercise that has the potential to directly impact your organization's top-line, bottom-line, and basically every output that is a direct derivation of a superior command.

Éclatmax's coaching solutions are tailored for two specific scenarios:

EXECUTIVE COACHING



A leader must continuously strive to figure newer ways to achieve better results, and inspire the team in the process. Thus, in essence, the function of leadership is novelty. Éclatmax's Executive Coaching is a specialized coaching that focuses on the executive's performance, achievements, communication and overall development.

Our Executive Coaching Program is a metaphorical stairway to maximum success, and quite aptly, our focus areas are abbreviated as RISE, which stands for – Reflect. Identify. Shape. Excel.

R

Reflect



I

Identify



S

Shape



E

Excel

We help the executive provide a confidential thinking space and reflect on their journey so far and revisit the vision that they set out with. Thereby, identify areas and specific pain points that need to be finetuned or addressed so as to help them focus on areas that need maximum attention. Once this is done, we help the executives give a shape to the future that they expect – much like painting a picture in their mind and envisioning the state of affairs in the short and long term, and while doing so, help them identify and mobilize resources to get there. The ultimate goal being achieving excellence in their journey at every step so as to get maximum success for the new role or command that they're moving to.

SOLUTIONS

TRANSITION COACHING

Moving to a different role or a cross-functional environment could get tricky and time-consuming. Éclatmax's Transition Coaching aims at minimizing the time taken by an individual to adapt to a new work environment and master the mechanics of their new job role or position.

Quite aptly, our focus areas for Transition Coaching are abbreviated as MOVE, which stands for Motivate. Orchestrate. Venture. Excel.



M

Motivate



O

Orchestrate



V

Venture



E

Excel


We help individuals connect their visions with their motivations and extrapolate their vision to a short-term and a long-term future as prospective outcomes. More often than not, it needs just the right questioning and listening, while letting the executive reflect upon prioritizing these visions and identifying motivations. This will in turn inspire logically consistent actions to easily venture into a new role or work environment with result-oriented efforts to excel at it in the shortest possible time.

A COACH IS SOMEONE

WHO SEES BEYOND YOUR LIMITS

AND GUIDES YOU TO GREATNESS

- MICHAEL JORDAN -

A man in a grey suit is seen from the back, gesturing with his right hand towards a large, blurred audience seated in a hall. The scene is brightly lit, with light flares visible in the background.

**INVOLVE
EVOLVE**

**EXPERIENCE
ÉCLAT**

METHODOLOGY

The Éclatmax andragogy focuses on experiential learning and putting knowledge into action. As one of the founding fathers of the United States, Benjamin Franklin, famously mentioned - *"Tell me and I forget. Teach me and I remember. Involve me and I learn."* Similarly, the learning methodology in a training program requires to ensure that information is put into motion.

At Éclatmax, we strive to create high-involvement, high-impact training programs that maximize employee interaction and interest. These methods result in a significantly higher retention and application of the knowledge learnt during the programs.

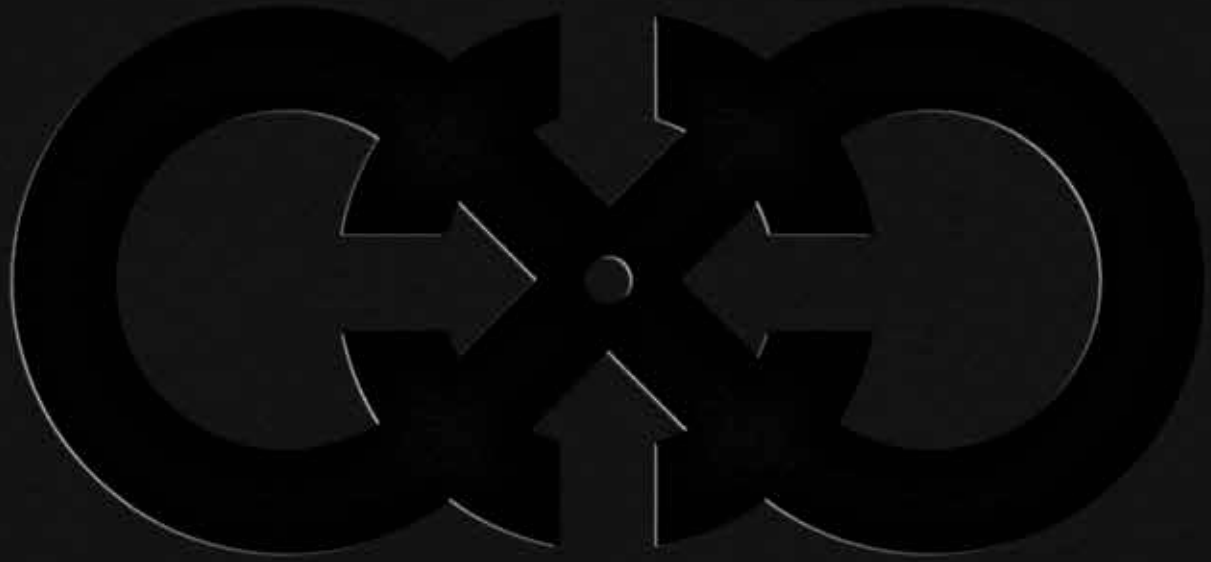
Some vital factors that build the very foundation of our approach to training are:

- » Pre-Training Assessments
- » Partnering Our Clients
- » Participatory & Inclusive Methods
- » Practical & Relevant
- » Peer Potluck
- » Persistence

Some interactive methodologies that make the training experience more productive:

- » Outbound Team Building
- » Roleplay & Skits
- » Games & Simulations
- » Case Study Analysis

**SET NEW BENCHMARKS
FOR PERFORMANCE.
RIGHT HERE. RIGHT NOW.**



∞ ÉCLATMAX

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