



IMPACT OF NOT HAVING CRUCIAL CONVERSATIONS

Manager as a Performance COACH



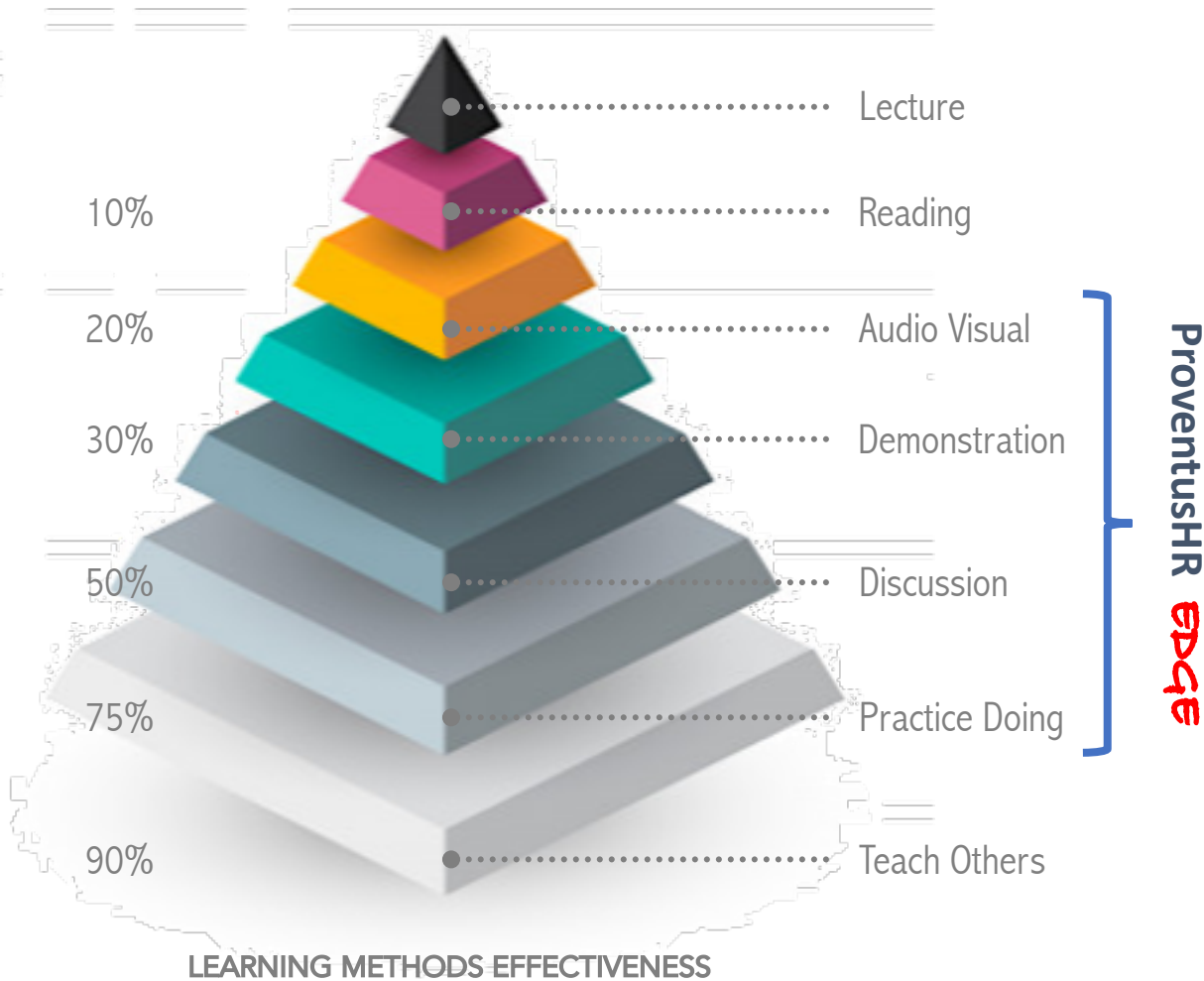
\$ 7,500

is average cost of failed conversation

*VitalSmarts online survey



Our Methodology



We believe that people learn best through experiences, exploring, creating, connecting and interacting with the world and each other, not through sitting and looking at slides!

