



Leadership Consulting

Business Challenges



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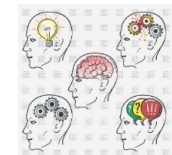
Challenges that CEOs and Business Leaders face:

- Achieving sustainable growth & profitability
- Managing disruption and uncertainty
- Anticipating and delivering to ever changing market dynamics and customer expectations
- Building effective leaders.

How to find the right solutions?



We believe solutions best emerge from within!



We partner with our clients to find the right solutions.

What We Do

Leadership Consulting

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*Right leadership is an essential ingredient for successful business performance. Our **Leadership Consulting** services assist clients in developing talent pools, enhancing team effectiveness and improving organisational performance.*

- **Leadership Effectiveness**
- **Team Performance**
- **Organizational Performance**

What We Do

Coach and Train Leaders

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Our seasoned Coaches and expert Trainers help clients in improving:

Leadership Effectiveness

- Executive Coaching for mindset shift - to widen mental horizons and inspire leaders to unlock their creativity and potential
- Training and capability development to raise the Performance Bar

Team Performance

- Group coaching to improve team dynamics and team performance in alignment with the strategic business objectives
- Advisory services on team formation, role definition and training to build high performance teams

Organizational Performance

- Coaching & mentoring senior leadership teams to enhance organizational effectiveness and sustain a culture of high performance.
- Assisting clients in building agile organizations

Leadership Development

Individual and Group Coaching



In hyper competitive and complex business environments, executives have to deal many challenges, increasing customer demands and heightened performance expectations from their employers. In such demanding conditions **Coaching** has become an effective vehicle to enhance leadership capabilities and raise the performance bar for leaders and their teams.

In our approach to coaching, we lay emphasis on helping our clients realize the power of the human mind and make good use of the most powerful instrument we have at our disposal. We use established coaching techniques which inspire and motivate our clients to:

- widen their mental horizons,
- think strategically and
- improve their creative, influencing and emotional intelligence skills.



Executive Coaching

Coaching Outcomes

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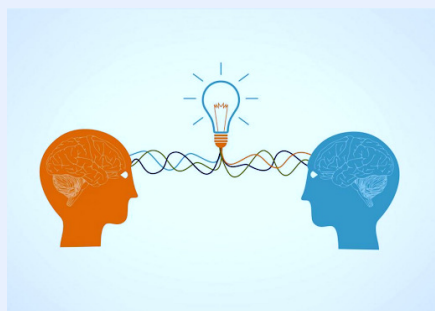
Leadership Coaching

We have coached board members, CEOs, Presidents, VPs and other senior leaders in leading organisations. In several instances after our coaching, they have been elevated to the board, nominated to the management council or promoted.

Group Coaching

We do Group Coaching for top management teams of mid sized companies to help them unlock their leadership potential and strategize to enhance organizational performance and growth.

Team Coaching is used to improve team dynamics and cohesiveness for better productivity and attainment of team goals. Team coaching is also effective for multidisciplinary teams to improve collaboration and getting aligned to achieve organizational objectives.



Team Performance

Team Coaching and Training



Every successful organization owes its success to high performing teams. With team coaching, training or coaching cum training blended training programs we assist clients in enhancing team performance and facilitate individual learning to help professionals grow and succeed.

We design our programs to provide participants with an enriching learning experience that is participative and experiential, with deep practical insights from our facilitators.

Our facilitators have rich industry experience across industry sectors with a passion for training and mentoring leaders.

We have delivered several hundred programs benefitting thousands of professionals.

Training Programs

Leadership Skills

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A sample list of Leadership Development programs offered by us.

High Performance Leadership

Essential Skills for 21st Century Leaders

Design Thinking Skills

Growth Mindset

For Senior and
Mid-Level Leaders

Art of Influencing

Negotiation Excellence

Conflict Management

For Mid-Level and
Junior Leaders

Leadership Skills for First Time Managers

For Junior Leaders



Organizational Performance

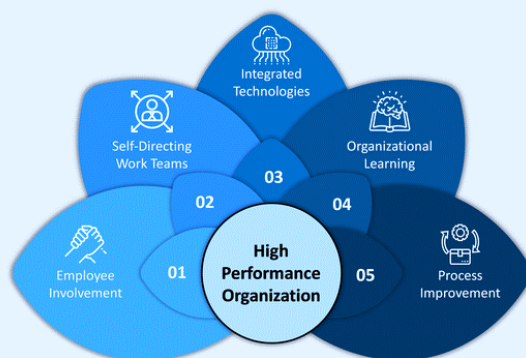
Operational Excellence Coaching



Creating value for our clients is at the core of our business philosophy. Using our proven organisational performance improvement frameworks we support companies in achieving sustainable growth and profitability.

We closely work with client teams and stay engaged with them from project initiation to final implementation. Our Coaches and Consultants act as catalysts and facilitators in coaching the teams to design, plan, resource and execute the change management programs with best results.

Our consultants have deep industry experience in multiple industry sectors and cross cultural environments. We have successfully managed and implemented several change management and transformation programs leading to significant performance improvements.



Who We Are

**Leaders with Deep
Corporate Experience**

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Senior Professionals

- Combined experience of 150+ years
- Proven capabilities as CEOs and CXOs with leading global corporations

Who We Are

**We Help Leaders
Grow and Succeed**

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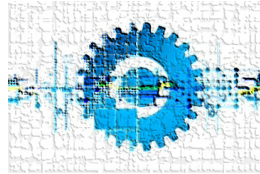
As successful Corporate Leaders we have:

- Transformed businesses for sustainable & profitable growth
- Built, nurtured and coached high performance teams
- Initiated and managed many organisational improvement programs

Who We Are

**Coaches with a mission
to Evoke the Best in
People**

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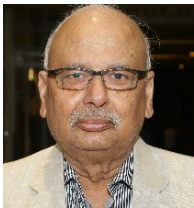


Executive Coaches and Leadership Consultants for:

Leadership Capability Building & Training

Organisational Performance Improvement

Partner Profiles



Ramesh Agarwal

Has over 40 years' industry experience and as a CEO for 20 years. As MD of Carborundum Universal he turned the company into a profitable, high growth organization. He successfully led the transition from family leadership to professional leadership, with breakthrough changes in attitude, work discipline and teamwork. Ramesh mentors business organizations to help them achieve sustainable and profitable growth.
BE.



Amit Dasgupta

Over 35 years' experience in Management Consulting and IT Services in the areas of strategy implementation, business excellence, leadership development, coaching and change management. He held senior leadership positions at IBM and other companies and successfully led large engagements and transformation programs for several Fortune 100 clients worldwide. He is a Professional Certified Coach (PCC) from International Coaching Federation (ICF).
BE, MS

Partner Profiles



Bikramjit Maitra

Over 35 years' experience in IT consulting & general management, with a fine blend of business and HR expertise. In his last role at Infosys he was Head of HR. Bikram is qualified and accredited as Professional Certified Coach (PCC) by International Coach Federation (ICF). He is certified to administer the MBTI and FIRO-B instruments and has vast experience in Assessment Centers, Behavioural Event Interviewing and Appreciative Inquiry. BSc, BTech.



Dr. Vas Srinivasan

Over 30 years of experience in technology and manufacturing industries in the areas of design, production, supply chain, process improvement, product management services - covering new product development and innovation incubation. Vas is also a certified Executive Coach and coaches CEOs/Senior Executives. BTech, ME, MBA, PhD.

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BHARAT ELECTRONICS


Dr.Reddy's



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 **Mphasis**
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