

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.



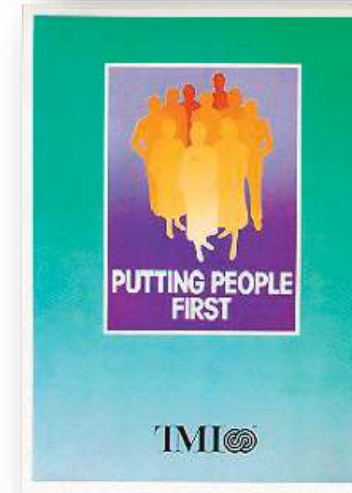
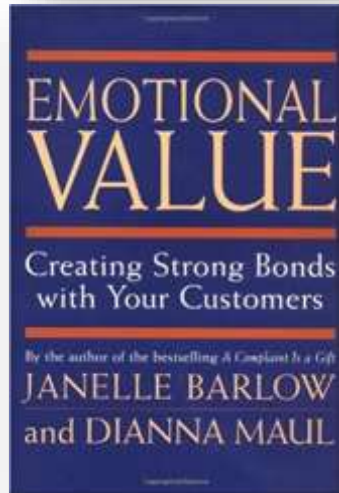
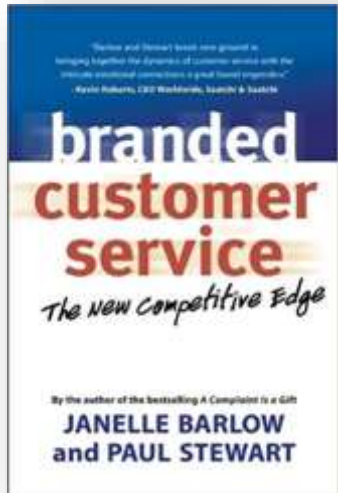
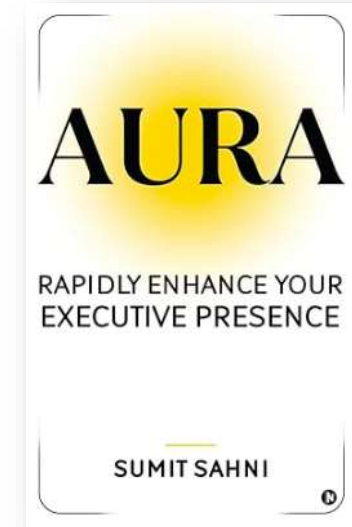
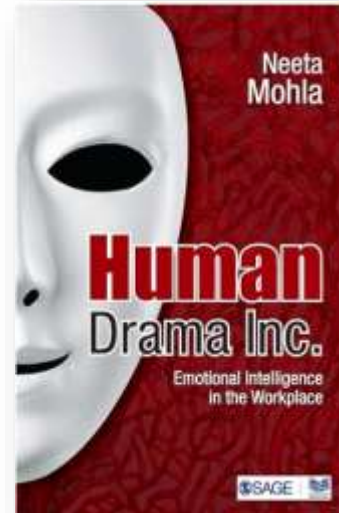
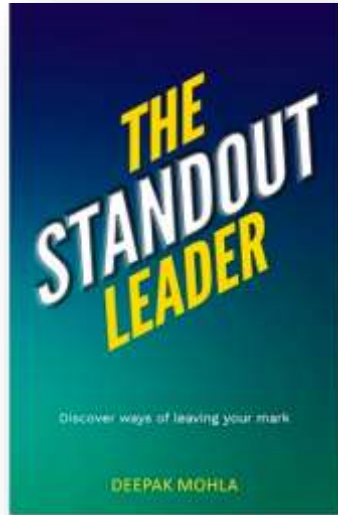
Relationship Capital

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



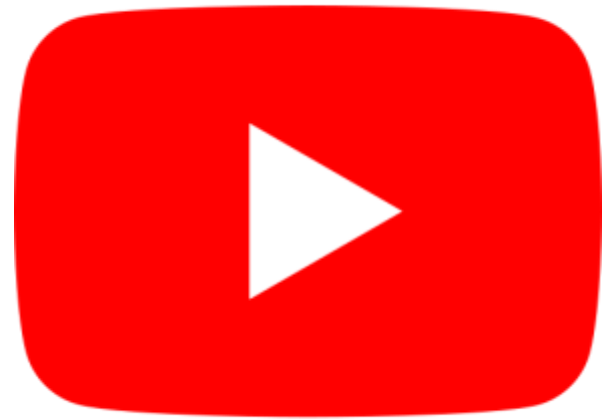
We Literally Authored Books





We Help Organizations and Leaders to RISE

Strategic Framework for Developing Future Ready Organizations



<https://youtu.be/emYKultXHRs>

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
Creating a Psychologically Safe Workplace
Embed sustainability into ways of working

Robust Growth Velocity
and High Energy

Innovative, Agile and
Customer Centric
Organization

Shared Vision and Future
Ready Leadership

ESG, 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.





