

INSPIREONE COACHING

Be Inspired



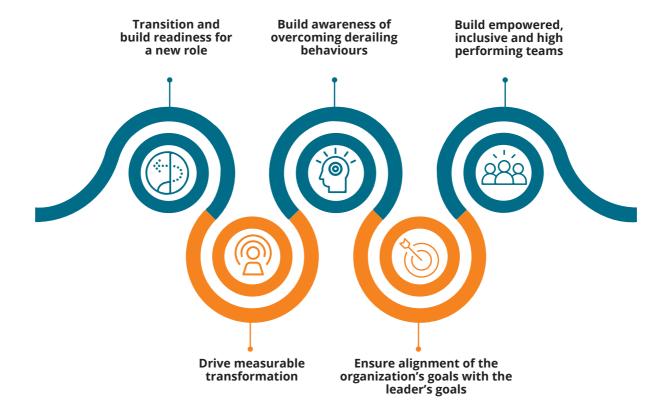
THE COACHING IMPERATIVE

"Established ways don't open new doors"



The Environment of constant disruption and unlimited possibilities has created an unprecedented quantum of asks from leaders. Technological, social, and geopolitical changes have added to the complexity. The hitherto established leadership behaviors and actions fall short of making a business impact. Delivering business, customer, employee, and shareholder impact needs leaders to dynamically pivot strategy, expand the realm of possibilities, and be emotionally resilient.

WITH INSPIREONE YOU CAN



INSPIREONE'S UNIQUE VALUE OFFERING

MEMBER OF ASSOCIATION OF COACHING UK ICF CERTIFIED COACHES BESPOKE COACHING SOLUTIONS 25+ YEARS OF EXPERIENCE AND EXPERTISE IN LEADERSHIP

VARIED INDUSTRY EXPERIENCE



Psychometric assessments

- High-performance behaviours framework
- Wide spectrum of validated nature and nurture assessments



Wide pool of coaches

- Diverse business and people leadership experience
- Extensive coaching experience
- · Certified for coaching
- Coach matching



Business Impact

 Measuring impact on agreed business and/or role success measures



Quality assurance process sanctity

- Coach-coachee mapping vis experience, expertise and style
- Coach supervision process
- Process consistency



Blended approach

- In-person and virtual
- Supernova ALP technology platform for support, feedback and tracking progress through the process

HIGH PERFORMANCE BEHAVIOUR FRAMEWORK FOR LEADERS

Our Coaching approach is based on the researched High-Performance Leadership Behaviors HPB™ Framework.

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Behaviour/ Capability

CREATING STRATEGY

Gathering Intelligence
Generating Ideas
Accelerating Innovation

ENGAGING TALENT

Establishing Trust
Fostering Collaboration
Developing Talent

INSPRING PEOPLE

Influencing People
Building Confidence
Communicating
Effectively

ACHIEVING EXCELLENCE

Implementing Change
Improving Performance
Winning Customers

INSPIREONE'S COACHING PROCESS

Debrief Session

Debrief on assessment reports done by the coach

Tripartite Meeting

Alignment between supervisor, coach and coachee on development focus.

Supervisor Check-in

Coachee to share progress with the supervisor.

Coaching Sessions 4, 5, 6

Coach and coachee to work on the focused behavioural development of the coachee



Assessment Administration

Nature & nurture assessments, coach matching

Chemistry Meeting

Coaching session 1 initiate the coaching development plan

Coaching Sessions 2, 3

Coach and coachee to work on the focused behavioural development of the coachee

Accountability Meeting

IO to connect with coach to review the progress and process adherence

Coaching Impact Report

Participant and the supervisor review the impact against the success measures and sustenance facilitated by the coach

OUR COACHING SOLUTIONS



INSPIREONE'S COACHING FOR EXECUTIVES - ICE

Who – CXOs, Heads and Directors

What – Senior leaders who wish to increase their scope of responsibility and aiming for a higher goal



INSPIREONE'S LEADERSHIP COACHING - ILC

Who – Mid and senior managers of large organizations and MNC's

What – Leaders who wish to increase their scope of responsibilities, who are going through transition or working on a key project



HEARTWORK COACHING – EMOTIONAL INTELLIGENCE BASED COACHING

Who - People Managers

What – Leaders with strong technical skills who now have people managing responsibilities



ANCHOR COACHING – INSPIREONE'S FLAGSHIP COACHING SOLUTION

Who - CXOs

What – CXOs who need to strengthen multiple development areas thus requiring multiple specialized coaches

COACHES' PROFILES



Deepak Mohla MD, InspireOne Executive Coach



Craig GouldPartner, InspireOne
ICF Trained Coach



Suman Sethi Director, InspireOne ICF PCC



Neeta MohlaDirector, InspireOne
El and Leadership
Coach



Sumit SahniPartner and CEO,
InspireOne



T.D. Chandrasekhar Executive Coach



S. Muralidharan Executive Coach Global Experience & Key Note Speaker



Himanshu Jani Executive Coach Change Management and Leadership Development



Kingshuk Ganguly Executive Coach ICF PCC



Bernward Mönch
Founder and CEO
macc (Germany)
Change Management
& Keynote Speaker

CASE STUDY 1

The leaders in the organization were expected to develop competencies for more challenging roles, deliver high performance and inspire performance from their teams towards organizational growth. InspireOne provided 360 & Leadership Preference Assessment. IDP linked to the organization's growth plans and 1:1 Coaching engagement as a suite of solution offerings. Consequently, business linked goals and capability development were achieved by 60% of the participants.

CASE STUDY 2

The CEO's first line for the Global Knowledge center was to be groomed for global roles and further expansion. InspireOne provided Leadership Preference and EQ profiling and 1:1 coaching on High-Performance Behaviors for leaders identified by the CEO. As a result, 3 leaders moved into national roles for managing large teams and 2 leaders got selected for expanded regional roles.

CLIENTS



















