

Introducing...



Empower. Evolve. Excel. Elevate. *Experience Learning*



TALENT ADVISORY - *Transformative Talent Solutions*





OUR CREDENTIALS

Verborum non Egestas, Fido Actus!

NO NEED OF WORDS, TRUST ACTIONS!

YEAR
INCORPORATE
2016

PASSION'PRE
NEURS

100+
HAPPY
CLIENTS

GLOBAL
DELIVERY
CAPABILITY

DIVERSE
INDUSTRY
EXPERIENCE

ARDENT
EXPOONENTS OF
BeSpoke &
#ExperienceLearning
METHODOLOGY

$$\begin{array}{c}
 \text{Trust} \\
 T = \frac{\text{Credibility} \quad \text{Reliability} \quad \text{Intimacy}}{\text{Self-Orientation}} \\
 \begin{array}{cccc}
 C & + & R & + & I \\
 \hline
 S
 \end{array}
 \end{array}$$





INDUSTRY RECOGNITION



Brandon Hall Excellence Awards highlight the ability to design and implement learning and leadership interventions that make a measurable impact on business outcomes.

Winning these awards for the third consecutive year highlights ProventusHR's continued dedication to creating impactful, business-driven leadership programs.





रामा क्रिष्णा

Consultant | Coach | Facilitator | Behavioural Agronomist



Alumni of National Defence Academy



Master in HR Management from IMS, Indore



Over 25 yrs of experience with TCS, JP Morgan Chase, Jet Airways, Essar, NRB



Passionate about Experiential Learning, #ExperienceLearning



Leading exponent of REEL|LIFE, Movie review based experiential learning methodology



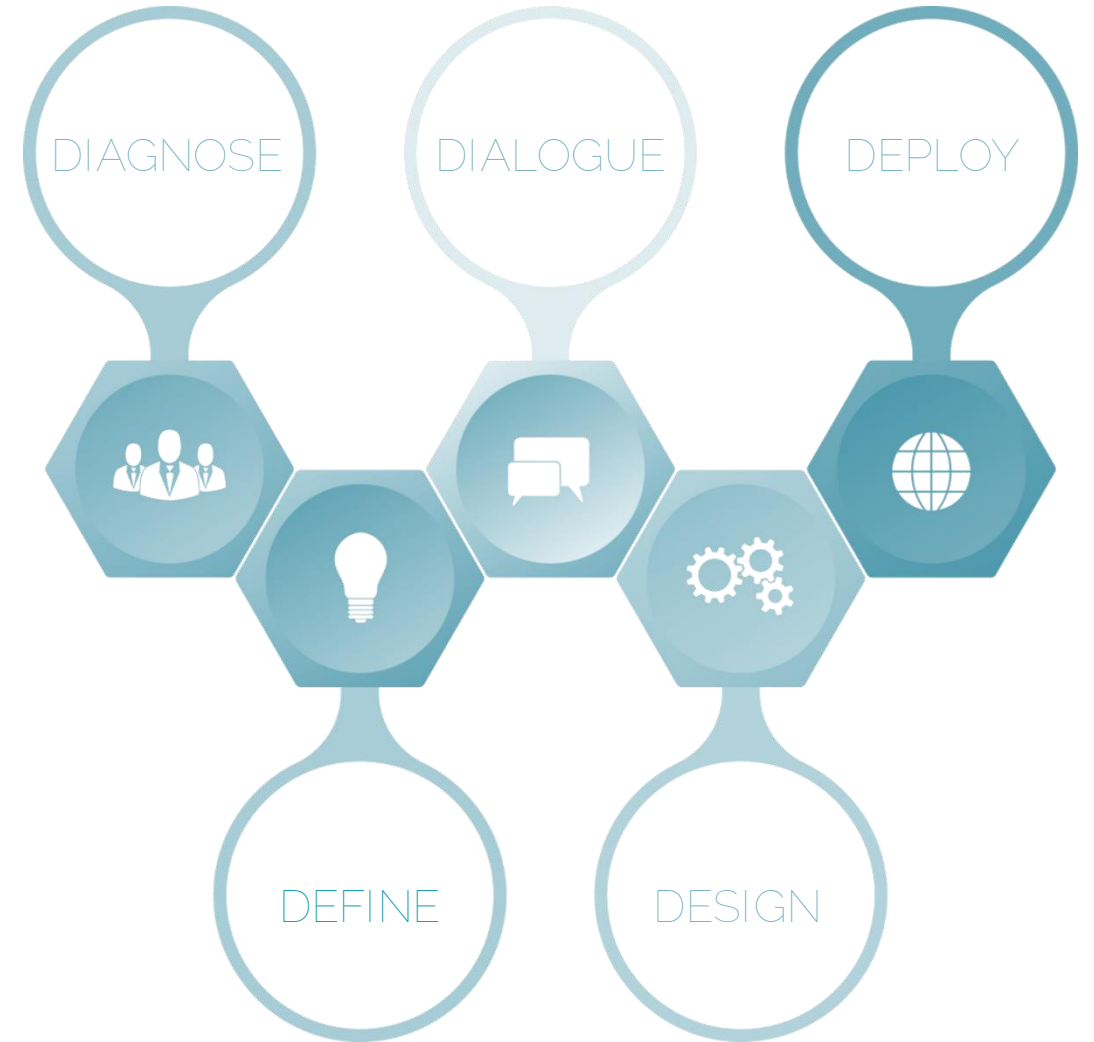
Certified Master Coach (MCC) | Marshall Goldsmith SCC | ICF



