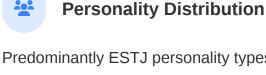
Report Date: 9th April 2025 (Version 2)

Shepherd International Logistics

Executive Summary

This document presents comprehensive training roadmaps for 12 key employees at Shepherd International Logistics, focusing on managerial staff and potential leaders. These personalized development plans are based on detailed interviews, personality assessments, and management feedback, aligned with the company's goal of becoming a multinational corporation with high revenue generation.

Key Findings

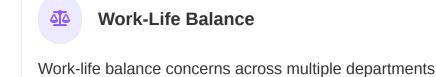


Predominantly ESTJ personality types (58% of team)



Significant generational diversity across departments

Team Diversity



Work-Life Balance

INFP: 1 employee (8.3%)

ISTJ: 2 employees (16.7%)

ENTP: 1 employee (8.3%)

Management training for team leaders

- Delegation skills workshops Decision-making in complex situations • Emotional intelligence in leadership
- ठ **Technical Upskilling**
- Department-specific technical training Digital tools certification
- Industry-specific software mastery

Data analysis and reporting

Cross-cultural communication

Client negotiation techniques

- Problem-solving methodologies Innovation and creative thinking

Strengths

Hemanth

 Detail-oriented approach to work • Strong commitment to responsibilities • Reliable and dependable team member

Excellent organizational skills

Strategic thinking and planning • Emotional intelligence in team management

Development Areas

Advanced leadership skills

• Business communication in English

Q3 2025: Business English Communication

Intensive 4-week workshop with language coach

- Q4 2025: Strategic Management Certification 12-week hybrid program with industry experts
- Azharudheen **Operations Department**

systematic approach to problem-solving and decision-making.

Methodical, organized, and detail-oriented. Prefers established procedures and

Strengths Strong work ethic and reliability

Development Areas

 Flexibility in approach to unexpected situations • Diplomatic communication techniques · Cross-cultural business awareness

Structured approach to task management

• Clear and direct communication

Practical problem-solving abilities

Training Recommendations

Advanced digital tools proficiency

- Q1 2026: Digital Transformation in Logistics 12-week certification with hands-on projects
- **Personality Profile**

Operations Department

Adaptability to changing environments

Deep commitment to personal values

Q3 2025: Assertive Communication 4-week workshop with role-playing exercises

Q4 2025: Logistics Technical Certification 16-week comprehensive industry program

Exceptional organization and planning Commitment to quality and standards Responsible approach to deadlines · Methodical problem-solving abilities

 Innovative thinking and creativity · Handling ambiguity in complex situations Advanced English business writing

Development Areas

Q1 2026: Strategic Planning for Logistics Leaders 16-week certification program

12-week course with professional writer

Q3 2025: Advanced Business English Writing

Q2 2025: Creative Problem Solving 8-week workshop with practical applications

- **Personality Profile** Practical, direct, and results-oriented. Values tradition, organization, and clear structures. Takes a systematic and logical approach to tasks and responsibilities.

Excellent organizational abilities

Clear and direct communication style

Adaptability to unexpected changes

Strong focus on efficiency

Reliable task completion

Development Areas

Strengths Creative problem-solving approaches Strong empathy and people skills

Juvel

 Structured organizational approaches Assertiveness in team settings Technical logistics knowledge

• Data-driven decision making

Development Areas

Training Recommendations Q2 2025: Organizational Efficiency Systems

Fahad Operations Department

Strong administrative capabilities

• Flexibility in uncertain situations

Advanced technical knowledge

• Business communication in English

Team leadership skills

Efficient task management

Personality Profile

Strengths

• Dedication to quality standards Structured workflow development **Development Areas**

Takes a logical and methodical approach to problem-solving.

Q2 2025: Adaptive Leadership 8-week program focusing on flexibility Q3 2025: Business English for Logistics 12-week language program with industry focus

Personality Profile Quiet, serious, and achievement-oriented through thoroughness and dependability. Practical, matter-of-fact approach with strong attention to detail.

