

LOOKING FOR
glow worms!



glowwormconsulting.com
careers@glowwormconsulting.com



Role : Learning & Organization Development (L&OD) Consultant

Location : Bengaluru, India; with travel

*The world is
our oyster!*

*Psst... More than
the role, the secret
is how you do it!*

*Wait... did you go,
"What's OD"? Read
on, but please don't
apply 😊*

What's the role of an L&OD consultant?

An L&OD consultant partners with clients on defining and realizing their outcomes. The role involves discovery of client needs, wants, strengths and challenges; designing creative learning solutions for individuals, groups and systems; developing content; facilitating structured and unstructured learning programs; designing, implementing and monitoring indicators of progress and measures of success; summarizing and communicating qualitative and quantitative impact.

*Let us tell
you a story...*

Who is Glow Worm Consulting?

Glow Worm Consulting is a boutique learning and organization development firm that works with diverse stakeholders – individuals, teams, organizations, institutions, communities – to make them more meaningful, impactful and happier human systems. Just like the Glow Worm carries its light within itself, our core belief is that our clients always carry their answers within them. We only co-create their environments, facilitate discovery and simplify action, to help them realize their true potential. We currently partner with clients in India, the Middle East and Africa (IMEA). We love every bit of what we do, immerse ourselves in every client's own unique context and take immense pride in delivering positive outcomes for them.

Every Glow Worm will always find in Glow Worm Consulting, a firm that invests in nurturing and growing them, genuinely cares about their well-being and happiness, is supportive of their personal priorities and, demanding of outstanding performance and commitment.

Who is a Glow Worm?

Could be...
You!

It is difficult to explain. But when has that ever stopped a Glow Worm from attempting something? So let's take a shot.

- A Glow Worm is intelligent, empathetic and self-driven
- A Glow Worm is trustworthy and never compromises on integrity
- A Glow Worm is a study in contrasts

Confident + Humble

Master Of The Subject + Open To New Learning

Authentically oneself + Respectful of others

Self-respecting + Can laugh at self

Takes absolute ownership to deliver + Shares credit with the team

Gracefully accepts mistakes + Courage to take the next big step

A Glow Worm will always put the client's interest first; including saying no to potential clients for whom Glow Worm may not be the best partner, and planning Glow Worm's exit from a project in the interest of sustainability for the client.

What skills should you have?

It's all about
the glow...

You are highly self-aware

1

A Glow Worm knows one's strengths and areas of development, is aware of personal emotional triggers, is able to manage and express emotions well

“Knowing yourself is the beginning of all wisdom” – Aristotle

You believe in the limitless potential of self

2

A Glow Worm wants to do more, learn more and be more every day; proactively seeks and welcomes feedback, honestly and regularly assesses personal performance, learning and growth

“You are not a drop in the ocean. You are the entire ocean in a drop” – Rumi

You have breadth and depth of knowledge

3

A Glow Worm has command over key concepts from a diverse range of fields including organization development, organization design, organization behavior, psychology and psychometrics, sociology, economics and others. Balances theory with a deep understanding of practice in the organizational context

“An investment in knowledge pays the best interest” – Benjamin Franklin

You facilitate conversations

4

A Glow Worm guides conversations without being directive or controlling. Is comfortable with emergent discussions. Is able to keep focus and has the courage to call out disruptive individuals or group behaviors. Enjoys the facilitative process even if outcomes generated are not in alignment with one's own personal values or preferences

“Honest communication is built on truth and integrity and upon respect for one another” – Benjamin Mays

You value team membership

5

A Glow Worm cherishes the contributions of each team member. Values collective team culture, practices and goals. Voices out contrarian views thoughtfully and assertively; yet stands firmly by team decisions, once taken. Works to accomplish team outcomes without a hidden personal agenda. Asks for and offers help.

“Only he who is not rowing has time to rock the boat” – Jean-Paul Sartre

You are humbly curious

6

A Glow Worm has excellent questioning skills. Reads emotions in the room and tailors questions to build greater openness and bring out rich information. Works well with structured and unstructured conversations. Explores multiple perspectives through questioning, rather than sticking with any pre-determined notion

“Ask questions to find out about the world itself, not to find out whether or not someone knows it” – John Holt

You design innovative solutions

7

A Glow Worm is always learning. Combines knowledge and experience from various fields to come up with innovative recommendations for diverse client requirements. Is flexible and creative with modifying ideas while still prioritizing effectiveness

“For life is a creative idea; it can only find itself in changing forms” – Rabindranath Tagore

You always think from a systems perspective

8

A Glow Worm does not design in silos. Recognizes and actively leverages inter-dependencies. Thinks and designs holistically. Always keeps the focus on final outcomes to be realized and is able to bring together various people and processes to make that happen.

“All things in the world come from being. And being comes from non-being” – Lao Tzu

You embody inclusion

9

A Glow Worm is inclusive in both, thought and action. Applies an inclusive mindset to program design, client interactions and working with other Glow Worms. Makes the most of similarities and differences to accomplish better outcomes. Transforms systems, structures, processes to foster a sense of belonging for all.

“There is only one way to look at things until someone shows us how to look at them with different eyes” – Pablo Picasso

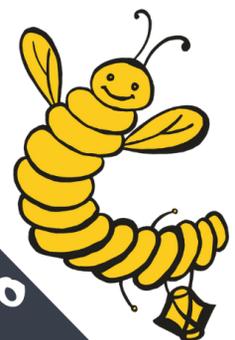
To become a Glow Worm, You must have...

- Minimum 5 years of corporate experience; understanding and working with complex human systems, behaviors and organizational processes
- Significant experience in learning workshop facilitation
- Proficiency in MS office and G-Suite equivalent – Excel, Word and PowerPoint
- Comfort with written communication in English
- Knowledge of your subject of formal education

To become a Glow Worm, You get brownie points for...

- Comfort with tools like Mailchimp, Canva, Illustrator, Photoshop, Bitly
- Professional certifications in psychometric tools, learning or diagnostic frameworks, facilitation
- Proficiency in qualitative and / or quantitative research methods
- A Masters degree or higher qualification in any of the social or behavioral sciences

THINK YOU are a
glow worm?



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bit.ly/IAmGlowWorm