

YAWAR
B & A ASSOCIATES
DAIG



Who we are

YBA is a Management Consulting and Organization Development company. Started in 1994 in Bangalore, India, we work in the USA, India, Malaysia, Oman, South Africa, Kuwait and Saudi Arabia.

* **Mirza Yawar Baig** is the Founder & President



Our Core Values

1. Integrity

- * To be true to ourselves and serve our clients with total uncompromising integrity, in all respects.

2. Continuous Learning

- * To constantly seek increase in our knowledge and share it with all our constituents in the belief that knowledge increases with sharing.

3. Speed of Response

- * To hold ourselves to the value that a client must be responded to within 24 hours.



Our Mission

- * It is our mission to be our client's first choice in dealing with all challenges in developing Enduring Leadership© to transform from being Person-led to Process-driven.

We're with you for the long haul



Yawar Baig's books include

- * The Business of Family Business
- * An Entrepreneur's Diary
- * It's my Life
- * Leadership is a Personal Choice
- * Hiring Winners
- * A Voice in the Wilderness
- * 20.10.2010-55 – Life Lessons
- * Life is but a dream – Or is it?

All books are available on Amazon



What we do Best

1. Transforming Family Businesses
2. SME's – Developing Entrepreneurship
3. Creating Performance Excellence
4. Enhancing Team Performance
5. Organizational Transformation

**Our team spans continents, races and ages
To see the CV's please visit our website**



How that Helps our Clients

1. Creating joyful workplaces that facilitate team spirit and leverage diversity
2. Succession planning to ensure sustained growth through multiple generations
3. Keep the Family intact while going global

Because the leader is remembered by the legacy



Our Clients are our best Ambassadors

Some clients and some assignments



At GE, USA, India, Asia

- * At **GE Corporate University, Crotonville**, partnered to teach several Core Courses. This included spending time in USA, auditing the courses and teaching them in India, Singapore and USA.
- * Ongoing work with **GE India, GEMS-SA, GEA, GE Power Controls, Jack Welch Technology Center, GEIBC and GEIOC** for design and delivery of training.



At AMA & Andersen, USA

- * At **AMA International**, New York, teach seminars on Leadership Skills and General Management all over the United States.
- * At **Andersen Corporate University**, Minneapolis, design and deliver courses focused at teaching middle managers the critical human skills of managing projects with multi-national membership.



In Saudi Arabia

- * At **Yusuf Bin Ahmed Kanoo**

- * The Kanoo Leadership Course
- * Achievement Orientation Workshop

- * At **Wartsila**

- * Sales Leadership Course

- * At **IDB** (Islamic Development Bank)

- * Leadership for NGOs

- * At **KAU** (King Abdulaziz University, Jeddah)

- * Leadership for University Administrators



In South Africa

* **Amalgamated Pharma**

- * Achievement Orientation Course
- * Getting Results Without Authority

* **AMKA, Dawsons & Checkout**

- * Family business consulting
- * Executive Coaching & Leadership Development



At Seattle & Bangalore

- * At **Aditi Technologies & Talisma Corporation, Seattle**

- * Management Development courses aimed at enhancing productivity and creating a winning culture.

- * At **Microsoft & IBM**

- * Present Your Way to the Top & Communicating to Win

- * At **Microland, Asian Paints, Mastech, Digital-Compaq**

- * Training strategy design, and ongoing implementation

- * At **Accenture, Mphasis, EXL Services**

- * Leadership courses to enhance productivity



At CGIAR – ICRISAT, WorldFish

- * At **ICRISAT** in Hyderabad, designed and conducted a series of Coaching Skills courses for senior scientists helping them to appraise performance of project colleagues
- * At **WorldFish** in Penang, Malaysia worked with the Director General's team in helping them look at issues of teamwork in a multi-cultural environment.



In Appraisals & Development

- * At **ICRISAT, J&J, Asian Paints, Unilever** worked with Managers and senior scientists from different nationalities and cultural backgrounds. Designed and implemented interventions aimed at creating appropriate performance evaluators and Development Planning post 360 degree appraisal.
- * Our patented methodology for this is called **DAP**©.



India, Sri Lanka, South Africa, Bangladesh

- * **Family business consulting with**

- * Expolanka, Vidullanka, Dawsons, Checkout, AMKA, KAR Group, SEAPOL, SEW Infrastructure, LANCO, Rahimafrooz, Utah Group

- * **Topics:**

- * Succession planning, Executive Coaching, Organization Structure design, Performance planning, family members mentoring, internal family conflict resolution, family members entry & exit



In Customer Service training

- * At **Praxair, Allergan, Siemens, Digital-Compaq, Motorola, IBM, Air India, Synopsys**, designed customer service interventions, ‘Championing the Customer’.
- * This includes our patented tools, **Customer Needs Mapping** and **Business Process Analysis** and helps the company track the current state of Customer Service and develop a comprehensive Customer Service Excellence Strategy.