· Exceptional attention to detail

· Methodical approach to tasks

Adaptability to rapid changes

Public speaking confidence

· Proactive communication style

Training Recommendations

· Creative problem-solving approaches

Q2 2025: Adaptive Management Techniques

Q3 2025: Professional Presentation Skills

8-week program with innovative methodologies

4-week intensive public speaking workshop

Q4 2025: Creative Problem-Solving

Operations Department

Practical, realistic, and matter-of-fact. Decisive and quick to implement decisions.

Focused on getting results in the most efficient way possible.

6-week program on flexibility and change

Strong organizational skills

Development Areas

Jobins

Strengths

Personality Profile

Strong organizational skills

· Results-oriented approach

Development Areas

Efficient implementation abilities

Clear and direct communication

Flexibility with alternative approaches

• Emotional intelligence in leadership

Q2 2025: Advanced Business English

Q3 2025: Emotional Intelligence for Leaders

Q1 2026: Strategic Planning Certification

12-week language proficiency program

8-week workshop with coaching sessions

16-week comprehensive program

Implementation Roadmap

Training Implementation Timeline

Q2 2025: Initial Assessment & Foundation Skills

Q3 2025: Advanced Skill Development

• Leadership Fundamentals: Core management training modules

Building on foundational skills with more specialized and advanced training.

• Project Management Certification: Structured methods and tools Cross-Cultural Business Skills: International market preparation

• Strategic Planning Certification: Long-term business planning

Advanced Technical Specialization: Cutting-edge industry skills

Technical Baseline Certification: Department-specific skills

Advanced English proficiency

• Strategic long-term planning

Training Recommendations

• Reliable follow-through on commitments

Q1 2026: Advanced Technical Certification 16-week specialized technical training

Training Recommendations Q2 2025: Advanced Business English 12-week language proficiency program

Anil

Strengths

Q3 2025: Emotional Intelligence in Leadership 8-week intensive workshop

Operations Department Personality Profile

Action-oriented, adaptable, and pragmatic. Thrives in dynamic environments.

Quick problem-solver who prefers immediate results and practical solutions.

 Active engagement with challenges **Development Areas** Long-term strategic planning Process documentation and standardization

Q1 2026: Leadership Excellence Program 12-week comprehensive leadership development

Arun Chand Operations Department

Development Areas Implementation follow-through

Attention to routine details

Structured project management

Training Recommendations

Patience with established processes

12-week certification program

Q2 2025: Project Management Professional

Q3 2025: Detail-Oriented Process Management

Personality Profile

Strengths

Quiet, serious, and thorough. Practical, responsible, and dependable. Values

order, structure, and adherence to established procedures.

Excellent follow-through capabilities · Systematic problem-solving approach **Development Areas**

Meticulous attention to detail

Highly reliable and dependable

10-week program with creative project

Q2 2025: Adaptive Management Workshop

Communication Skills Workshop: Presentation and interpersonal skills

- Q1 2026: Strategic Leadership Development Final phase focusing on preparing employees for expanded global roles.
- The Training Needs Analysis for Shepherd International Logistics reveals a team with strong foundational skills but requiring targeted development to achieve the company's multinational expansion goals. With a predominance of ESTJ personality types (58% of staff), there is

1. Secure executive approval for training budget allocation

3. Contract with training providers for Q2 2025 implementation

Conclusion & Recommendations

Next Steps

- Develop a structured leadership pipeline with clear progression paths for high-potential employees • Invest in technical certifications relevant to each department's specialization Create cross-training opportunities to build organizational resilience
- 5. Plan quarterly review sessions to monitor progress and adjust as needed

clear expectations. Takes responsibility seriously and values loyalty and tradition. Strengths

 Strategic planning capabilities **Training Recommendations**

Sijo **ESTJ Operations Department**

 Advanced English proficiency • Emotional intelligence in team dynamics • Strategic long-term planning