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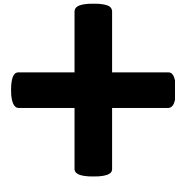
Leadership Development Solutions

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



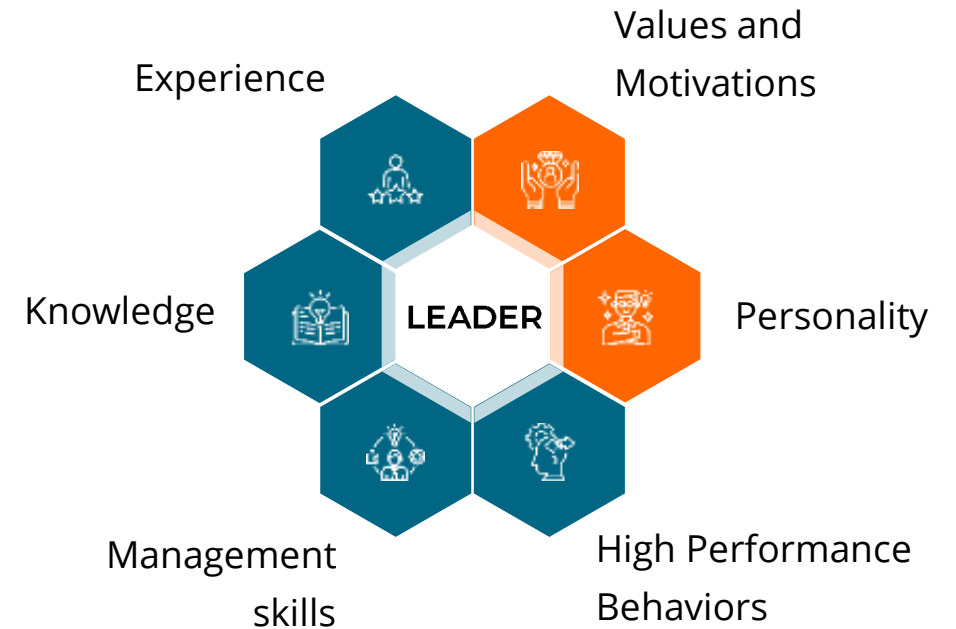
Preference Assessment (Nature):

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

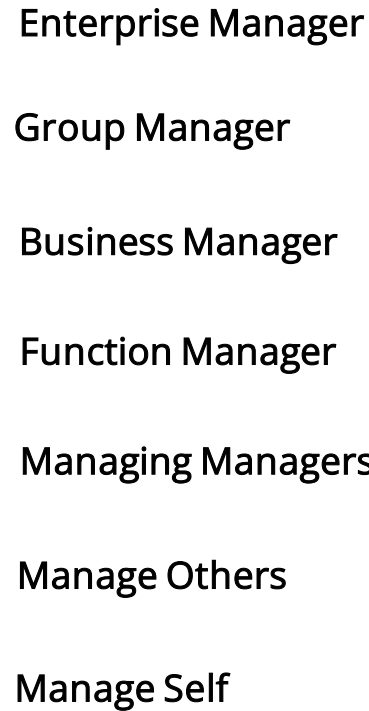
- *Harvard Business Publishing Collection* is a vast digital library of learning resources.
- More than 30,000 assets, including *Harvard Business Review* (HBR) articles, videos, podcasts, short online skill-building courses, business cases from HBR articles, visual tips, quizzes, and self-assessments.
- 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



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



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**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.

Creating a Psychologically Safe Workplace

- ◆ InspireOne’s unique solution to help organizations create a culture of psychological safety and inclusion. Inspired from the research done by Prof. Amy Edmondson, we use the V.O.I.C.E.S framework to help 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

