

# DRIVING SUSTAINABLE GROWTH

*Performance, Inspired*





# Inspiring For Over 25 Years



InspireOne is India's leading leadership and organization development firm. Our vision is to be the preferred partner for organizations around the world that seek to maximize their corporate value through the development of their human capital.

For more than  
**25**  
Years

More than  
**700**  
clients across all  
major industries

Delivery  
network  
**50** Countries and 30+ global languages  
and  
**1Million+**  
Leaders developed



# Our Value Proposition



## Know-How Capital

Wide repertoire of internationally researched, validated and proven know-how of our global partners.



## Technology Capital

Leveraging digital learning such as mobile learning, cognitive technologies and gamification to improve and measure learning experiences.



## Process Capital

Ability to synthesize & understand business issues through robust and well-defined processes to ensure we exceed your expectations each time.



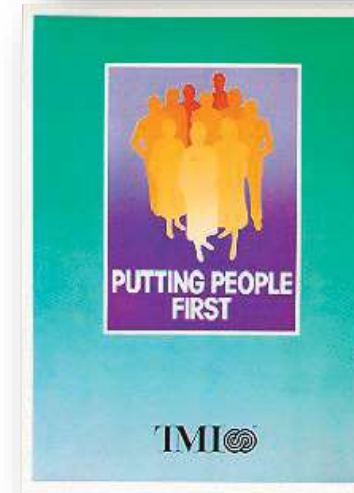
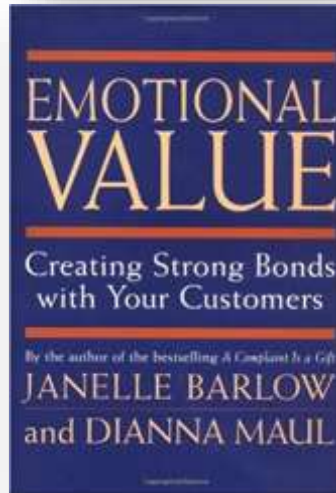
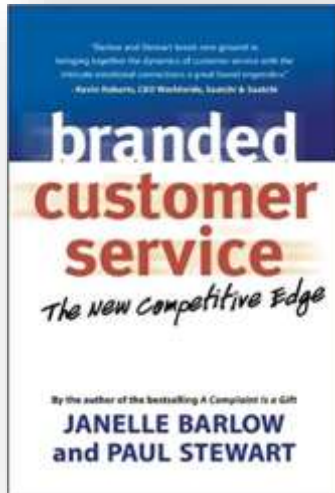
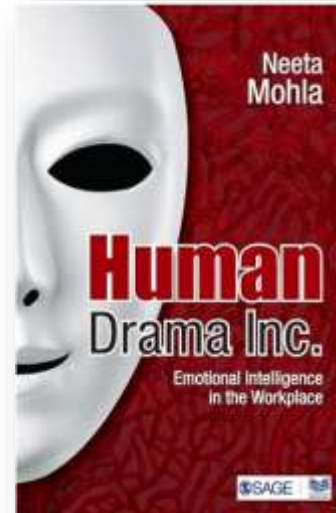
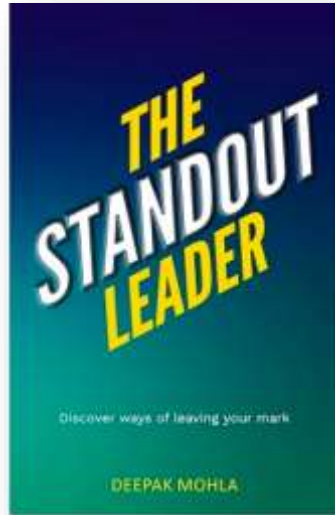
## Relationship Capital

We consider our formal and informal network of relationships with our stakeholders and customers as a capital.

