Tantalum®
TANTALUM ACADEMY

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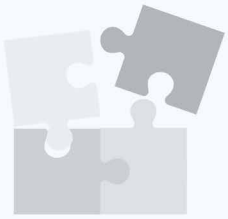
GAMIFIED WORKPLACE SKILLS TRAINING

Transforming the Online Skill Development landscape, one game at a time!

3 facts to describe the Tantalum gamified learning experience

Comprehensive

We have merged emotional, social and business competencies into one singular concept of leadership.



Total Recall

The Tantalum gaming experience stays with you for long after it has ended. Consistent feedbacks from past participants has proven this.

Intense Fun

Our programmes use immersive games, storytelling and reflection to teach while you have loads of fun and networking with people all over the world.

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Facing any of these challenges?

- X Are your current online training solutions generating low ROI?
- X The online learning environment doesn't excite your people?
- X Are your sales teams struggling with low productivity?
- X Do you have challenges with recruiting, managing, developing and retaining high-potential employees?
- X Are your customers happy with the quality of service provided by your team?
- X Are you trying to create a workplace culture that is conducive to business growth?
- X Struggling with knowledge transfer and employee engagement during product trainings?
- X Are your managers able to engage, guide & motivate their teams to achieve their goals?

We have interesting solutions to all your challenges. Get Gamified with Tantalum and experience a pathbreaking way to all your skills training requirements.

At Tantalum, we specialize across these key product lines:

Ready to deploy programs

- Inspired Series – Standalone certificate courses
- Ignited - Certificate Course in Workplace Effectiveness
- Illumined - Certificate Course in Strategic Leadership

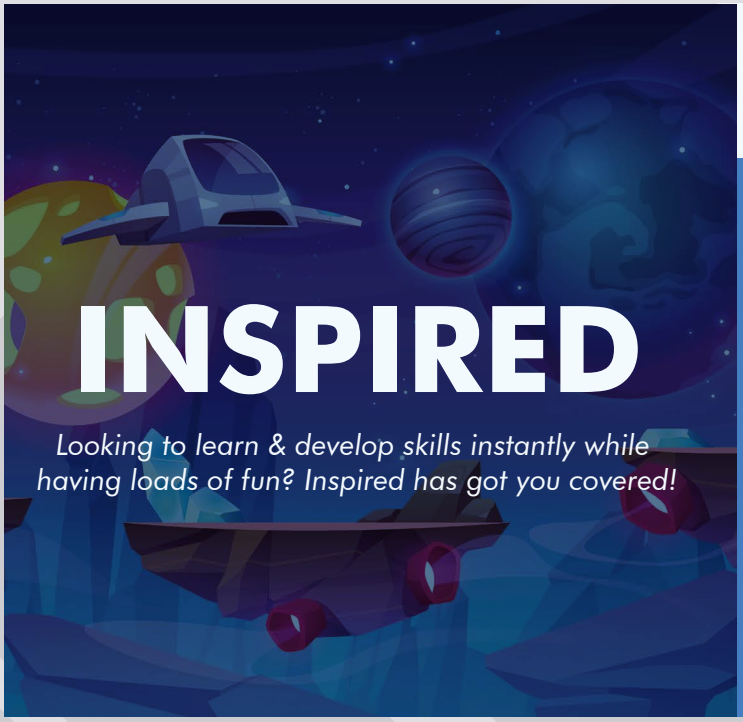
Customizable programs

- Certificate course in Sales & Business Development
- Certificate course in Customer Service
- Certificate course in Team leadership

Solutions

- Annual Conferences
- Product Training & Variant Launches
- Culture
- Talent Management

Ready-to-deploy Programs



Standalone Certificate Courses

In a dynamic world full of change, continuous learning needs to be a habit. While there are a range of online courses, they are mostly boring and only focus on gaining knowledge.

Inspired is path breaking! It is online, short, fun and leads to lasting behavioural change!

These 3-to-4-hour online programs are intense, immersive experiences and use games, storytelling, reflection, visualization & peer feedback mechanisms to drive learning. Each program is designed to teach one or two skills. The rigorous nature of the short program ensures that learning is deep, and transformation is from within. The learning acquired is long lasting and can be instantly applied to a variety of life and work situations.

Moreover, you can enrol into the series one program at a time or all at once, providing you with immense flexibility.

Inspired is suitable for working professionals, job seekers, graduates, under graduates and entrepreneurs.

Our Standalone Certificate Courses:

Complex Problem Solving

- Identifying issues to understand
- Finding various approaches to solve the problem
- Proposing solutions
- Implementing solutions
- Evaluate solutions- did it help you reach your goal?

