



InspireOne
Performance, Inspired



**LEADERSHIP
&
ORGANIZATION DEVELOPMENT**



| About InspireOne

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

InspireOne is a leading consulting firm with nearly two decades of experience in offering organizational and leadership development solutions. We strongly believe that unparalleled success can be achieved when organizations are able to transform their most valuable asset - their human capital - to organizational capability.

That belief, defines our singular purpose - to be the preferred partner for organizations and leaders in their endeavor to unleash the power and potential of their people.

A deep network of 3 global partners and a strong body of work with over 300 clients in India has enabled us to inspire more than 100,000 leaders and people in over 50 countries.

Given the imperative of sustainability, scale and shorter time frames for organizational and leadership solutions, we leverage state of the art technology for creation and deployment of some of our solutions.

We have a global delivery capability & widespread reach



We have extensive experience working across industries*

Banking	FMCG	ITES	Financial Services
Media	Telecom	IT	Manufacturing

*to mention a few

InspireOne®

Performance, Inspired

"Inspiration is at the core of all we do. Our name, InspireOne, reinforces two facets of our philosophy - Inspiration and One."

Consistent achievement of business goals and sustainable growth are possible only if organizations remain relevant to their customers' needs – current and anticipated. The change imperative, therefore, is unavoidable and omnipresent. It necessitates relentless focus on organization, leadership and people development.



Our logo is the key element of the InspireOne identity and aptly illustrates our corporate philosophy. It denotes both an "I" as well as "1". It portrays how a single unit from "I" is inspired to break away to a new direction, thus revealing the "1".

Despite the change of our name, and growth in products and partnership, our promise remains the same: *to bring the best global know-how to customers in India.*

I Our Vision and Values

Vision that drives us

"To be the preferred partner for organizations around the world that want to maximize their corporate value through the development of their human capital."

Mission that moves us

"We are a consulting firm offering **organizational** and **leadership development** solutions; **leveraging technology** for **sustainable impact** on **business performance**."

Our solutions are developed by leveraging the researched and proven know-how of our three global partners - TMI World, TACK International and IBM Smarter Workforce. Our delivery footprint is national and global on the strength of a team of over 1000 consultants across over 50 countries.

Values that defines us

Our inspirational approach is the hallmark of how we enable change and align your human capital towards a singular direction. We are passionate about achieving superior results for you - results that transcend the bottom line. Our approach is uniquely styled, pragmatic, holistic, and enduring.

Inspiration: Our ability to galvanize positive change by connecting to the hearts and minds of people.

One: Our aspiration to align an organization's human capital to *one direction* by being the *one preferred partner* for all their human development needs and to enable our customers to be *Number One* as individuals, teams and organizations.

Passion: Our ability to instil and infuse passion and energy that can catalyse change in individuals and organizations.



