



**Kanika Batra,
Co-founder, Outperform**

Kanika Batra has a Master's in International Business Law and her experience includes supporting Queen's Counsel Toby Landau on a case at the Supreme Court of London, as well as working with a top Corporate Law firm in India. She is also a Film Director, having written, directed, and acted in a film titled 'Project Papa' which is streaming on Netflix worldwide. She comes from a performing arts and theatre background, and specializes in Influencing with Impact, Persuasive Speeches, Professional Presence, and Self Worth and Confidence. She is a Life Coach who works with creative entrepreneurs and women.

**Ricky Tyler,
Co-founder, Outperform**

Ricky Tyler has been in the skill development industry for over 18 years, having held Leadership roles in Learning and Development. His previous experience being the Head of Workforce Capability for a Global Bank, servicing over 10,000 employees across India, the Philippines, Australia and China. As a sought-after Executive Communication Coach Ricky specializes in Presentation and Pitching, Business Storytelling, Executive Presence, and Executive Communication.

**Nidhiya Mutunayagam,
Senior Facilitator, Outperform**

Nidhiya comes with with an MBA and Counseling background, and was the Assistant Director and Art Director on Project Papa and heads Content Curation for steppingintobetter.com. Nidhiya's focus areas are Presentation Skills, Business Communication and Writing, Professional Presence and Communication Coaching.

OUTPERFORM

COMMITTED TO
PERFORM THE BEST

Outperform was born from a fascination for people, their potential, and intrigue for what drives someone forward and holds someone back. This Learning and Development firm was founded in 2010, with the intent of using talent to build talent.

In an exclusive interview, the core team of Outperform Learning led by Kanika Batra, Ricky Tyler and Nidhiya Mutunayagam, share their journey of transforming ordinary people into leaders.

Tell us about the vision and mission of the company.

The company's vision has always been to Inspire, Educate, Empower, Motivate, Coach, Mentor, and Guide individuals to long-lasting, skill-development.

The driving mission is to provide engaging and inspiring learning experiences in the domain of communication and behavioral skills, driving talent development, improving business results through better workforce capability, and ultimately creating leaders for tomorrow.

How has your company's journey been so far and what strategy has the company observed to maintain its position in the market?

Our approach, our content, and our facilitators set us apart. We work with a chosen handful of facilitators, with exposure to diverse backgrounds, who bring to the table actual business, corporate, life-skill, performing arts, and leadership experience. We cater to the learning requirements of global investment banks, asset management firms, R&D Automotive leaders, and the major IT firms, leading transformation.

The journey has been marked with very special moments that we look back on with pride. We've seen people through international secondments, promotions, and stellar performance reviews from their peers and leaders. We've crossed a decade since our inception and have trained over tens of thousands of professionals and emerging leaders worldwide through our in-person, live signature programs and coaching.

Highlight some of the major milestones achieved so far.

We've represented the Customer Service Institute of Australia, delivering their bespoke CCSP (Certified Customer Service Professional) and CCSM (Certified Customer Service Manager) program to over 2000 banking executives. We delivered a Global Leadership Program across India and the Philippines for Northern Trust for over 500 managers. We were selected by Mercedes Benz Research and Development, Goldman Sachs, State Street, Northern Trust and other global firms to support their crucial skill growth and people development, with a majority of our clients who have been with us for over 11 years, since our inception.



Outperform uses a consistent out-of-the-box, globally applicable, research-based, creative approach to ensure that every workshop is engaging, interactive, educative, adds value, and suits the learning styles of all participants

What is the roadmap ahead of Outperform Learning?

The pandemic has created a massive need for individuals to develop their transferable skills.

"If you're not building your transferable skills, you're not building your career. Period. Whether you're hoping to get promoted, or looking to get hired, the requirement today goes way beyond technical skills." - Ricky Tyler

We have a portfolio of our signature workshops and our CCP (Communication, Confidence and Presence) coaching pathway that have been re-designed to cater to the new normal of online training. We will also be opening up our workshops to individual learners across the globe who want to take ownership of their own growth and professional upskilling.

Being an expert in this domain, what message would you like to give to the aspiring

entrepreneurs who want to venture in this niche domain?

The intention must always be driven by the desire to "share what you know, to help others grow". And therefore, to be a good facilitator or coach, one must be constantly invested in their growth and upskilling.



"Gone are the days when you could use someone else's curated content and deliver a session without your know-how and learning. It's imperative to keep growing and to keep learning." - Nidhiya Mutunayagam.

We believe it's important to keep life simple, and interesting. The two quotes I carry with me (Kanika) across dreams and ventures are these:

- The Will must be Stronger than the Skill (Muhammed Ali)
- It always seems impossible until it's done (Nelson Mandela)

Do you do individual/group life coaching outside of corporates? How does one work with you?

"Professional growth and upskilling is only one side of the coin. Personal growth, self-worth, self-confidence, and self-trust is the other side of the coin, and both aspects must be developed together or else you get a half-baked cake." - Kanika Batra

The pandemic has intensified the need for individuals to take charge of how they design both their careers and their lives, and we want to support people on this journey of empowerment through upskilling.

Our professional growth services and programs can be found on www.outperformlearning.com website, and our personal growth articles, community, programs, and coaching services can be found on www.steppingintobetter.com. [CEI](https://www.linkedin.com/company/outperformlearning)

CORPORATE LEADERSHIP DEVELOPMENT COMPANIES

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