We bring the world's best to our clients



# We Literally Authored Books





# We Help Organizations and Leaders to RISE

## Strategic Framework for Developing Future Ready Organizations



<https://youtu.be/1oQsw6-Gjdc>

# Organizational Challenges We Help Our Clients With

## *Illustrative List*

*Develop strong sales leaders*  
*Embed consistent sales process*  
*Enable leaders to act with optimism and drive growth mindset*

*Shaping customer centric culture*  
*Fostering innovation and change*  
*Driving high organization energy*

*Succession planning*  
*Identifying and developing high potentials*  
*Developing leaders and managers*  
*Aligning top leadership teams*

*Fostering a culture of inclusion*  
*Building psychological safety*  
*Embed sustainability into ways of working*

**R**obust Growth Velocity  
and High Energy

**I**nnovative, Agile and  
Customer Centric  
Organization

**S**hared Vision and Future  
Ready Leadership

**E**SG, Sustainability and  
Inclusion

**Sustainable  
Growth**

**We believe that shared vision and future ready leadership is most central to driving sustainable growth**

# How Do We Help Organizations and Leaders to RISE

To help organizations and leaders to RISE, we offer researched leadership development and organization development solutions.





**InspireOne**<sup>®</sup>  
Performance, Inspired

# Leadership Development Solutions

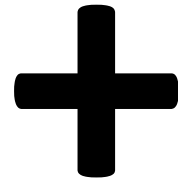


# Our Researched Leadership Development Framework

InspireOne and Partners' research of *over 30 years* shows that assessment of Leadership Potential is a combination of *Preference* and *Capability* Assessment

## LEADERSHIP POTENTIAL ASSESSMENT

### NATURE



### NURTURE



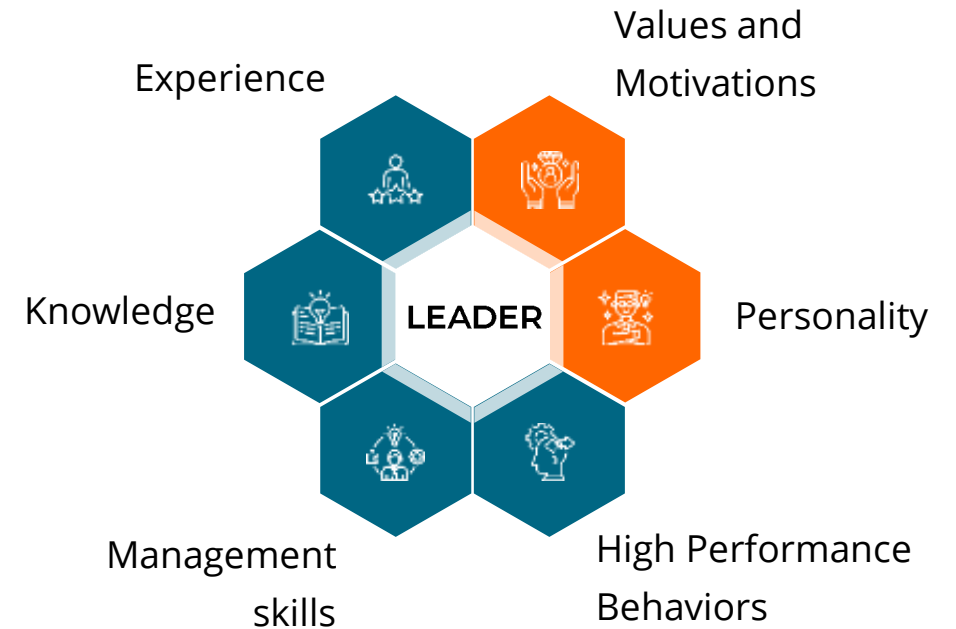
#### Preference Assessment (Nature):

We understand Nature as personality, preferences, values and motivations. These are fixed from an early age.



#### Capability Assessment (Nurture):

By Nurture we mean the Technical skills, managerial know-how and High-Performance Behaviors. These can all be developed and changed over time.



- ◆ Capability (Nurture)
- ◆ Preference (Nature)

# High Performance Behavior (HPB) Framework

We believe robust leadership development programs must be based on sound research. We leverage IBM Kenexa's high-performance leadership framework to identify managerial competency gaps and develop impactful initiatives

## Thinking Cluster

- Gathering Intelligence
- Generating Ideas
- Accelerating Innovation

## Developing Cluster

- Establishing Trust
- Fostering Collaboration
- Developing Talent

## Inspiring Cluster

- Influencing People
- Building Confidence
- Communicating Effectively

## Achieving Cluster

- Implementing Change
- Improving Performance
- Winning Customers

# Our Digital Leadership Academy

## Powered by Harvard Business School Publishing

We leverage world class content from Harvard Business School Publishing to curate robust leadership development experiences.