| Our Partners and Global Presence

Business
Partner

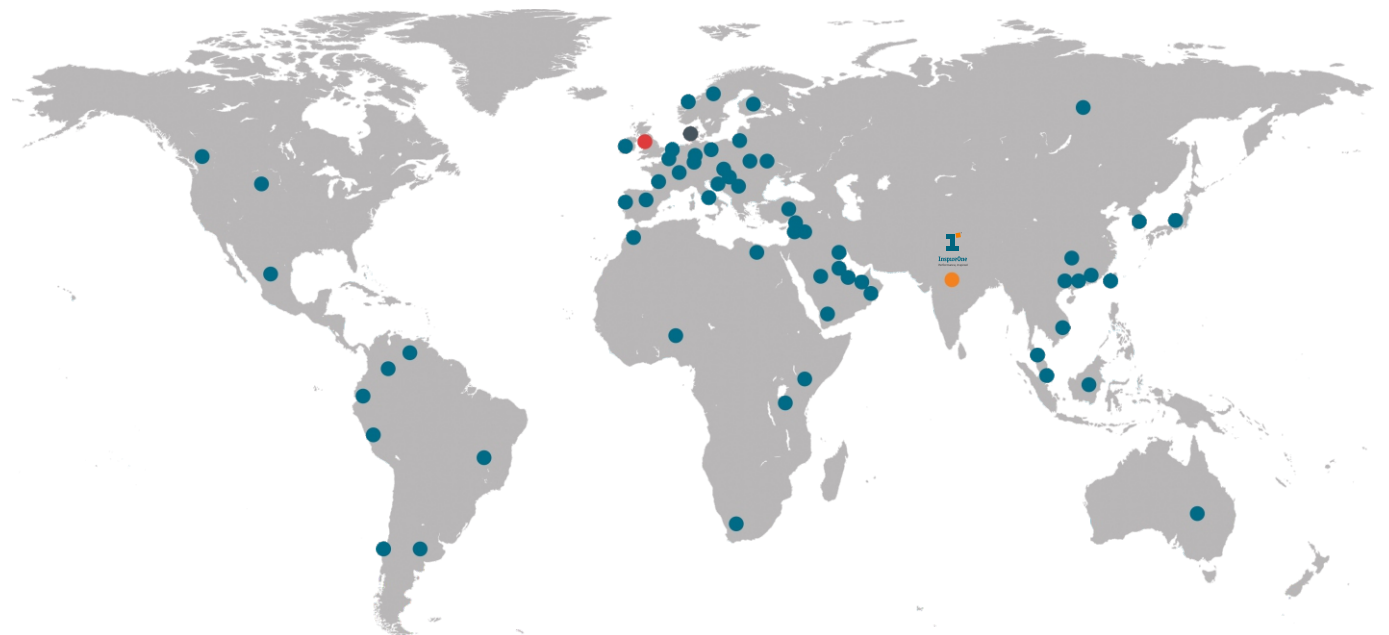


In partnership with IBM Smarter Workforce™, we offer research based solutions to help you hire, **develop & engage your talent across levels in your organization** - through our expertise in leadership development, assessments tools and engagement surveys.



© GI GROUP brand

In partnership with TMI Global, we are the leaders in **productivity enhancement, customer centricity and organization transformation** solutions for over 40 years and across 50+ countries.



Global Offices ●

Partner Headquarters: TACK International ● | TMI ●



© GI GROUP brand

In partnership with TACK International, we have renowned expertise and over 65 years of experience in **developing and managing sales force** and improving sales productivity across industries.

IBM Watson™
Ecosystem Partner



In partnership with IBM Watson™, via our subsidiary company (Inspire One Technologies), we offer **state of the art technology based adult learning products / solutions** that rest on deep insights of cognitive science and advanced analytics.

| Our Intangible Assets

We have a rich inventory of intangible assets like skills, know-how, relationships and strength of processes have powered our solutions and earned us credits globally.

■ Skill Capital

- Deep insights of over 50 years vested with our principal consultants.
- Experience with over 300 clients across industries, gives us the ability and experience to synthesize and understand business issues and create contextualized and incisive solutions.
- Experience and expertise based on solutions delivered through development workshops, coaching engagements, culture transformation projects, assessments, engagement surveys and consulting.

■ Process Capital

- Robust and well-defined processes to ensure we exceed our client expectations with assured high quality output each time.
- Robust and holistic diagnostics capability to identify areas of intervention and impact to provide systemic solutions to change leveraging our 5 box framework.

■ Know-how Capital

- Wide repertoire of internationally researched, validated and proven know-how of our global partners and their network.
- Strong conceptual understanding of TMI in personal or group productivity and customer centricity, TACK in sales and IBM in assessments, surveys and technology.
- Proven success in solutions across areas and industries.

■ Relationship Capital

- Excellent and enduring relationships with clients and participants.
- Strong informal network of relationships with our partners to leverage best practices.