*We specialise in facilitating experiences, where executive participants can learn and apply their learnings in a **risk-free learning environment, simulating real life.***

Towards this experience creation, we leverage Computed Simulations, REEL\Life (Movie based learning format), Rapid Prototyping, Socialisation, Gamification etc in our workshops.



Its not you, It's me.

The leader owns performance woes of the team

87% delayed communication

3 out of 4 false assumptions

94% misdiagnosis

95% pervasive problem

Crucial Conversations impact team performance **100%**

*VitalSmarts online survey





Leading myself

LEAD
mySelf



Masks I wear
(Pretenses)

Living upto
Expectations

What
Motivates me?

Conflict
Orientation

The **KEY** is in
Being a
Self-Aware Leader

Managing
Stress Bombs

Taking
Accountability

Being Present
& Mindful

Self-Aware Leaders

- 65% Better **Decision** Makers
- 74% More **Confident** with **Conflict**
- 72% **Inspire** Better Team **Trust**
- 88% **Capitalize** on Team **Strengths**



What is necessary to change a person is to change his/her awareness of self.



myTeam Needs

LEAD
myTeam



CONVERSATIONS

SWOT
Aspirations/Fears

Clarity of
Objectives

Skill/Will

My
Performance

Ongoing
Feedback

Career
Talk

I AM
ANXIOUS





LEAD
myTeam

I Lead myTeam



Continuing
Conversations

Performance
Inputs

I AM
ANXIOUS
TOO

Directive
Supportive



Transparent
Evaluation

Feedback – Say it
when you see it

Developmental
Coaching

Career
Alignment

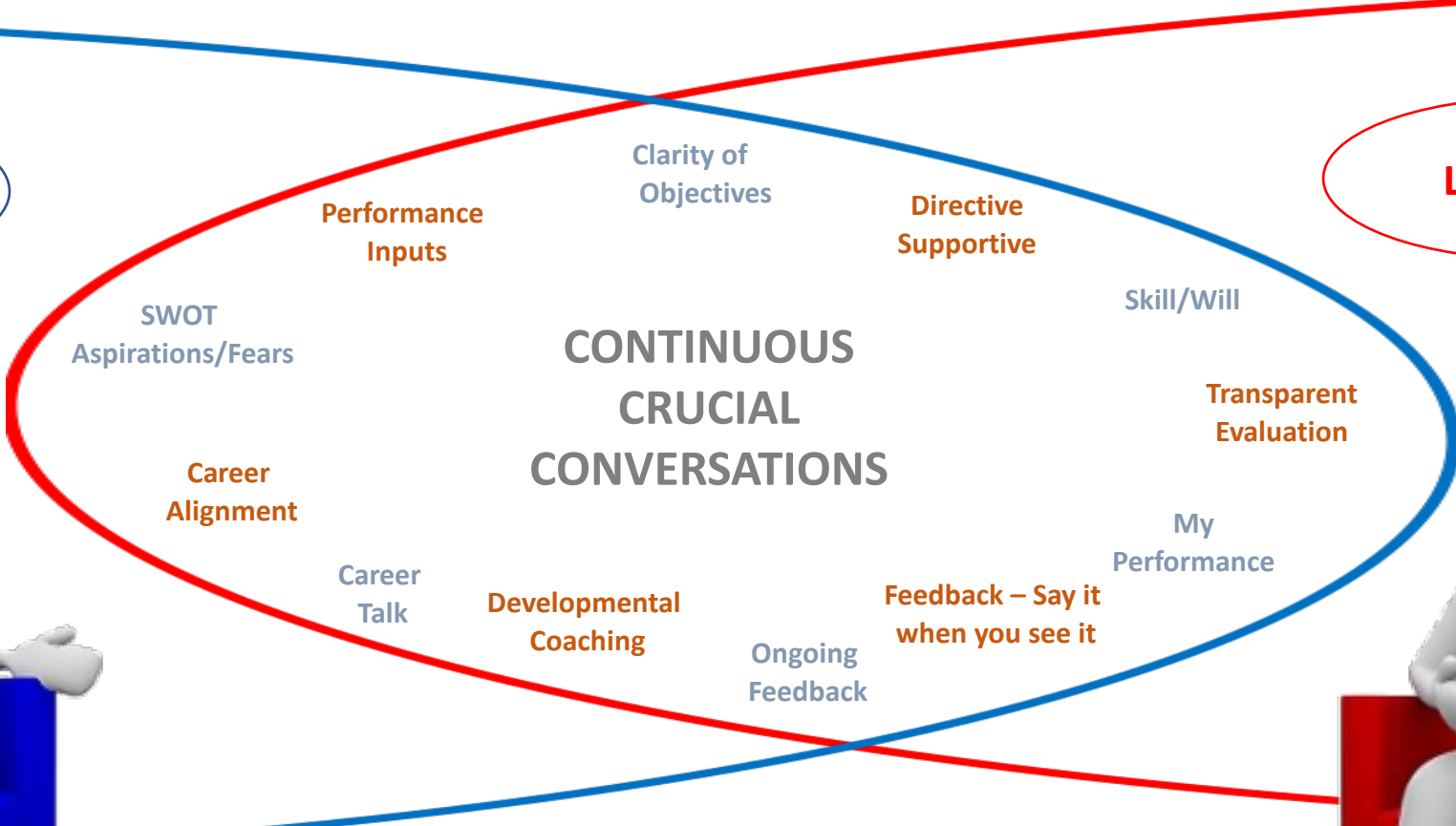
CONVERSATIONS



Where the two meet CONVERSATIONS

Tell me how?