Building Boundaryless Teams

- * At **GE Medical Systems-South Asia, GE Appliances, Motorola, Siemens, ANZ Grindlays, Digital-Compaq, MphasiS, EXL, JP Morgan, MARS, Allergan, Cranes,** designed and delivered courses on creating High Performance Teams
- * This includes teaching our methodology for helping multi-functional teams to work across boundaries of nationality and to leverage diversity; working with team leadership spanning multiple levels of hierarchy.



Governments: USA, India

- * In **India**, we work with the **SVP National Police Academy, Lal Bahadur Sastry Academy of Administration and the SSB Academy**, training senior Police and Civil Service Officers in Leadership and Interfacing with the Public.
- * In the **USA**, we worked with the **Department of Administrative Services, State of Connecticut** training officers from all Services in ‘Leveraging Diversity’ and ‘Cross-Cultural Communication’.
- * We consult with the **Foreign Service Institute, Washington DC**, in helping American diplomats understand Islam and global politics related with it.



Building Enduring Leadership©

- * At **CavinKare, Bangalore Labs, Bangalore Labs, NIS-Sparta, Reliance World, AMKA Products, Equations, Reynolds, Career Pointer, Expolanka, Dawsons, Checkout, Wild India and PSI-Bull,** implemented our model for building leadership that can endure through multiple generations.



Articulating Vision & Values

- * **Sri Lanka:** Expolanka, Vidullanka
- * **South Africa:** Dawsons, Checkout, AMKA
- * **Bangladesh:** Rahimafrooz
- * **India:** KAR Group, SEAPOL, SEW Infrastructure, LANCO, KavinCare, Emami, NIS Sparta, Reliance World, Equations



Some of our Clients

GE Crotonville Courses

- * Leadership Essentials (LE)
- * New Managers Development Course

Verizon

- * Strategic Planning Workshop
- * Managers as Leaders©

Synopsys

- * Leadership in Customer Service©

YBA Kanoo, Saudi Arabia

- * The Kanoo Leadership Course
- * Cutting Edge

Indian National Police Academy

- * Senior Officers Leadership Course
- * IPS Probationers Course

Digital – Compaq

- * Performance Coaching Skills
- * Effective Interviewing Skills

Motorola

- * Present Your Way to the Top
- * Team Leadership Skills

Ashok Leyland

- * Achievement Orientation

Suzlon

- * Achievement Orientation©
- * Getting Results without Authority©

SSB Academy

- * Training for Trainers
- * Assistant Commandant's Course



Some of our Clients

Aditi Technologies

- * Multi-level Leadership and Management Development courses

National Semiconductor

- * Present Your Way to the Top
- * Effective Interviewing Skills

EXPOLANKA – Sri Lanka

- * Family Business Consulting
- * Strategic Leadership for the Family

SEW Infrastructure

- * Family Business Consulting
- * Strategic Leadership for the Family

Unilever

- * The ADM© Workshop
- * Sales Leadership Workshop

AMKA Products – South Africa

- * Building Enduring Leadership
- * Executive Coaching – Family Board

AMA International

- * General Management & Leadership Courses

Andersen Windows Corporation

- * Critical Human Skills for Project Leadership©

Asian Paints

- * Development Action Planning
- * Leadership and Management Development courses

CGIAR-ICRISAT & WorldFish

- * Performance Management©
- * Coaching & Counseling Skills©

Microsoft

- * Present Your Way to the Top

Regal Beloit

- * Communicating to Win©
- * Managers as Leaders©

Rahimafrooz

- * Core Values & Leadership for Family Board



Course Catalog

Leadership Courses

- * Enduring Leadership™
- * Change Leadership Workshop™
- * Getting Results Without Authority™
- * From Managing to Leading™
- * Consulting Skills Development™

General Management Courses

- * Critical Human Skills for Project Leadership™
- * Leadership for New Managers™
- * Becoming an Effective Team Leader™

Performance Enhancement Tools

- * Development Action Planning™
- * Accelerated Decision Making™

Team Building Courses

- * Outdoor Challenge Training™
- * Effective Teaming Skills™
- * Leading Multinational Teams™

Performance Management

- * Championing the Customer™
- * Coaching For Excellence™
- * Hiring Winners™

Enhancing Personal Effectiveness

- * Present Your Way to the Top™
- * Achievement Orientation Workshop™
- * Communicating to Win™
- * Cutting Edge™