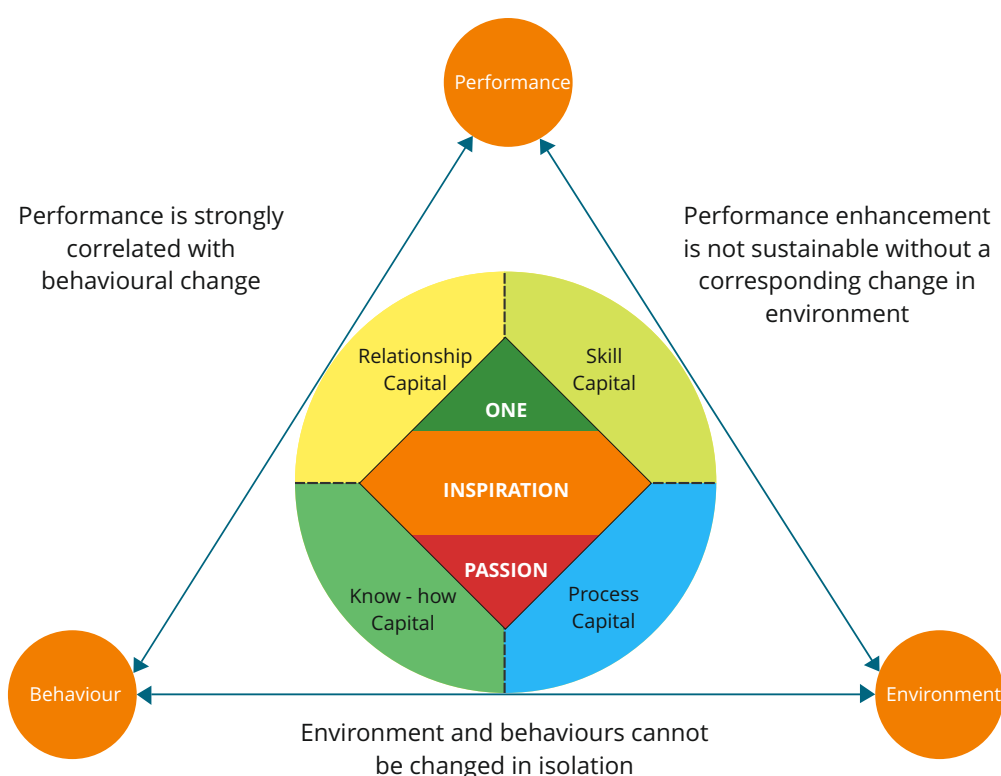
Our Methodology

InspireOne's Transformation Axis Model

(Derivation from Classical EPB Model)

The classical model of high performance environment explains the correlation amongst the three elements of business, that is, environment, behavior and performance. "InspireOne's Orbit for Transformation" helps an organization to generate sustainable business performance by co-creating the right behaviors and environment.

InspireOne creates solutions using this model to address the areas of competencies and culture. The intent is to instill and enable the desired performance that would thereby result in measureable business results.



The metamorphose is aided through our **four intangible assets** of process capital, know-how capital, skill capital and relationship capital. Igniting our intangibles are the core values of inspiration, one and passion. Our values are the binding force that unify all the elements into one and help you to become number one.

Through our solution, we will enable you to leverage your intangible assets and your core values to catalyze your desired business results.

| Our Solution Horizons

Competencies are developed at individual, team and organizational levels when learning is applied and behaviours patterns aligned to the desired state sustainably. The magnitude of impact varies depending on the level at which behaviour change happens - individual, team and organization.

Inspireone has built the experience and expertise of designing comprehensive development journeys across all three levels – 3 Horizons.

Solutions in each horizon have specific client motivators, target groups, aims, capability level to be impacted and scope of impact. So, whereas Horizon 1 focuses on short term impact, audience and capability building at the individual level, Horizon 3 at the other end of the spectrum focuses on long term impact, an organization wide coverage and long term culture transformation impact.

Our Solutions across 3 Horizons



Solutions aimed towards creating value at an organizational level and make a direct impact on the organization's culture.

Impact: Long Term

Capability: Cultural

Aim: Shaping Culture

Target group: Whole Organization

Client motivation: Leave a legacy and create sustainable impact

Solutions for specific issues identified by the organization aimed at building competence at individual or team levels to enable sustainable performance.

Impact: Medium Term

Capability: Individual or Team

Aim: Building Competence

Target group: Middle to Senior Management

Client motivation: Build it

Standardized solutions with a degree of customization focused on skill development to enable individual development.

Impact: Short Term

Capability: Individual

Aim: Developing Skills

Target group: Individual Contributors and First - Time leaders

Client motivation: Fix it

I Our Differentiators

Every integration and moment of truth we create while conceptualizing, designing and delivering solutions is reflective of our values and our value proposition.

Each element of InspireOne's value proposition is embedded in our eco-system and propels our solutions designed with the singular purpose of creating differentiated value for our clients.

Our Value Proposition



Focused on business outcomes to achieve the organization's strategy

We are committed to our clients' success, and work in collaborative teams to create unique and customized solutions for every business challenge.



Globally benchmarked consulting processes & tools

We have global best - in - class processes & tools that enable us to drive performance improvement, quickly delve deep into the clients' problems & deliver world class customized solutions.



Rich global researched know-how

Through our access to the global network of thought leaders and their knowledge reservoirs, we are able to leverage pertinent data and uncover insights that help solve the most complex of our clients' business problems.



