



Cultivate a culture of systems thinking
and evaluation

Reduce costs

Increase revenue

Reduce risks

Improve decision making

Evaluate processes/training/AI

Exponential Advisory presents

A Two-Day Intensive Workshop

Evaluation and Monitoring for PSUs,
Central and State Government

- 1 Operational definition
- 2 Process alignment with vision
- 3 Mapping process with KRAs
- 4 Evaluate processes, training and AI projects



DELHI
SCOPE CONVENTION CENTRE,
LAXMI NAGAR

15-16 January 2026



MUMBAI
IMC, CHURCHGATE

20-21 January 2026



Rs. 20,000 + GST

Book before
31st December 2025
to avail 10% discount



+91 9892673400



contactus@exponentialadvisory.co.in



www.exponentialadvisory.co.in



Introduction

The future belongs to organizations that embrace data-driven decision-making. This workshop empowers you to bring all your processes into an evaluation and monitoring framework which is governed by the principles of systems thinking. Learn to embed evaluation from the start, track KPIs with precision, and proactively monitor for ongoing improvement – securing a competitive edge in today's dynamic landscape.

Objectives

By the end of the workshop participants would

- Master techniques for creating concise and transparent operational definitions of key processes, ensuring shared understanding and a foundation for effective analysis and improvement.
- Gain proficiency in selecting and utilizing relevant Key Performance Indicators (KPIs) that directly track progress and demonstrate the impact of your efforts. Leave with the tools to showcase tangible value and secure buy-in from stakeholders.
- Develop robust evaluation and monitoring systems that provide insights into process/training/AI impact. Learn techniques to identify areas needing refinement and adapt strategies for sustained success.

Methodology

The Process Evaluation workshop employs a blended learning approach, combining classroom instruction, hands-on practice, and self-directed learning. Key methodologies include:

- **Interactive sessions:** Deliver core concepts and theories through engaging presentations.
- **Group activities and discussions:** Collaboration and knowledge sharing among participants via games and role plays.
- **Case studies:** Discuss real world case studies.

Session 1 Why We Evaluate: Aligning with strategic vision

10 AM - 11:30 PM

- Clarify organizational vision and connect evaluation to strategic goals.
- Explore diverse evaluation approaches relevant to the PSU context.

Session 2 Building the evaluation framework

11:45 AM - 1:15 PM

- Develop a customised framework encompassing vision, training delivery, operations, and measurement phases.
- Emphasis on stakeholder engagement strategies crucial for securing buy-in and collaboration across departments.

Lunch break

Session 3 KPIs for success

2:00PM - 3:30PM

- Identify key performance indicators (KPIs) and metrics relevant to PSU departments. Focus on operational definitions for clear measurement.
- Practical exercises: Participants define KPIs for their departmental context.

Session 4 Tools and analysis for actionable insights

3:45 PM - 5:00 PM

- Differentiate input vs. output variables essential for comprehensive analysis.
- Hands-on training in data management techniques and statistical tools.

Session 5 Evaluating AI projects

10 AM - 11:30 PM

- Shift focus from technical implementation to assessing AI project impact from a management viewpoint.
- Tools and frameworks to evaluate whether AI projects achieve intended outcomes (efficiency gains, cost reduction, improved service delivery, etc.).

Session 6 Implementation plan

11:45 AM - 1:15 PM

- Participants finalize their customized evaluation and monitoring implementation plan for a process/training/AI project.
- Collaborative peer review and refinement of action plans, ensuring practical applicability back in their organizations.

Lunch break

Session 7 Evaluation report

2:00PM - 3:30PM

- Each participant presents their finalized evaluation plan for a real-world PSU project or initiative.
- Interactive feedback and knowledge sharing among participants, and strengthening understanding.

Session 8 Best practices in evaluation

3:45 PM - 5:00 PM

- Integrate the best practices in evaluation with existing training.
- Initiate new best practices as per company needs.
- Real-world case studies showcasing successful evaluations within public sector organizations.

Target Audience

For Whom: Professionals, Executives, Trainers, HR Managers, officers, managers, who want to answer the following questions

- How can I add value to my organization?
- How to prove my worth during appraisal?
- How to measure, monitor and implement a data driven system?
- Can I make my department profit center?
- How can I implement evaluation and measurement process in my organization?
- How to operationalise key elements in my organization?
- How to bring in transparency in my work-process?
- Can I attach a value to learning?
- Can I measure tangibles as well as intangibles?
- Can I measure training such as leadership, coaching and soft skills?
- Can I measure the interventions?

