SIL

Stepping Into Leadership
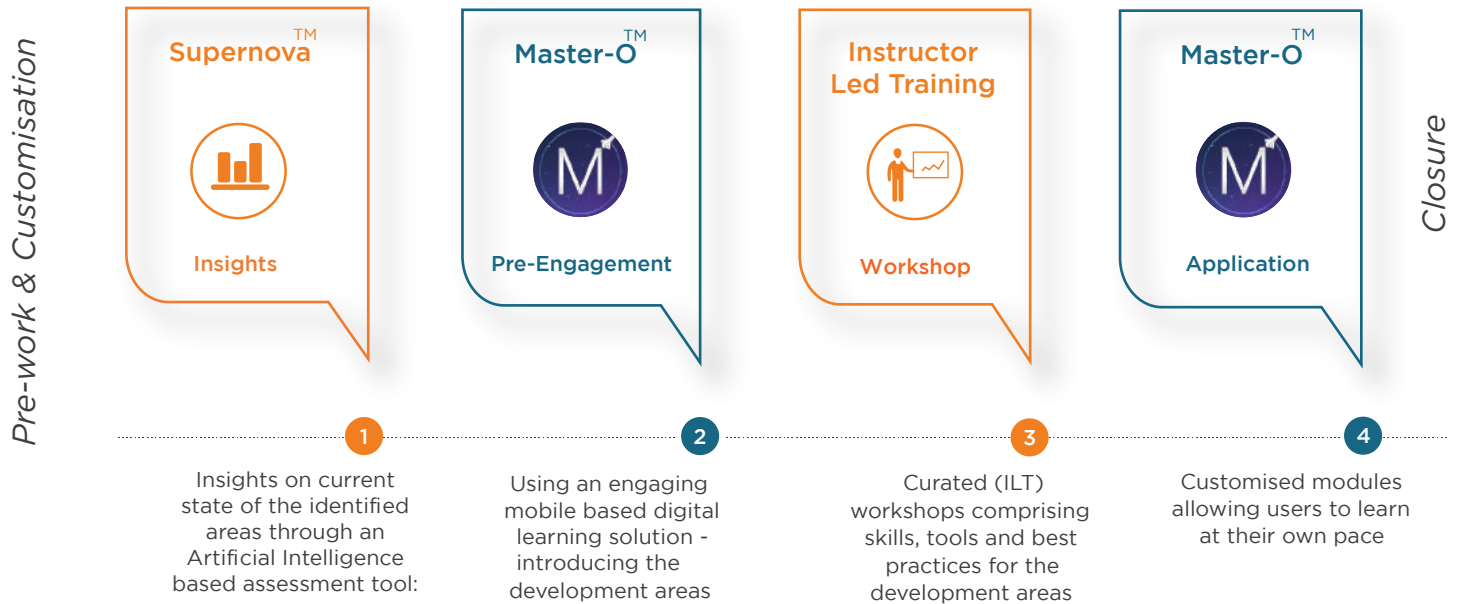
InspireOne
Performance, Inspired

"A Transformational Leadership Development Solution that saves COST & TIME"

New leaders form the first line in any organization. ''First Line'' means the core of any organization's offence or defence startegy. First line managers therefore are pivotal to the success of any organization's startegy. Development and enablement of these leaders is a **business imperative** and must not be limited to being a development event. InspireOne's Stepping Into Leadership Solution uses contemporary methodologies to help the First Time Manager become more effective and productive in their roles.

Stepping Into Leadership - A Technology Led Learning Solution

The design of the human and digital interventions ensures reduction in the learner's time to be productive, while increasing impact of the role.
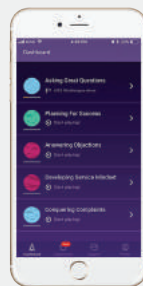
Pre-work & Customisation

Closure

Supernova™	Master-O™	Instructor Led Training	Master-O™
Insights	Pre-Engagement	Workshop	Application

1 Insights on current state of the identified areas through an Artificial Intelligence based assessment tool:

2 Using an engaging mobile based digital learning solution - introducing the development areas

3 Curated (ILT) workshops comprising skills, tools and best practices for the development areas

4 Customised modules allowing users to learn at their own pace
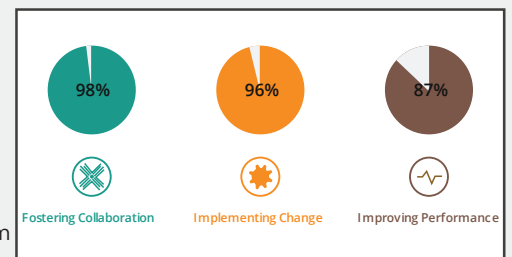
SIL is Powered by

Master-O™: a mobile learning solution from InspireOne that makes learning effortless and improves business performance by combining learning content, game design and behavioral science.

Learn, retain and apply a new skill on the job with Master-O™ uniquely packaged bite-sized learning content called Microskills®.

Supernova™ powered by IBM Watson: provides insights on the demonstration of leadership competencies. It is an evidence based, on the job feedback application that allows you to assess and prepare your talent providing them with real life situation they are likely to manage in their current and future roles.

98%	96%	87%
Fostering Collaboration	Implementing Change	Improving Performance

Benefits

01	Faster transition into first line manager roles
02	Enabled First Line Managers to drive organisational productivity
03	Scalable and Pervasive development of leadership behaviors
04	Development journeys aligned to organisation goals and learner profiles
05	Access to India specific benchmark and insightful analytics
06	Increased confidence in role performance through application
07	Building engagement and ownership for learning
08	Customised to the industry and the organization

Stepping Into Leadership Modules

1 Understanding my own Role & Achieving Results
- Transition to a First Line Manager role
- Stakeholder expectations
- Getting results: Goals & Planning

2 Managing People
- Understanding key challenges
- Leadership styles
- Delegation
- People Motivation

3 Managing Performance: Giving Feedback
- Effective feedback approaches
- Performance based developmental feedback
- Handling reactions to feedback

4 Managing Performance: Coaching for Results
- Behaviors of an effective coach
- Coaching styles
- GROW - coaching model

5 Building Relationships
- Communicating confidently
- Assertiveness
- Influencing styles

6 Managing Teamwork
- Defining teams versus groups
- Developing high performance teams
- Effective team meetings

Modules customized to suit the context of 'Millennial Leadership'

Some of our Clients

BAJAJ FINSERV · Unilever · ADITYA BIRLA CAPITAL · VIACOM · RBS · pepsi

About InspireOne®

InspireOne® partners with organizations to help manage change scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable culture.

InspireOne's Global Partners

TACK TMI · IBM Business Partner