Ability to inspire and bring our values to play

We are passionate about achieving better results for you and our values inspire us to deliver results that transcend the bottom line and are uniquely styled, pragmatic, holistic, and enduring.



Knowledge of glocal environment by working with 300+ clients

Our varied experiences courtesy our 300+ clients has given us a definitive global edge. Additionally, the world-wide network of our strategic partners enables us to have the scale and scope of a global firm that has a strong glocal market perspective.

| Our Solutions

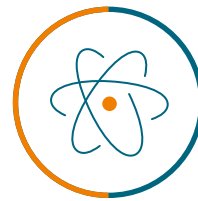
How we deliver results through our solutions

InspireOne's spectrum of proven solutions enables organizations to improve their overall performance. We collaborate with our clients to design customized and contextualized solutions, combining our expertise and globally benchmarked processes to make their strategies become a reality.

Our solution spectrum spans across leadership development, culture transformation, productivity enhancement, service and sales development, employee engagement surveys and technology machine learning powered solutions.



Leadership



Cultural Transformation



Sales Development



Productivity &
Customer Service Solutions



Technology



| Leadership Solutions

Assessment Solutions

we leverage our partnership with IBM Smarter Workforce for Leadership Solutions. The IBM® Kenexa® research lab:

- Develops innovative tools to measure leadership, assess and benchmark organizational performance.
- Allows us to assess talent, and make our leadership development initiatives more robust and unique to our clients' needs.

360 Degree

This assessment tool - based on the framework of High Performance Behaviours for leaders - provides leaders with actionable information to enhance individual development and improve work group effectiveness. This tool can be customized as per specific organizational competency frameworks.

Development Center

Assessment based on a spectrum of business simulation exercises, which measures potential, and not just performance.

Leadership Behavioural Assessment

A situational judgment assessment based on extensive research by IBM Kenexa on leadership behaviors across four clusters of High Performance: Thinking, Developing, Inspiring & Achieving.

Leadership Preference

This assessment tool helps individuals and organizations identify fitment between leaders' personalities and critical roles.

Personal EQ Meter™

Designed by Claus Moller and Reuven Bar - on to assess a person's Emotional Quotient (EQ). It measures 15 critical components of Emotional Intelligence within 5 main areas: Self Awareness, Self-Management, Self-Motivation, Social Awareness, and Social Skills.

Development Solutions

InspireOne's belief is that leadership is blend of both nature and nurture. The most accurate way to identify leaders therefore, is to explore their preferences (nature) and skills and behaviours (nurture). We do this by measuring an individual's preference and personality makeup (nature - known to have a positive impact on leadership performance), as well as extent of deployment of High Performance behaviours (nurture) which are well researched and known to contribute to organizational success.

We help augment leadership strength across all levels of the organization through high performance behaviours and emotional intelligence.

Our leadership initiatives focus on the development of skills and competencies required to perform in large and complex organizations.

We bring strong experiences and insights as multipliers for an organization's leadership effectiveness thereby improve the overall organization performance.



Overview of our Leadership Solutions

Talent Framework

Creates competency frameworks to ensure strategic success.

Performance Accelerator

Aligns learning to performance and organization goals.

Talent & Succession Planning

Builds bench strength at all levels of organization using strong and broad suite of assessments from IBM Smarter Workforce.

Hi-Potential Development

Identifies and builds an organization's talent for tomorrow's growth.

Top Team Development

Builds a strong top 'we team'.

The Heartwork of Leadership™

Enables leaders to leverage emotional intelligence in their people leadership roles.

Great Performance Conversations

Build a performance based culture and developmental environment.

Coaching Conversations that Create Results

Equips managers with skills essential for good quality coaching conversations.

Stepping into Leadership™

Transitions individual contributors to first - time manager roles through building a series of identified competencies.

Horizon 3
Strategic Solutions

Horizon 2
Business Solutions

Horizon 1
Brilliant Basics

| Culture Transformation Solutions

InspireOne believes, that robust organizational development interventions leverage the business strategy and 'organizational values' to align functions, teams and individuals toward a compelling and shared desired state.

These interventions ensure the alignment of a compelling and shared **Desired State** *to the strategy, the leadership signals and ecosystem, the hearts and minds of people, and finally the structure and systems.*

All desired states, require a systemic approach powered by unflinching leadership intent. This approach can help ***create differentiated customer and employee value propositions*** to produce tangible business results.