Deliverables

- **Customized evaluation project:** Each participant will develop a comprehensive, data-driven evaluation and monitoring project for one key project/process within their organization. This includes a defined problem statement, stakeholder analysis, KPIs selection, measurement tools, and a phased implementation roadmap.
- **Actionable templates & tools Kit:** Receive a curated collection of:
 - Evaluation templates: Standardized evaluation formats for outlining current and proposed processes.
 - Stakeholder engagement framework: Pre-built communication templates and strategies for securing buy-in.
 - KPI tracking and analysis spreadsheet: Structured format for monitoring progress and measuring impact.

Facilitator

Dr. Sonali has 27 years of experience in HR, OD, training, and evaluation in corporates and academics. Her expertise extends to coaching CXOs, CEOs, executives, and entrepreneurs, focusing on productivity, personal and sustainable growth, leadership, and mindfulness. She empowers individuals to position themselves as change leaders within their organizations, enabling them to contribute to the bottom line.

Her experience in executing training and evaluation projects helps her to design high-impact training programs and measure their progress. She believes that quantifiable goals are the foundation for meaningful growth and transformation. By setting quantified objectives, one can chart a path toward success and ensure that it is aligned with their vision.

In addition to training and coaching, she designs and implements comprehensive questionnaires, conducts employee, customer, and market surveys, and provides actionable recommendations based on the results.

Clients

Executives who benefitted from, our previous workshops

PSUs/ State/ Central Government

- National Thermal Power Corporation (NTPC)
- Oil India Ltd (OIL)
- Indian Oil Corporation Ltd. (IOCL)
- Oil and Natural Gas Corporation (ONGC)
- NTPC-SAIL Power Company Pvt. Ltd. (NSPCL)
- North Eastern Electric Power Corporation Ltd. (NEEPCO)
- General Insurance Corporation of India (GIC)
- Hindustan Petroleum Corporation Ltd. (HPCL)

Pvt. Ltd. Companies

- 3G Global Services
- USV Pharmaceuticals
- Viacom 18
- Mahindra Finance
- Mahindra Tractors
- TCS
- Tata communications
- Asian paints
- Goodlass Nerolac
- L&T Infotech
- Alembic Pharmaceuticals
- KV Fire
- Positive Packaging

Delhi

15-16 January 2026, 10 am. to 5.30 pm.

Mumbai

20-21 January 2026, 10 am. to 5.30 pm.

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Registration and fees

Rs. 20,000 + GST per participant

Includes breakfast, lunch, tea, coffee, reading material and learning.

Mode of payment

Cheque/Demand Draft in the favour of “Exponential Advisory” and send to

Exponential Advisory,
E/4, 2nd floor, Shardashram Society,
Bhawani Shankar Road,
Dadar (w).
Mumbai 400028

ECS/ IFSC/ RTGS Details

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Terms and conditions

- Registration will be confirmed on payment of fees.
- Venue may change in case of unavoidable circumstances.

Contact

 +91 9892673400

 contactus@exponentialadvisory.co.in

 <https://exponentialadvisory.co.in>

Milestones - Exponential Advisory

- Exponential Advisory was formed in 2009 with a focus on HR and training.
- The Mission of Exponential Advisory is "To make every department a profit centre."
- Consulting and training – strategic HR, measurement and evaluation, leadership, HR and skills audit, training and OD, performance management, HR analytics, and surveys.
- First two-day in-house workshop – 2013, Mumbai, India.
- First two-day public workshop – 2013, Mumbai, India.
- First PSU workshop on leadership and management development – 2014, Assam, India
- Distinguished contribution to developing Case Studies.
- Exponential Advisory celebrates its 9th anniversary – 2018.
- Leadership and benchmarking studies were undertaken for corporates for industries such as oil and gas, power, energy, automotive, IT, banking and finance, consulting, retail, BPO, pharmaceutical, telecom, and media.
- Won the Brandon Hall Silver Award - 2018 for leadership.
- One-day and two-day workshops are offered internally and publicly throughout the year.
- Exponential Advisory celebrates its 10th anniversary – 2019.
- Exponential Advisory launches new workshops/ programs - Idea generation, Questionnaire designing, Vision building, Build a culture of empowerment, Diversity and Inclusion – 2022.
- Exponential Advisory launches workshops to gear up with the changing Business scenario - Process evaluation, idea generation, systems change, TTT for various departments - 2025.