



Learning That Drives Performance



Who we are

Think Level Four is a learning company specialising in facilitative training and coaching. Our philosophy on human development is a strength based one. We follow a learner-centred approach that places the learner at the centre of learning. For our clients, this approach has consistently resulted in collaboration, inclusivity, and higher levels of learner engagement.



Founder Profile



Midhun Manmadhan

Midhun is a learning & performance enabler with over 21 years of experience which includes stints with some of the top 20 Fortune 500 companies like GE & Citigroup. He is also the owner and founder of Think Level Four, a company that specializes in learning and coaching interventions.

Midhun holds a Masters Degree in Business Administration, is a Dale Carnegie certified Trainer and certified Coach (PCC) from International Coaching Federation. He is also certified in multiple psychometric assessments such as Extended DISC and Lumina Spark.

Midhun has worked with over 6000 employees from 58 organizations across diverse industries in enabling their learning and growth.

Midhun's strength is his ability to think from both the learner's perspective as well as that of the organization's while designing learning strategies.

He is an active member of the International Association of Facilitators and the Social Psychology Network.

Qualcomm



Tally



eurofins



Epsilon®



What we do

Think Level Four designs and delivers learning interventions for three specific profiles: Leaders, Managers, Individual Contributors.



Learning Journeys

Designed for leaders and managers across 4 to 6 month duration. Covers diverse leadership and managerial themes through live workshops interspersed with 1:1 or group coaching sessions that bring out the best in learners.



Custom Workshops

Custom designed workshops are tactical short burst programs focussed towards helping learners acquire attitude, knowledge and specific skills required to excel work. The objective is to identify challenges and address learning and performance needs.



Coaching

Elevate your teams with 1:1 or group coaching, standalone or integrated into immersive learning journeys spanning 3 to 6 months. Tailored for all levels, our ICF-certified coaches blend diverse methodologies to drive meaningful growth and results.



Assessments

Lumina Spark is our key psychometric offering for personality assessments. Apart from personality, we also provide behavior-based interviews to assess workplace behaviors.

What our stakeholders say



"Think level four has been my go to learning partner for leadership development program for mid – senior management team. I successfully collaborated with them and forged a very trusted and warm yet professional relationship. The ability to think from customer's seat and customer's head is something which stood out for me. Non pretentious and heavy on accountability are the most important core values for me as an individual and I found exactly that with think level four."

Karabee Roy

Learning & Development



"I had a great time attending this program. Great modules, excellent coaches and very interactive sessions. This training has particularly helped me in understanding my capabilities and areas of improvement. Apart from the lumina assessment, this program beautifully covers fundamentals of managing self and our teams at work."

Pariksha Narula – Participant
Strategic Consultant



"To be honest, I was very 'judgmental' when I heard about another training that we have been nominated for. However, I am glad to say that I find this training being the opposite to my prejudice. Please keep up the great work and I hope there are more in the future, targeted for various audience."

Prasanth Perumal – Participant
Senior Product Manager



"Midhun takes his time to know in detail about what is to be delivered and most importantly to whom. He keeps the organizational outcomes in mind and suggests the best possible approach to ensure an engaging learning experience."

Vikram Yelmagandla
Learning & Development

Learning Portfolio

Leadership Development

Our leadership learning journeys follow a blended learning methodology. The in-person/online facilitation workshops are closely followed by curated micro-learning content. One-to-one or group coaching interventions bring clarity in overcoming challenges related to implementation. There is an option to adopt stretch projects too.

TOPICS COVERED.

- ✓ Self-awareness via psychometric assessments and debrief
- ✓ Crafting your leadership identity – Authentic Leadership
- ✓ Strategic thinking
- ✓ Managing change
- ✓ Emotional Intelligence in Leadership
- ✓ Cross cultural leadership
- ✓ Leadership Decision making
- ✓ Conversational intelligence
- ✓ Mediating conflicts
- ✓ Stakeholder management
- ✓ The leader as a coach and mentor
- ✓ Inclusive Leadership

Learning Portfolio

Manager Development

Managerial programs are focussed on striking a balance between people orientation and task orientation along with advanced communication skills to achieve results. Live sessions are interspersed with structured coaching/mentoring sessions along with on-the-job assignments that get evaluated with actionable feedback.