We deploy our robust 5I process and consulting processes to design and implement innovative, customized and inspirational solutions.

The 5I Process



Overview of our Culture Transformation Solutions

Shaping Customer Centric Culture™

Builds a strong competitive advantage by aligning the entire organization to being customer centric.

Branded Customer Service™

Builds a differentiated and compelling customer value proposition aligned to the brand values.

Alignment Culture

Aligns the whole organization systemically to strategic goals.

Inside Out Branding™

Creates a compelling and differentiated Employee Value Proposition - Living the brand internally.

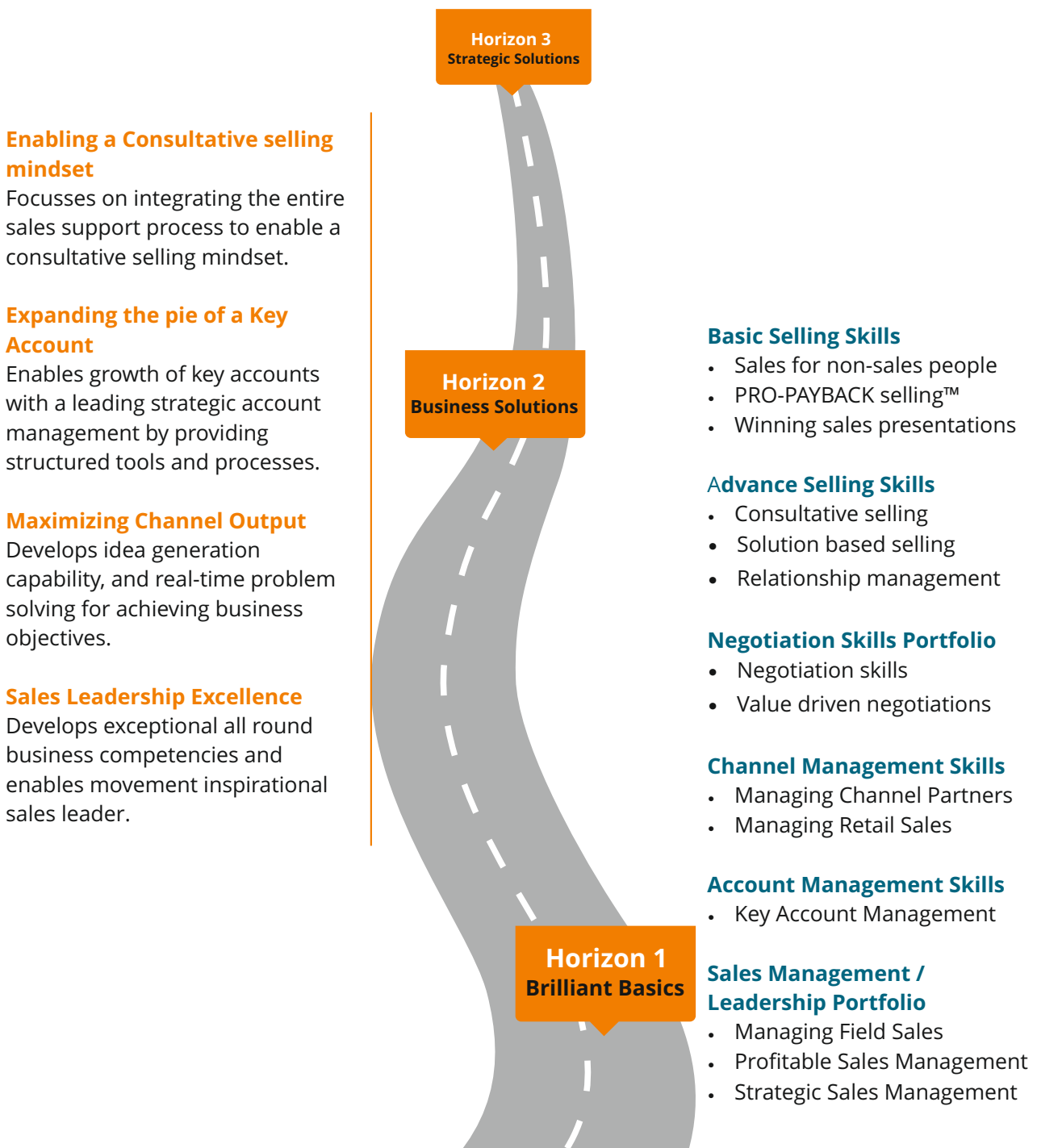


| Sales Solutions

InspireOne | TACK has a unique expertise with a deep rooted specialization in sales and sales management development solutions. This is built from many years of practical experience and is consistently refined with ongoing research.