### Harvard ManageMentor®

- 40+ digital learning modules on leading self, leading others and leading business
- Research-based: the latest ideas and best practices from
  - Harvard Business School
  - *Harvard Business Review*
  - Industry experts
  - Advisory panel
- Applies world-class learning design principles



### Harvard Business Publishing Collection

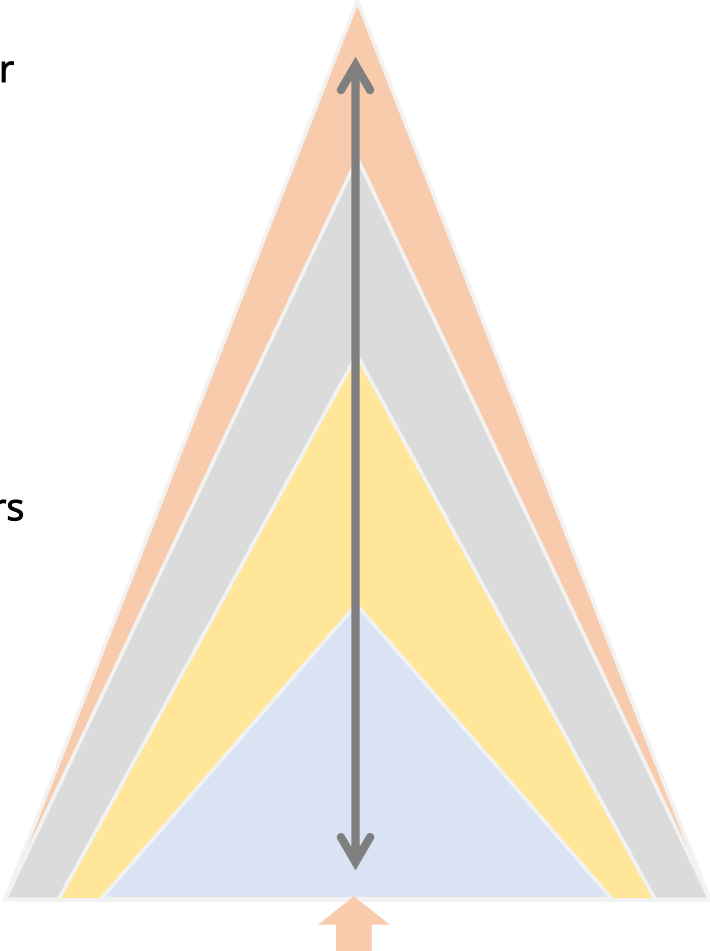
- *Harvard Business Publishing Collection* is a vast digital library of learning resources.
- More than 30,000 assets, including *Harvard Business Review* (HBR) articles, videos, podcasts, short online skill-building courses, business cases from HBR articles, visual tips, quizzes, and self-assessments.
- Available to leaders anytime they want in-the-moment or developmental learning
- Harvard Business Publishing Collection is updated daily.

# Our Leadership Development Solutions

## HPB CLUSTERS



## 6 PASSAGES OF LEADERSHIP PIPELINE



- Enterprise Manager
- Group Manager
- Business Manager
- Function Manager
- Managing Managers
- Manage Others
- Manage Self

## LEVEL SPECIFIC SOLUTIONS

### Top Teams & CXO's

- Top Team Alignment
- Coaching

### High Potentials

- Succession Planning
- Assessment Centers
- Building Leadership Capital
- Standout Leader

### Researched Development Journeys

- SHINE: Women Leadership
- IGNITE: Great People Leader
- HERO: Leading with Optimism

### Transition and Role Based Programs

- Maximizing Leadership Impact: Manager of Managers
- Stepping Into Leadership: First Time Managers
- Sales Management: For Sales Managers
- Key Account Management