Confidence & Communication

- Speaking out
- Approaching things with confidence
- Communicating clearly
- Asking questions
- Managing interruptions
- Using past experiences
- Confidence

Winning Attitude

- Motivation
- Embracing different options & opinions
- Embracing new skills
- Seek new opportunities or create your own
- Self-reflection
- Setting goals
- Dealing with stressful situations
- Confidence
- Celebrating milestones

Creative thinking & Originality

- Be curious
- Be flexible to change
- Embrace change & uncertainty
- Visualize the goal/future
- Embrace ambiguity
- Taking risks

Social Awareness, Influence & Networking

- Active listening
- Listening to understand & learn
- Gathering information
- Involving others in decision making
- Asking questions
- Getting information using logic
- Ability to understand

Ready-to-deploy Programs

Certificate Course in Workplace Effectiveness

Looking for skills that will help employees conduct their job role efficiently? Our gamified program is a fun way of learning complex skills that will lead them to:

- Self – awareness
- Self – management
- Social awareness
- Relationship skills and
- Responsible decision making

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Trainees will be taught twenty-one competencies and how to display them as behaviours. Analyzing these competencies through specially created scenarios, games and visualizing how they will use these behaviours in their workplace context, will make these competencies more relatable to many of the workplace situations.

- INTEGRITY
- CONFIDENCE
- CURIOSITY
- EMPATHY
- DISCIPLINE
- AMBITION
- COMPASSION
- SOCIAL AWARENESS & INFLUENCE
- COMMUNICATION & STORYTELLING
- COLLABORATION
- PERSUASION
- PERSISTENCE
- COURAGE
- POSITIVITY
- COMPLEX PROBLEM SOLVING
- ANALYTICAL THINKING & INNOVATION
- DECISION MAKING
- CREATIVE THINKING, ORIGINALITY & INITIATIVE
- ACTIVE & CONTINIOUS LEARNING
- REASONING & IDEATION
- CRITICAL THINKING & ANALYSIS

Course Details:

- 100% online course conducted in group a session
- Course requirement: Written & Spoken English
- Mode of Instruction: English
- Blockchain based course completion certificate
- Pick the time and schedule that is comfortable to you from our published schedule
- Introduces you to twenty-one competencies and their underlying behaviours
- 10 days scheduled, facilitated group sessions

Ready-to-deploy Programs

Certificate Course in Strategic Leadership

Leadership development requires emphasis on skills and experiences that will be most relevant to an organization depending on their goals for the future. What type of challenges is the company facing that requires the leadership team to be equipped with certain skillset? Project deliveries, mergers & acquisitions, aiming to onboard new clients & partners, need success in navigating change, drive strategic execution etc.

Our Illumined program is designed for senior management professionals to hone up a wide range of skills and big picture thinking that will be crucial for effective strategizing, execution, and implementation. The program looks at deriving outcomes that are directly linked to building effective strategies, from creating breakthrough pathways, while successfully managing people, delegating, processing myriads of information, taking risks to navigating the unknown.

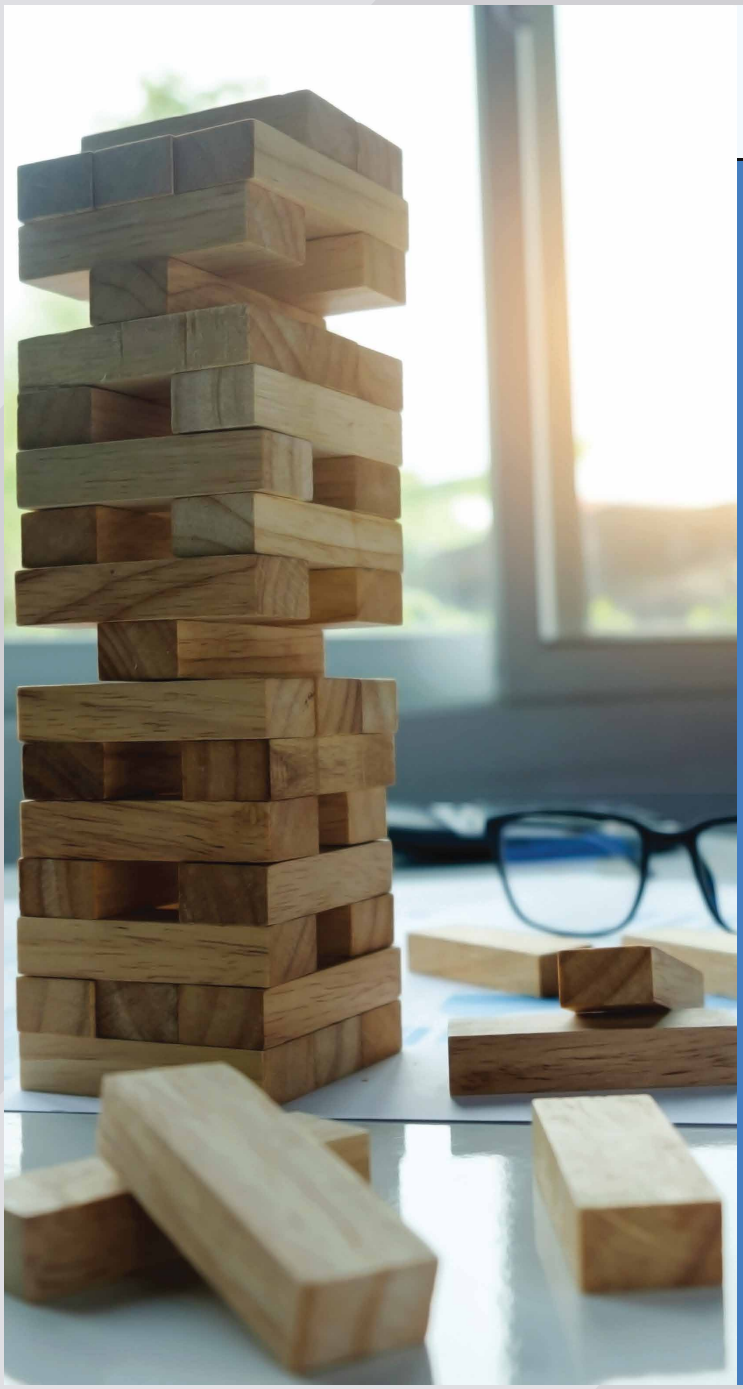
Our proprietary framework - Visually Applied Actions (VAA) for effective strategizing directs you towards creating the following outcomes:

- Information Processing
- Strategy
- Risk Taking
- Ownership
- Managing Performance
- Multi-Tasking
- Leading people
- Complex Problem Solving
- Breakthrough thinking

Course Details:

- 100% online course conducted in a gamified group session
- Course requirement: Written & Spoken English
- Mode of Instruction: English
- Blockchain based course completion certificate
- Pick the time and schedule that is comfortable to you from our published schedule
- Introduces you to strategic leadership through Visually Applied Actions (VAA) framework leading to transformational outcomes
- 5 days scheduled, facilitated group sessions

Customizable Programs



Certificate Course in Sales and Business Development

Finding a way to develop the required soft skills for sales and business development executives that is effective and equally engaging can be a daunting task.

Our gamified skills development program that is extremely engaging and completely online, is just what you need!

What we deliver:

- Competencies specifically designed for sales & business development professionals, giving them the cutting edge to deliver outstanding results
- Game based learning for high engagement
- Develop a customer centric approach to selling
- Enhance selling behaviours with visualization & story telling techniques
- Use the power of emotions to persuade & influence others
- Operationalise creative selling with big picture & a solution-oriented thinking

Customizable Programs

Certificate Course in Customer Service

Well-trained customer service agents build better customer relationships using a broad range of skills that involve emotional intelligence, influencing, analytical skills, problem solving etc. Not only does this result in a happy clientele, but it also leads to a loyal customer base. Good customer service generates a great word of mouth where people remember, pass on the experience to their friends and family, leading you to build loyal followers.

Our gamified skills development method instils competencies that are customer service specific and you can create the following end result:

- A culture of excellence with problem-solvers
- Purposeful communication
- Customer-first attitude
- Build emotional intelligence to managing difficult customers
- Develop a service professional

This training is primarily designed to develop the competencies and behaviours to bring about exceptional customer service. Knowledge about winning behaviours and how to display these behaviours in any context, will help them to understand their customers better and workout effective solutions to customer facing problems when they arise.

Customizable Programs

Certificate Course in Team Leadership

Expecting effective leadership from employees who haven't always been asked to focus on their managerial and people skills before? The transition from working as an individual contributor to a team leader will need persuasive people management skills. They must lead like never before, be strong communicators, effective delegators, collaborators, conflict resolvers, team players to ensure the team's potential is fully utilized without overwhelming them.

Our Team Leadership program is designed to hone a wide range of skills, along with big picture thinking that will be crucial for effective strategizing, execution, and implementation.

- Effective delegation & decision making
- Ownership & problem solving
- Making collaboration & building trust
- Feedback & inclusivity
- Team management & conflict resolution

Solutions

With Tantalum, you can design your learning requirements and outputs to deliver your customized gamified training program on things that matter most to your organization.

Annual conferences

You want to build specific behaviours that help you drive strategic business objectives and themes. Breakthrough thinking, structured strategic thinking, ownership, innovation, and risk taking, are some of the enablers that help teams achieve success. We will design and deliver custom-built short, gamified courses that can be delivered in the context of an annual online or offline conference. Gamification allows for immersion and fun while driving specific behaviours. Business objectives and themes can be interwoven into the program.