We provide solutions to elevate the skills and competencies of the organization's sales force, to enable achievement of business results.

Overview of our Sales Solutions



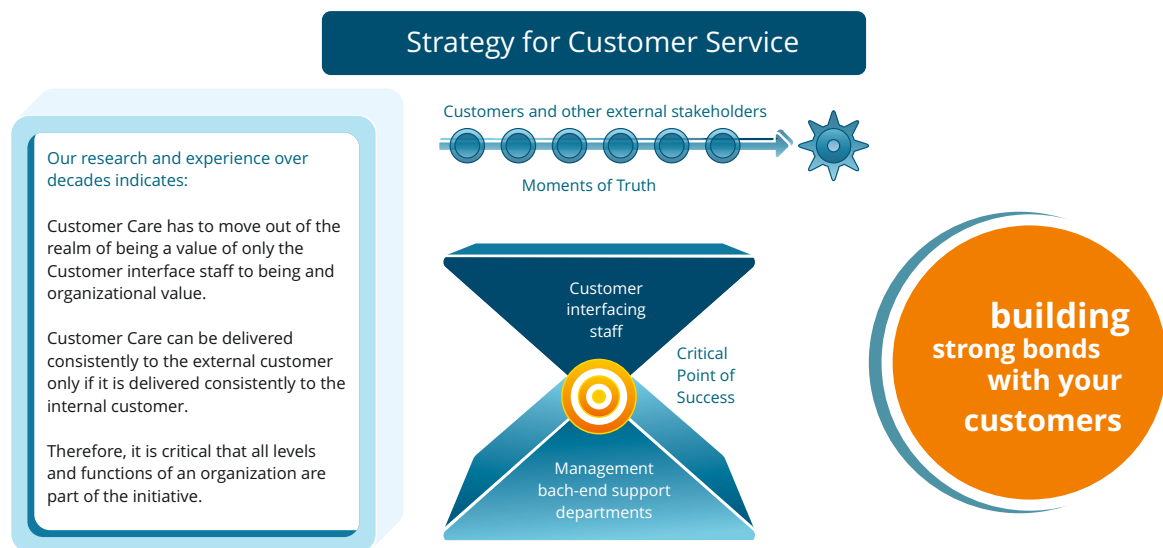
| Customer Service Solutions

For attaining an outstanding service badge from customers, building and sustaining relationships is the singular route. They not only demand service and products that are of the impeccable quality, they also want positive, emotionally sensitive and memorable experiences.

Our Service Excellence practice is geared towards providing organizations the passion and the ammunition to create customer delight.

This ensures high levels of customer loyalty and advocacy.

InspireOne's unrivalled global expertise and experience in Service Excellence will help you shape and implement strategies to keep and extend your customer base.



Overview of our Customer Service Solutions

A Complaint Is A Gift™

Helps turn customer complaints into business opportunities, regaining the trust of unhappy customers and transforming them to advocates.

Putting People First™

Helps create an organization characterized by and internal and external customer focus, a clear line of sight to the customer and leadership that creates a service experience for their teams who then transfer the same to the customers.



Productivity Solutions

Crafting An Effective Workplace

Organizations, teams, and individuals the world over, in any business, struggle with and focus on the same problems for the most part - those related to productivity, quality and time. Most organizations aim to enhance processes and systems in a bid to improve on these.

However, we believe very little attention is paid to the real gap - personal productivity. Our Productivity & Performance Excellence practice takes into account the key challenge & the pivotal leverage: the human factor of Personal Productivity.

We believe it's all about each individual fueling the powerhouse to create a powerful workplace - one where the total becomes greater than the sum of its parts.

We've worked with over three million people in organizations around the world to enhance their productivity and performance. We've seen them all achieve more with less.

Overview of our Productivity Solutions

Result Manager™

Drives performance through an incisive and comprehensive productivity journey.

Time & Performance Manager™

Caters to the need of individual / team productivity enhancement, through holistic goal setting and building a connect between goals and day to day actions.

Personal Quality™

Helps create quality awareness and high quality ethic by inspiring the 'Hearts' of the people toward associate their name with impeccable quality.