Let's talk!



LEAD TO TRUST

ENGAGEMENT
15 – 20% Improvement in engagement

RELATIONSHIPS
increased trust levels by 15%.

PRODUCTIVITY
10 to 15% improvement in quality, time, and cost.

*VitalSmarts online survey



INSPIRING *emPowerment*

INSPIRE
myemPowerment



TRUST

Trust Equation @WORK

RELATIONSHIPS

Relationship Effectiveness Quotient

Three **PILLARS** of **emPowerment**

*'I can **THINK** what I **BELIEVE**
I can **SAY** what I **THINK**
I can **DO** what I **SAY**'*



Human **relationships** & **trust** are the foundation of all **organized effort**



LEAP – Enabling & Sustaining Leadership Coaching Conversations

Pre-Assessment

- 1 **Psychometric Leadership Assessment**
- 2 **TKI Conflict Mode** – Self Assessment (Conflict Avoidance to Management)

I LEAD mySelf

Conversations with Self

Masks I wear
 Ideal **Self-Image**
 Ownership & Accountability The Deadly
 Drama Triangle
 Taking Charge – Attitude Shift – The
 Empowerment Dynamic

Speed Coaching

Drafting a Powerful Purpose Charter

Speed Coaching

Action Learning - DDT 2 TED*

Apply in REEL | Life

I LEAD myTeam

Leadership Conversations

Key levers of Performance Management
 Team Member – Individuality (SWOT-**AF**)
 Team Member – Performance Level
 (SKILL/WILL)
Feedback – The Anatomy of a Feedback
 Delegate with Confidence
Contextual Leadership

Speed Coaching

Leadership Transaction

Apply in SIMULATION

I GROW myTeam

Coaching Conversations

Feedforward – Encouraging Developmental
 Suggestions
 Make it complete – (**SBI**)
 Let's Do the Tango – (**STATE**)
GROW Model of Performance Coaching