Product training & Variant Launches

Product training builds the last mile between your product and its customers. A well trained, enthusiastic sales staff with absolute conviction in the product can do wonders for its success. Typical online ways of doing product training are not engaging & does not create lasting learning. Product training needs to electrify your sales staff, build engagement and conviction, and get them enthusiastic to make the product a huge success.

Our unique online gamified method of training delivers this exactly! We use immersive games & storytelling to train your sales staff. Completely online, it can be scaled significantly in a short period of time therefore reducing the time to market for a new product. Story telling is a unique approach to sales helping the customer to visualize life with your product.

- Online & Mobile accessible – can be delivered in quick time across a wide geographical area to reduce time to market
- Game based to build learner engagement, fun & enthusiasm
- Storytelling as a method of sales to engage customers and help them visualize life with your product
- Skills building through highly engaging online role plays and simulations can be facilitated in vernacular languages
- Participants only need to have basic literacy and numeracy skills

Culture

Do you want to drive a specific set of behaviours across the organization? Foster collaboration, performance orientation, customer centricity, innovation, and creativity amongst all the employees? The key to achieving this is to emotionally engage your staff, get them to live and perform these behaviours in a real life like simulated environment and see the benefits for themselves. Such an approach builds change from within and brings forth positive behaviours, thus making it sustainable. Our culture building solution encompasses the following:

- Identify specific behaviours and competencies that define your culture and ways of working
- Define an index to measure behaviours contributing to building your culture
- Build a specific online gamified program that allows for participants to learn, practice, and demonstrate these behaviours in a simulated but real life like fun environment
- Provide individualized feedback
- Create sustainability measures through powerful tools like online carnivals, champions, capturing success stories & measurement
- Publish the index periodically to measure progress and impact on business metrics

Talent Management

Role based competency matrix (RCM) is a powerful way to identify, groom and retain your best talent. Besides performance and job knowledge, building the right socio – emotional competencies & business skills are crucial. These vary across roles. Our talent management solution encompasses the following:

- Map competencies to specific roles & define an index. This allows for quantitative measurement of individual competencies that is required as a benchmark for the role and to identify gaps. Bridging such gaps can have a direct impact on individual and organizational performance.
- Build individualized learning paths to achieve specific certifications and badges
- Bridging competency gaps through highly customized gamified online training
- Provide quantitative measurement & detailed reports of individual competencies before, during and after the program
- Publish the index periodically to measure progress and impact on business metrics

Why GAMIFICATION?

Advantages over other training methods:

- High levels of engagement
- Freedom to explore
- Active and continuous feedback
- Fun
- Real time data acquisition and analysis
- Anytime, anywhere
- Deep & transformational learning

Applications:

Our competencies can lead to transformational outcomes for the following:

- Sales teams
- Customer service teams
- Team leaders, frontline and middle managers
- Cross functional teams
- Project teams

System flexibility:

We are positioned to liaise with your organization to customize and deliver our programs to your industry or department-specific standard, game scenarios, and at your preferred time schedule.

ABOUT US

Why Tantalum?

At Tantalum, we have analysed decades of research on what makes people extraordinary. The seemingly magic ingredients that enable some to create phenomenal success stories. Nothing seems to stop them, be it adversity, challenges or confusion. They succeed. They make a difference.

THE TANTALUM WORKPLACE SKILLS PROGRAM

Workplace Competencies:

We have merged emotional, social and business competencies into one singular concept of personal leadership that are crucial to success.

Pedagogy

Our Program is layered in increasing degrees of complexity; uses immersive games, storytelling and reflection to teach and practice powerful Visually Measurable Behaviours –VMB™ and Visually Applied Actions –VAA.

Engagement:

While you learn, you will have loads of fun during game play, engage with people from all over the world, build a powerful collaborative network, practice and demonstrate powerful workplace behaviours that will make you stand out.

At Tantalum, we are passionate about your success. We intend to supplement your abilities and your drive to excel with preparedness so, you can chart your own destiny and thrive in whatever that is you have set out to achieve.

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To improve relevance to your organisation's needs, our programs can be tailored to your business requirements. In all cases, the training is run by experienced facilitators, with many techniques to reinforce the learning.

- Our ready-to-deploy programs come with a set of in-built competencies that can be deployed across roles and functions, suitable for team building, enhancing collaboration in dispersed team, soft skills for new joiners, frontline staff etc.
- Customization elements for the customizable programs - Product knowledge an Sales or Customer service process
- Solutions – we design the entire program around your requirements.

Please contact us for price enquires, customization and a personalised schedule.

CONTACT US

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AWARDS

"An achievement award is the not the end goal; but rather a symbolic confirmation of your potential future success" - Wayne Chirisa

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