Employeeeship™

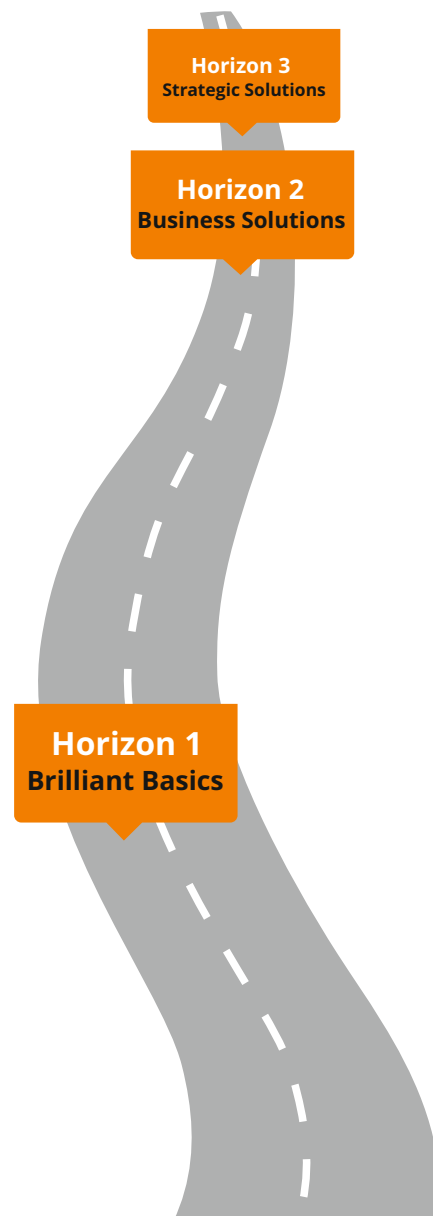
Enables creation of a unique culture where the entire workforce shares responsibility for the success of the organization.

Teamship™

Helps groups to succeed as teams and achieve more by working together.

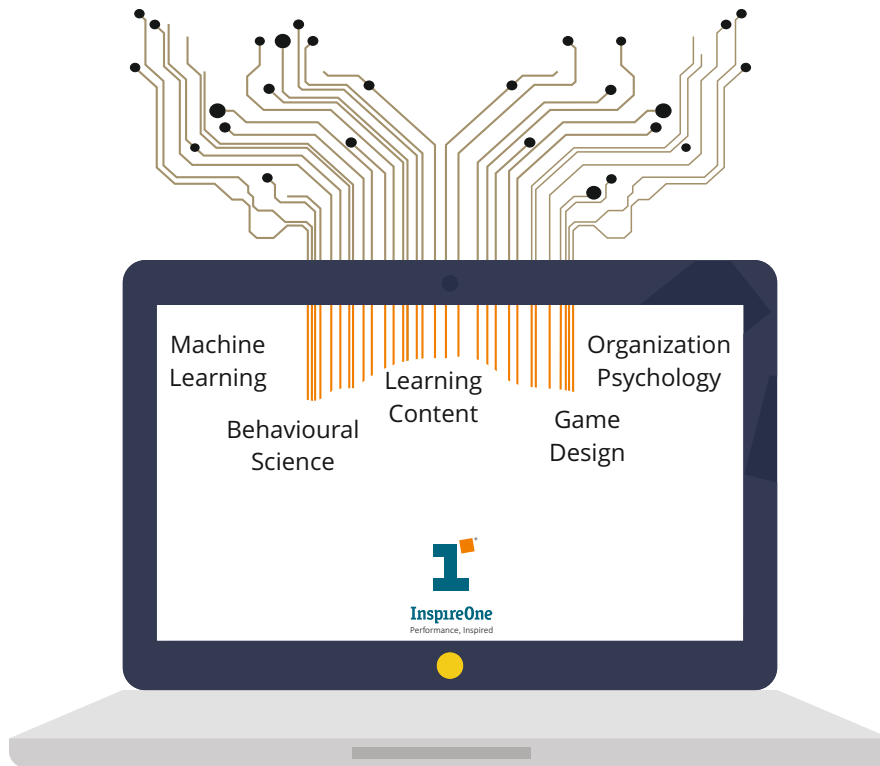
Success in Multi-Generational Workplace

Enables both Gen X and Y to understand and communicate effectively with each other and to enable Gen X to lead and leverage a Gen Y team towards superior results.



| Technology based Learning Solutions

Our technology led solutions combine multiple disciplines to create interactive learning experiences that make learning more enjoyable, effective and effortless.