Speed Coaching

Crucial Conversations

I INSPIRE emPowerment

Trust-emPower Conversations

Inspiring the team – Create followers, not
 subordinates
Trust Equation
 Relationship Styles & Interactions (**RSI**)
 Leveraging Relationship Effectiveness
 Quotient (**REQ**)
Empowering Teams – **THINK-SAY-DO**

Speed Coaching

Breakthrough Relationships

Apply in REEL | Life

Manager Review

Handover IDP to Manager

Each module ends with a **R-I-S-E** Plan (Reduce-Increase-Stop-Excel) and followed by **Speed Coaching** to enable and track behavior change



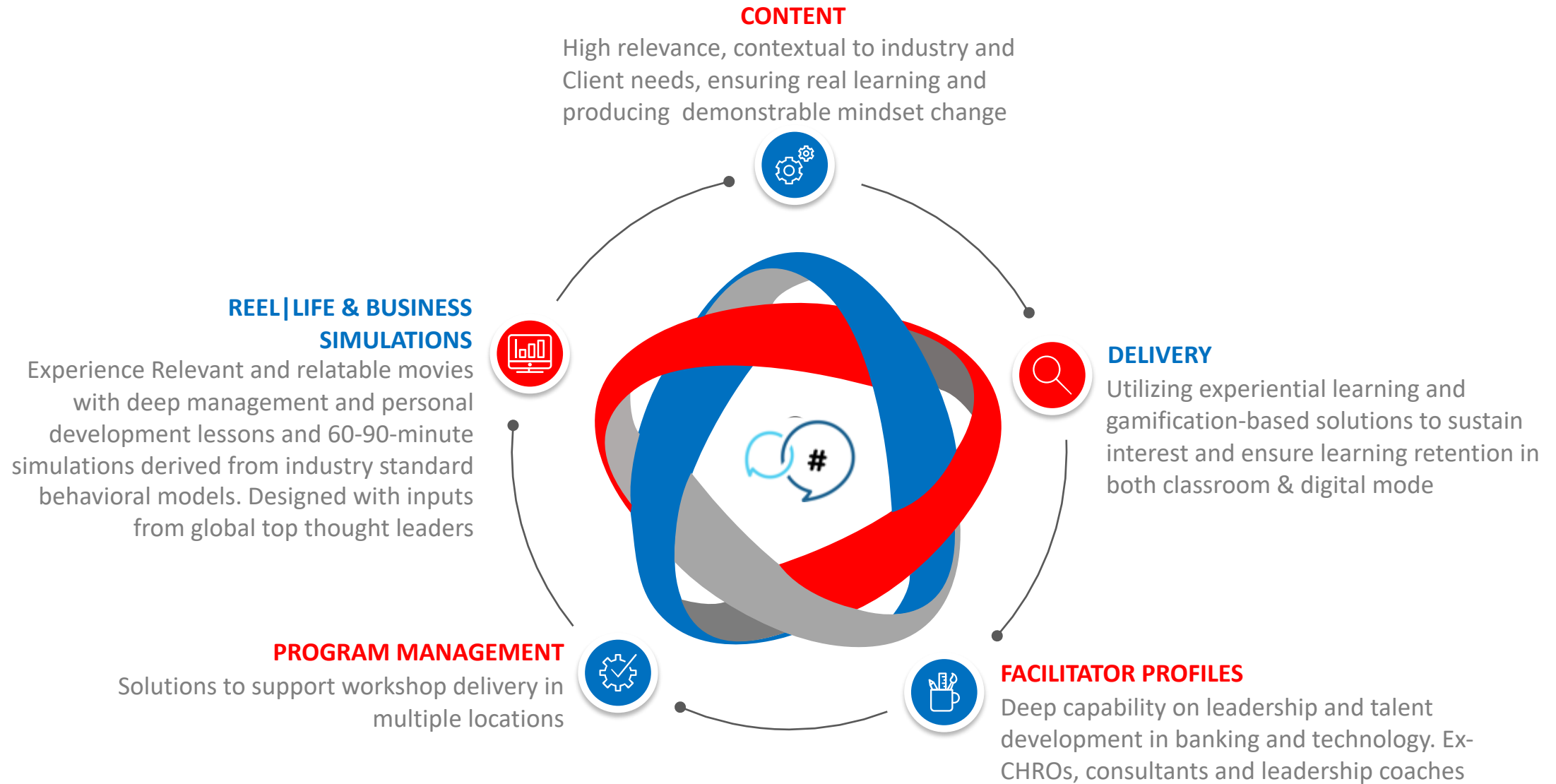
Our Credentials



Our business	Talent transformation by enabling a world class experience for top talent in high performance cultures.
Year est.	2016
Team strength	5 Consultants, certified facilitators across India
Office locations	Headquarters: Mumbai Offices: Mumbai * Delhi-NCR * Hyderabad * Chennai
Customers	Large corporate houses and Government Institutions including Credit Suisse, Phillips Lightings (Signify), Accor-IGH, Tata Consulting Engineers, Shuttl, EDS, Mahindra & Mahindra, GSK Pharma, Brady Corp, AllCargo Logistics, Procter & Gamble, BNP Paribas, Kotak Life Insurance, Indian Army, Indian Navy, Hindustan Unilever (HUL), TechnipFMC, KPMG, Global Analytics, MSCI, Hyundai, Renault-Nissan, Daimler-Benz, FedEx, Saint Gobain, The Energy Research Institute of India (TERI), CIPLA, Vishnu Group of Institutions, National Academy of Direct Taxes, Tata Consultancy Services, Time Inc. and more...
Offerings	Transformative talent solutions for: <ul style="list-style-type: none">• Assessments• Development• Engagement• Employee LifeCycle Management