TOPICS COVERED

- ✓ Self-awareness
- ✓ Emotional intelligence
- ✓ Goal setting for performance.
- ✓ Delegation
- ✓ Motivation and engagement
- ✓ Managing performance and feedback (Crucial conversations)
- ✓ Influence without authority
- ✓ Building high performance teams
- ✓ Managing conflicts
- ✓ Prioritization and managing time.
- ✓ How to have productive meetings.
- ✓ Coaching skills for managers

Learning Portfolio

Custom Workshops

Custom Workshops are tactical short burst programs focussed towards helping learners acquire attitude, knowledge and specific skills required to excel work.

- ✓ Critical Thinking, Problem Solving & Decision Making
- ✓ Strategic Thinking
- ✓ Personal Effectiveness – Planning, organizing and managing time
- ✓ Assertive communication
- ✓ Managing Conflicts
- ✓ Business Communication – Written and verbal
- ✓ Influencing without Authority
- ✓ Teamwork & Collaboration
- ✓ High Impact Presentations
- ✓ Emotional Intelligence
- ✓ Goal setting for performance
- ✓ Cross cultural communication
- ✓ The power of accountability
- ✓ Negotiation Skills
- ✓ Managing stress

Our learning multipliers

Four Learning Multipliers centred around live workshops

Coaching

One to one or group coaching to fill the gap between knowledge and action



Psychometrics

To gain an in-depth understanding of learner strengths and focus areas



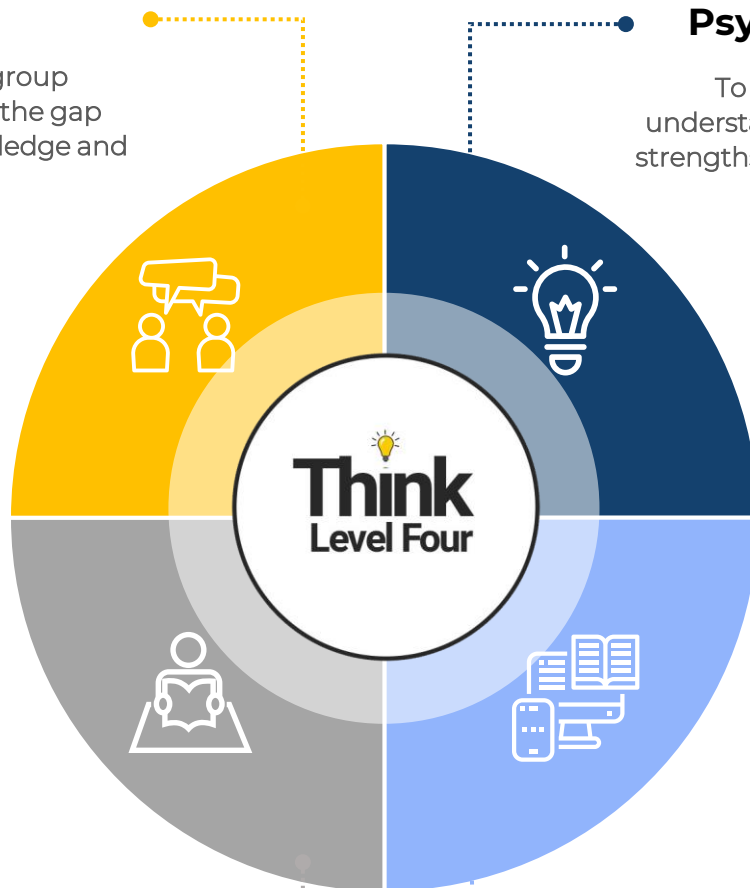
On-the-job Assignments

Real time, one the job and specific, to enable transfer of learning, generate reflection and initiate action



Self-learning enablers

Videos, book recommendations and articles that aid recall of learning concepts



Why us?



We're small

That means it's easier for us to be agile, easier to deal with and adapt to your requirements. Being small helps us to be involved personally and be hands on.



We're learner centred

We start with the learner and tap into their experiences by shifting focus from the teacher to the taught. Our approach elicits collaboration and co-creation of learning.



We're performance based

We focus on what learners specifically need to 'know' and 'do' to meet and exceed performance for any given competency. Our interventions are geared to create simple yet effective behavior change.



Schedule a Call to Discuss Custom Training Solutions!

Contact details

Reach out to start a
conversation



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Find out how we could work
together



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