Digital Leadership Academy by  Harvard Business Publishing  
Corporate Learning

# Our Solutions Are Truly Blended



Harvard  
ManageMentor



Harvard Business  
Publishing Collection



Simulations



Master-O: Customized  
Micro Learning



Assessments



Immersive Tools



**InspireOne**<sup>®</sup>  
Performance, Inspired

**Organizational  
Development Solutions**

# Our 5 Box Model For Organization Development



## Strategy & Values

Beliefs  
Vision  
Directions  
Purpose



## Signals

Cultural Eco System  
Leadership  
Behaviors  
Performance  
Measures  
Communication



## Skills

Leadership  
Managerial  
Organizational  
Change Specific



## Structure

Responsibilities  
Decision  
Making  
Departments  
Empowerment



## Systems

Process  
Information flow  
SLAs



## Holistic Organization Development

# Illustrative List of Organization Development Solutions

## Shaping Customer Centric Culture

- ◆ We believe that in a customer centric organisation , the “Line of Sight” to the customer for all employees is very clear and customer centricity is a pervasive value.

## On-Brand Customer Experience

- ◆ Drive a differentiated customer experience by aligning the customer experience with stated brand promise of the organization.

## HEARTS Psychological Safety & Inclusion

- ◆ HEARTS is InspireOne’s unique solution to help organizations create a culture of psychological safety and inclusion. Inspired from the research done by Prof. Amy Edmondson, HEARTS helps leaders to deeply understand and drive psychological safety

Our organization development solutions typically include:



Robust Culture  
Diagnostics



Aligning Top  
Leadership



Organization Wide  
Cascading



Developing Change  
Champions



Aligning Processes,  
Metrics and Systems



Internal  
Communication



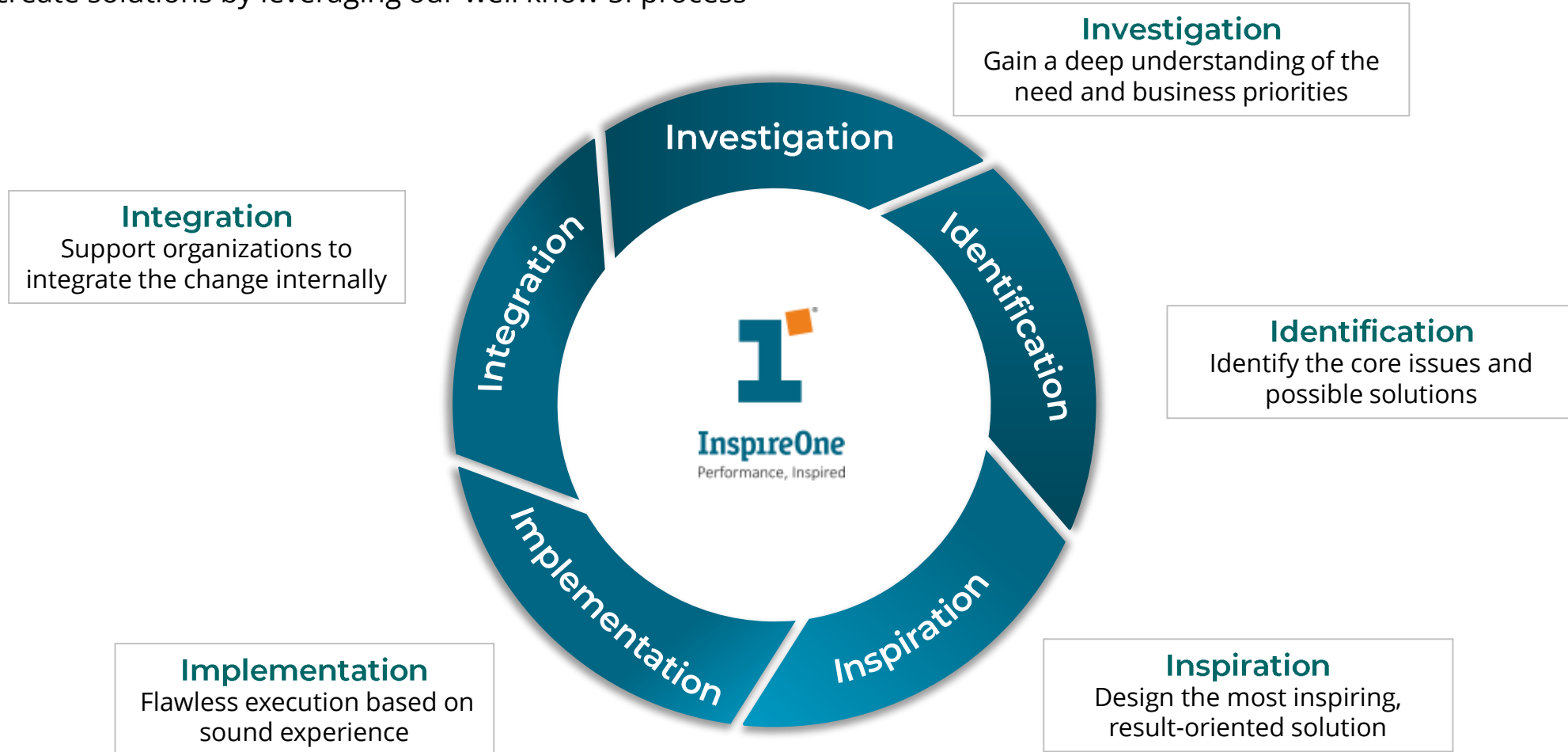


**InspireOne**<sup>®</sup>  
Performance, Inspired

**Our Approach To  
Creating Solutions**

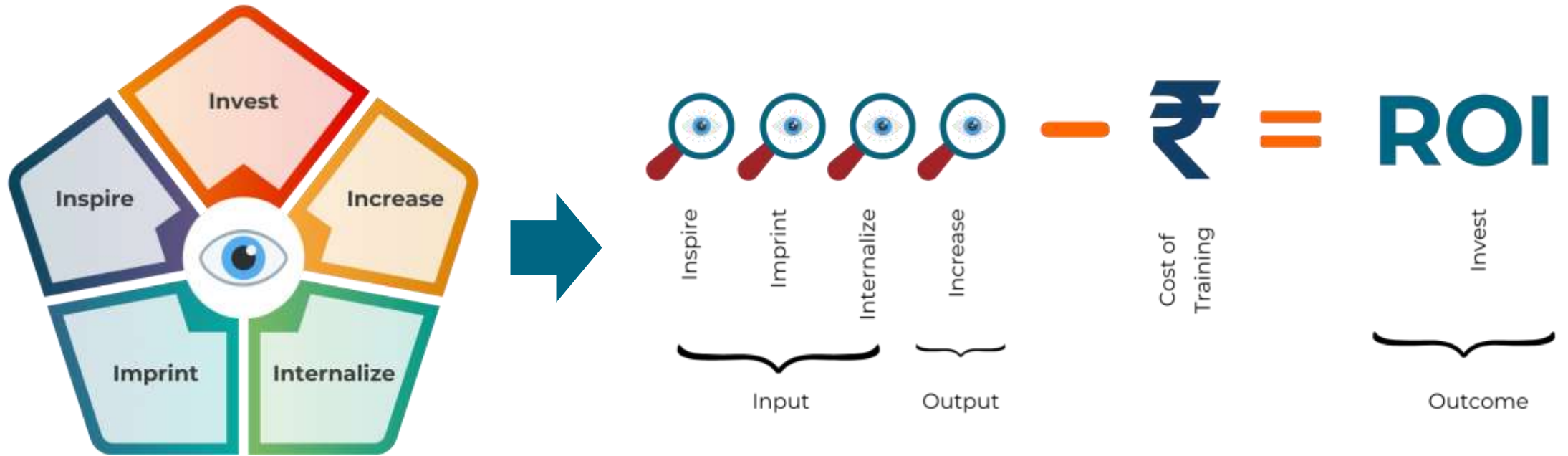
# Our Solution Centric 5I Process

We co-create solutions by leveraging our well know 5I process



# We Measure Impact Through a Robust Approach

Our researched impact measurement approach , helps clients to measure impact at every stage of our engagement.





**InspireOne**  
Performance, Inspired

*“Without inspiration the best powers  
of the mind remain dormant. There  
is a fuel in us which needs to be  
ignited with sparks.”*

*- Johann Gottfried Von Herder*

# Thank You

[www.inspireone.in](http://www.inspireone.in)

Delhi NCR | Mumbai | Bengaluru

[info@inspireone.in](mailto:info@inspireone.in)