Q1 2026: Strategic Planning Certification 16-week comprehensive program with case studies

Strengths Excellent crisis management skills Adaptable to changing circumstances

Practical problem-solving

• Business communication refinement Team leadership methodology **Training Recommendations**

8-week program with long-term project

6-week standardization workshop

Q2 2025: Strategic Planning Fundamentals

Q3 2025: Process Management & Documentation

Quick, ingenious, and stimulating. Alert and outspoken. Resourceful in solving

challenges. Enjoys conceptual thinking and may neglect routine assignments.

 Strong conceptual analysis skills Effective in brainstorming solutions Adaptable to intellectual challenges

Creative and innovative thinking

Abhishek Operations Department

Personality Profile

Strengths

 Adaptability to unexpected changes Communication assertiveness Public speaking confidence Innovation and creative thinking

6-week program on managing change

- Advanced Business Communication: Industry-specific language skills Emotional Intelligence for Leaders: Team dynamics and management
- Leadership Excellence Program: Executive-level management training Global Business Operations: International logistics management
- Key recommendations include: • Prioritize English language proficiency training for all employees to facilitate international business operations

2. Schedule individual employee development meetings to review personalized plans

4. Establish key performance indicators for measuring training effectiveness

- Implement work-life balance initiatives to address concerns across departments By implementing this comprehensive training plan, Shepherd International Logistics will be well-positioned to strengthen its operational capabilities, enhance leadership capacity, and achieve its strategic goals for international expansion and revenue growth.

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- ESTJ: 7 employees (58.3%)
- **Recommended Focus Areas Leadership Development**
- **Employee Profiles & Development Plans**
- **Operations Department Personality Profile** Practical, matter-of-fact, and systematic. Takes responsibility and values traditions and loyalty. Strong focus on logical organization and execution of tasks.
- **Training Recommendations** Q2 2025: Leadership Fundamentals 8-week online course with weekly assignments
- **Personality Profile** Practical, direct, and structured. Strong sense of responsibility and traditional

values. Excels in environments with clear rules and expectations.

- Q2 2025: Adaptive Leadership Program 6-week course focusing on flexibility Q3 2025: Cross-Cultural Business Communication 8-week online course with practice sessions
- Idealistic, loyal to values, and looking to understand people. Adapts easily to situations but prefers to work independently. Strong internal value system guides decision-making.
- 6-week structured training program
- **Training Recommendations**

Practical, detail-oriented, and organized. Values clear structures and efficiency.

Basil ISTJ **Operations Department**

6-week program on operational excellence Q1 2026: Leadership Effectiveness 10-week program with implementation focus

Q3 2025: Assertive Communication Skills 8-week intensive with practical exercises Q4 2025: Innovation & Design Thinking

Training Recommendations

- This phase focuses on establishing baseline skills and addressing fundamental gaps. • Business English Foundations: Weekly language improvement sessions
- excellent potential for systematic implementation and structured growth.

- **Skill Gaps** Common gaps in leadership, communication and technical skills **Personality Type Distribution**
 - ESTP: 1 employee (8.3%)
- - **Business Communication** Business English enhancement Effective presentation skills
 - **Strategic Thinking** Business strategy fundamentals Market analysis techniques
 - Riji **Operations Department Personality Profile** Organized, logical, and assertive. Values structure and efficiency. Takes a

Strengths Strong administrative capabilities Practical problem-solving skills Dedication to completing tasks Adherence to procedures and standards

- **Development Areas** Adaptability to changing circumstances • English proficiency for international clients Team collaboration techniques
- Advanced technical skills specific to operations **Training Recommendations** Q2 2025: Business English for Logistics 10-week specialized language course Q3 2025: Agile Project Management 6-week certification program
- Q4 2025: Technical Operations Software Training 4-day intensive workshop with certification

Tinush **Operations Department Personality Profile**