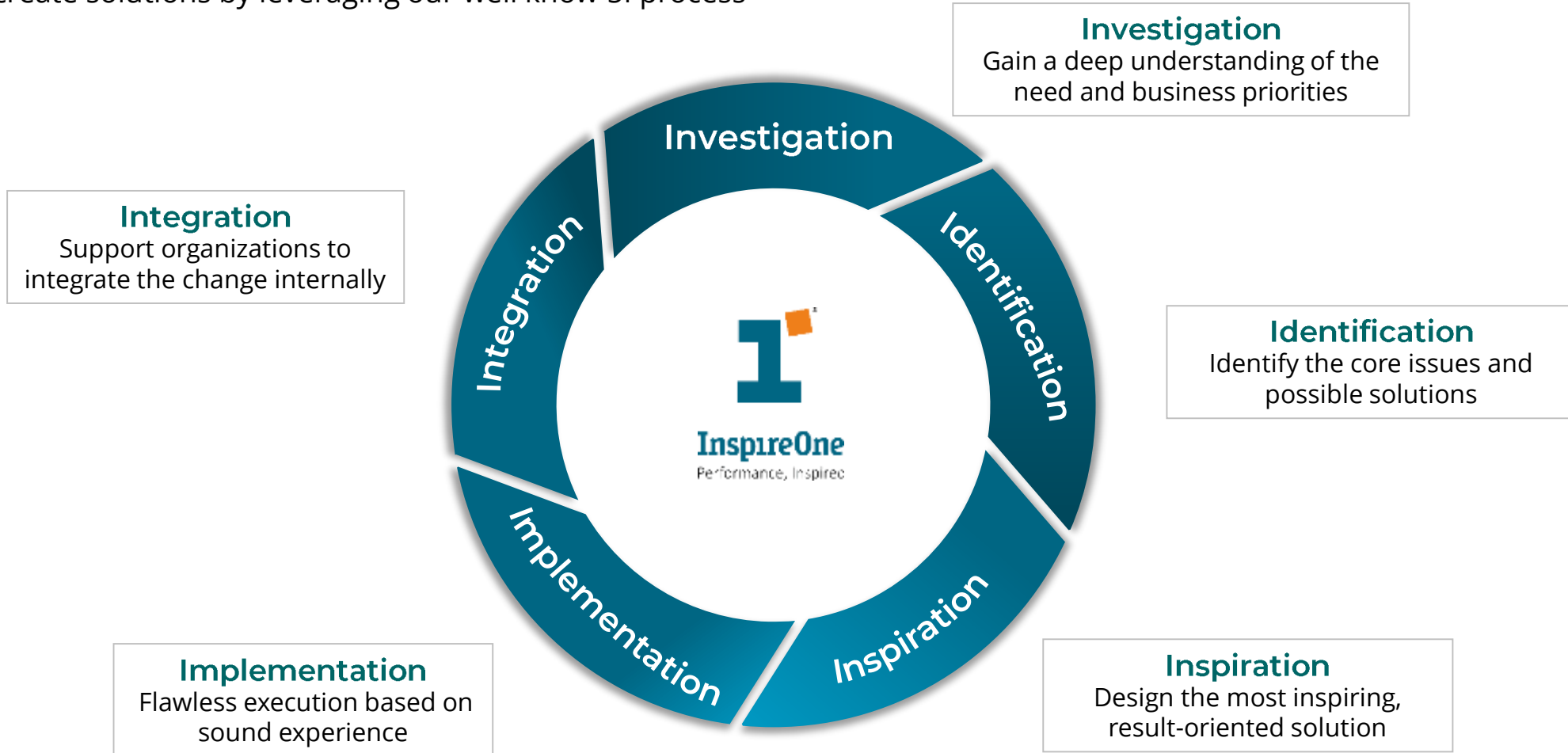


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**Our Approach To
Creating Solutions**

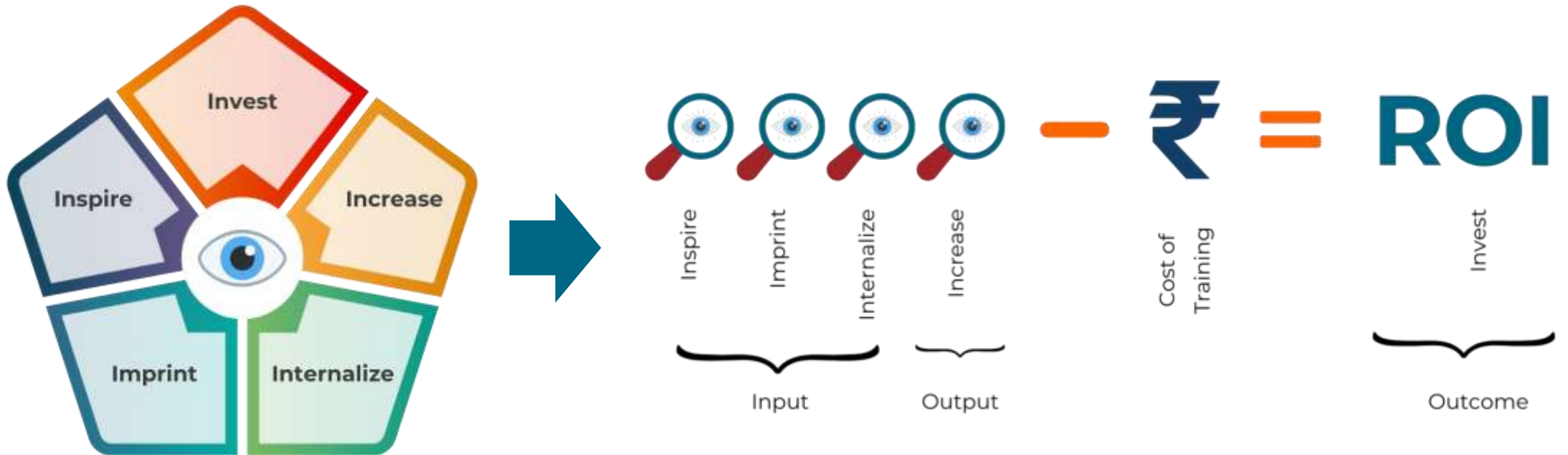
Our Solution Centric 5I Process

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
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*“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

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