



BUILDING A

FUTURE-READY WORKFORCE

Leadership. Capability. Performance.



WHO WE ARE

Human development, made practical.

Established in 2014, Human Training Consultants helps organisations turn capability gaps into confident action. We combine experiential learning, coaching, assessment and technology-enabled reinforcement to create development people can use at work.

OUR BELIEF

People can and want to develop.

We create the awareness, practice and support that help people succeed - while delivering stronger organisational outcomes.

2014

Established

50+

Business simulations

India + UAE

Regional presence

Human Training Consultants is the Indian brand of Viharva Learning Solutions OPC Private Limited. Our UAE presence operates as Veritas Human Consulting FZCO.

Capability must move as fast as work does.

01 Execution gaps

Strategy is understood, but not consistently translated into action.

02 Manager readiness

Strong individual contributors need a new operating system for leading people.

03 Customer complexity

Teams must navigate value, influence and long-term relationships.

04 Collaboration friction

Cross-functional work demands trust, candour and stakeholder alignment.

05 Learning transfer

A workshop matters only when new behaviour survives back at work.

From need to measurable movement.

01

DIAGNOSE

Interviews, data, assessments and performance context.

02

DESIGN

Clear outcomes, relevant cases and practice architecture.

03

EXPERIENCE

Facilitation, simulations, reflection and peer learning.

04

APPLY

Workplace experiments, manager involvement and coaching.

05

MEASURE

Evidence of adoption, capability and business movement.

Learning is designed around real work - not generic content.

High involvement. Useful reflection. Real application.

Learning can happen wherever people are - in the room, online and in the flow of work.

01 Activity-based

Cases, role plays, theatre, games and facilitated practice.

02 Simulation-led

Computer-based experiences make choice and consequence visible.

03 Coaching-enabled

Focused conversations turn insight into personally owned action.

04 Reinforced

Digital resources, assignments and follow-through sustain momentum.



Leadership and managerial impact.

01

Adaptive & Situational Leadership

Use the right leadership response for the person and situation.

02

First-Time Manager

Shift from individual delivery to leading performance through others.

03

Manager as Coach

Build ownership through questions, feedback and development dialogue.

04

Performance Management

Set expectations, review progress and conduct constructive appraisals.

05

Emotional Intelligence

Manage emotions in self and others to lead with greater intention.

06

Change & Challenging Conversations

Influence adoption, address resistance and speak with respectful candour.



Customer, execution and personal impact.

01 Consultative Selling

Move from product presentation to value-led discovery and solutioning.

02 Key Account Management

Grow strategic relationships through account insight, width and depth.

03 Negotiation

Balance value, relationships and disciplined preparation.

04 Stakeholder Navigation

Build alignment and get things done across boundaries.

05 Business Communication & Presentation

Communicate with clarity, structure, presence and influence.

06 Team Effectiveness & Conflict

Build trust, accountability and productive disagreement.

07 Personal Effectiveness

Strengthen prioritisation, decision-making, resilience and ownership.

Make capability visible before deciding what to build.

01

Assessment & Development Centres

Multi-method assessment with competency-based reports and focused development recommendations.

02

360-Degree Feedback

Structured stakeholder insight with one-to-one interpretation and action planning.

03

Personality & Behaviour

DISC, MBTI, OPQ and Belbin-based development conversations.

04

Competency Mapping

Role-aligned frameworks connecting talent decisions, assessment and learning.

05

Business Simulations

Engaging evidence of judgement, execution and interpersonal effectiveness.





BEYOND THE WORKSHOP

A learning journey that survives Monday morning.

BEFORE

Needs discovery
Baseline or pre-work
Manager alignment

DURING

Facilitated learning
Practice and simulation
Peer insight

AFTER

Application missions
Group coaching
Digital reinforcement

IMPACT

Evidence review
Feedback loop
Next-step recommendations

Workshop. Journey. Application lab.

SELECTED CREDENTIALS

Trusted across sectors, roles and levels.

Experience across industry, infrastructure, healthcare and education.

ENGINEERING, MANUFACTURING & AUTOMOBILE



CONSTRUCTION & REAL ESTATE



PHARMACEUTICAL & HEALTHCARE



INSTITUTIONS



The organisations featured represent a selection from our wider client portfolio and are not an exhaustive list of the clients or industries we have served.

SELECTED CREDENTIALS

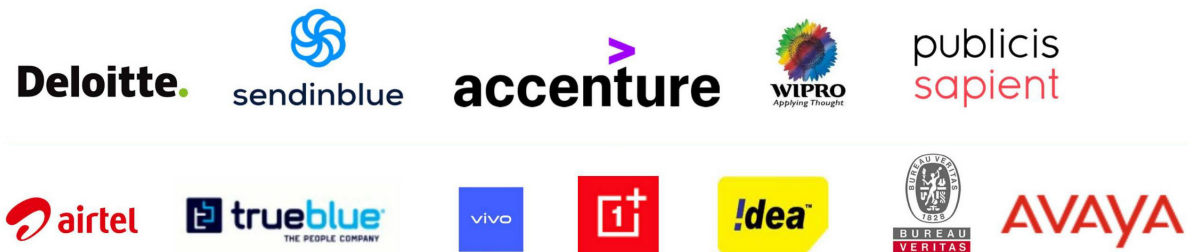
Relationships built through relevant work.

A selection from our client portfolio across established and emerging businesses.

BANKING, INSURANCE & FINANCIAL SERVICES



TELECOM, IT & SERVICES



FMCG & RETAIL



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HUMAN TRAINING CONSULTANTS



FOUNDER

Varun Harnal

Founder & CEO

A corporate trainer, coach and experiential-learning practitioner, Varun brings together business understanding, facilitation craft and creative expression. His work helps leaders and teams translate insight into behaviour that improves performance.

THE HTC PROMISE

Engaging enough to remember. Practical enough to use. Rigorous enough to matter.



LET'S BUILD THE

CAPABILITY YOUR BUSINESS NEEDS NEXT.

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