OUR TECHNOLOGY BASED PRODUCTS

Master-O™
Improve skills, effortlessly

Improving skills, effortlessly!

Master-O is a mobile learning solution to help employees learn, retain and apply their skills on the job and thereby improve job performance.

Supernova
Powered by
IBM Watson™

A feedback app for leadership development

Organizations use **Supernova** to provide ongoing feedback to employees on how they demonstrate leadership skills on the job.

Our Clients



IT & ITes

Infocepts Technologies
CAMS
24/7 Customer Pvt. Ltd.
Intex Technologies India Ltd.
Lexis Nexis
Gupshup Technology India Pvt. Ltd.
Payfront Technologies Pvt. Ltd.
John Keells BPO
Syntel Limited
AbsolutData
Altimetrik India Pvt. Ltd.
HCL Infosystems Ltd.
Novell Software Development
Reed Elsevier India Pvt. Ltd.
Monster.com (India) Pvt. Ltd.
Sapient



Manufacturing

Carborundum Universal Ltd.
Murugappa Modern Thermal
SI Group India Ltd.
DIC India Ltd.
TVS Srichakra Ltd.
Schindler India Pvt. Ltd.
Johnson & Johnson Ltd.
VIP Industries Ltd.
Bayer CropScience
Voith Paper and Fabric
United Phosphorus Ltd.
EICL Ltd. (English Indian Clays Ltd.)
Ingersoll Rand Technologies and
Services



Professional Services

G4S Security Services India Pvt. Ltd.
Xerox India Ltd.
Avery Dennison India
Ernst and Young
Yum Restaurants (India) Pvt. Ltd.
Reliance Money
NIIT Ltd.
Kelly Services India Pvt. Ltd.
DHL Express India Pvt. Ltd.
Capgemini
Damco India Pvt. Ltd.
ABC Consultants
eYantra Industries Pvt. Ltd.



Engineering & Construction

Tata Realty & Infrastructure Ltd.
Jindal Steel and Power Ltd.
Heidelberg Cement India Ltd.
Tata Power Solar Systems Ltd.
Shapoorji Pallonji & Company Pvt. Ltd.
Technico Industries Ltd.
Casa Grande Pvt. Ltd.
Heidelberg Cement India Ltd.
Alcoa India Pvt. Ltd.
Mahindra life spaces
Lanco Infratech Ltd.
Emaar MGF



Telecom & Media

Bharti Airtel Ltd.
Tata Communications
Beetel teletech Ltd.
HT Media Ltd.
Times Internet Ltd.
Tata SKY Ltd.
Nokia
Tulip Telecom
Dorling Kindersley (India)



FMCG

Dentsply India Pvt. Ltd.
Unilever UKCR Ltd.
Godfrey Phillips India Ltd.
Hindustan Coca Cola India
Hindustan Unilever Ltd.
Unilever Bangladesh
Perfetti Van Melle India Pvt. Ltd.
ITC Ltd.



Banking & Finance

ICICI Prudential Assets Management
Co.
IDFC Ltd.
HSBC
Angel Broking Pvt. Ltd.
BNP Paribas
IndusInd Bank
PKF Finance Ltd.
Axis Bank



Retail

Future Retail
Raymond Ltd.
Aditya Birla Finance
VF Sourcing India Pvt. Ltd.
Field Fresh Foods Pvt. Ltd.
METRO Cash & Carry
Tupperware India Pvt. Ltd.



Healthcare

DSM Sincochem
Pharmaceutical
Provimi Animal Nutrition
Cargill India Pvt. Ltd.
Cipla
Escorts Ltd.
Sanofi India Ltd.
Boehringer Ingleheim



Insurance

Bharti AXA
Birla Sun Life Insurance Co.
Ltd.
Tata AIG General Insurance
Future Generali India
Insurance Co. Ltd.
Future Generali Life
Insurance
New India Assurance Co. Ltd.



Automobile

Mahindra Swaraj
Mahindra & Mahindra
Jubilant Motorworks Pvt. Ltd.



HR Solution

GI Group HR Services
Grandeur HR Consulting



Others

S Mobility Ltd.
Kapersky Ltd.
GSN Games
Tangerine Digital
Entertainment Pvt. Ltd.
Bennett Coleman & Co. Ltd.
Bharti Realty Ltd.

Head Office

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