Delivery Principles	Our Delivery philosophy is designed to leverage Immersive Contextual Approach to facilitate Reflection, Deliberation and Self Directed Discovery to help participants relate Learning to their Work Context.
Methodology	Experiential Learning using Andragogy, Gamification, Simulations (online), Curated Prototyping, Movie Review based immersive reflection



Why ProventusHR is the Right Learning Partner for you





ProventusHR Client List

Sectoral Presence

AUTOMOTIVE	CONSULTING	FMCG	GOVERNMENT	INFOTECH	OIL & GAS	BFSI
EDUCATION	GLOBAL SCM	HEALTH/PHARMA	ITES/KPO	MANUFACTURING	QSR / FOOD	TRAVEL

Automotive

Daimler
Hyundai
Mahindra & Mahindra
Renault
Tata Motors

Consulting

Ernst & Young
KPMG
Netrika
Tata Consulting Engineers

FMCG & Consumer Products

Crompton Ltd.
Godrej Consumer Products
Procter & Gamble
Philips
Unilever

Government of India

Indian Navy
Indian Army
National Academy of Direct Taxes (IRS Officer Trainees)

Information Technology

Infosys
LanXess
Mindtree
Tata Consultancy Services

Not for Profit

The Energy & Resources Institute

Oil and Gas

Bharat Petroleum
Indian Oil Terminals Limited
TechnipFMC

Banking and Financial Services

Bank of Baroda
Bajaj Allianz
Barclays
BNP Paribas
Credit Suisse
Kotak Life Insurance
Liberty Videocon
MSCI

Education

Vishnu Group
VIBGYOR Schools

Global Supply Chain

All-Cargo
FedEx

Health and Pharmaceuticals

CIPLA
GlaxoSmithKline

ITES and Knowledge Services

Brady Corp
Here Technologies
Intelenet
Time Inc.

Manufacturing

International Papers
KEC Ltd
Saint-Gobain
Siemens

Quick Service Restaurants

Dominos
Dunkin Donuts

Travel and Hospitality

Indigo Hotels
Vistara