OUR BESPOKE APPROACH

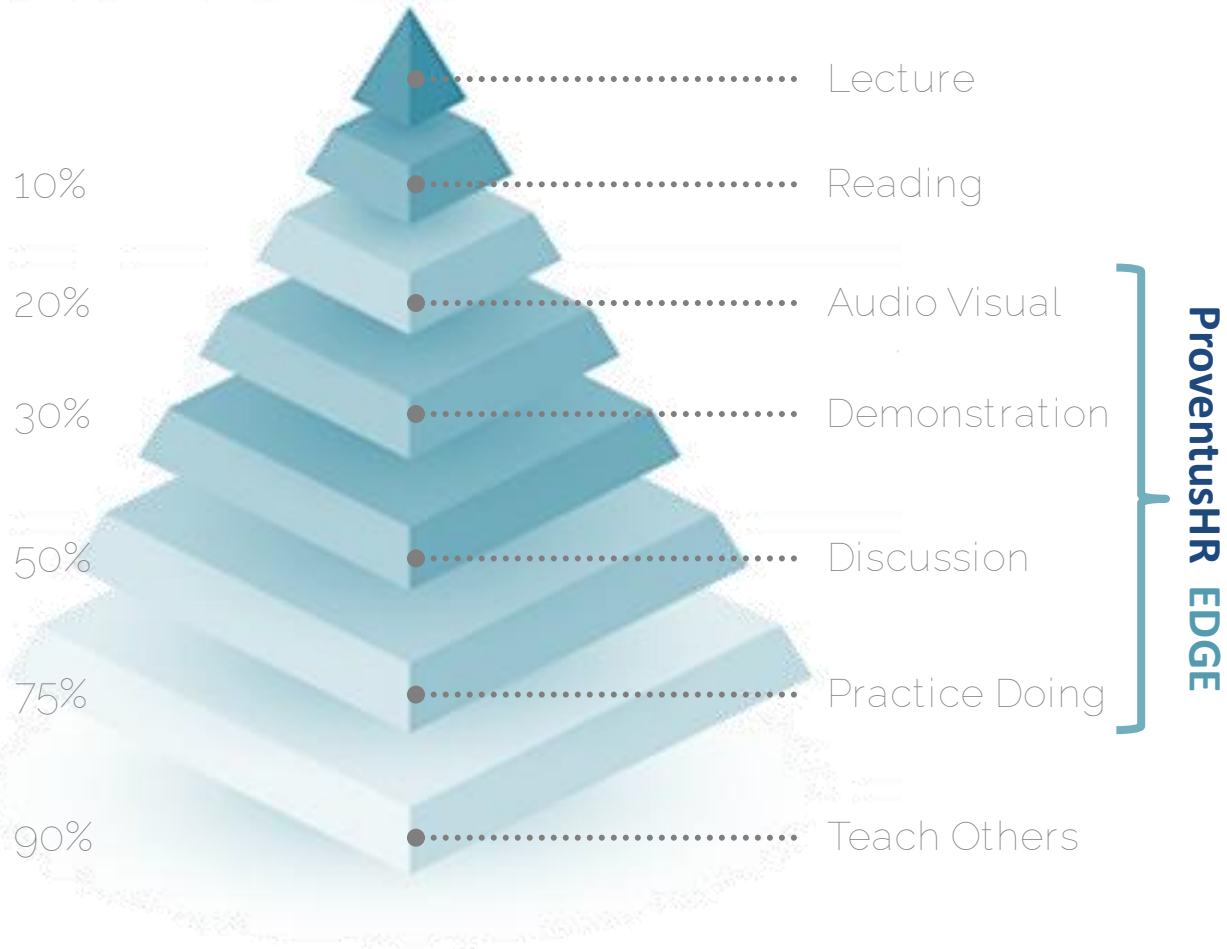
“The real voyage of discovery consists not in seeking new landscapes, but in having new eyes.”

~ Marcel Proust





WE BELIEVE



LEARNING METHODS EFFECTIVENESS

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 Computer Simulations, REEL|Life (Movie based learning format), Rapid Prototyping, Socialisation, Gamification etc in our workshops.



LEAP
LEADERSHIP
MASTERY JOURNEY

Quest
THE LEADERSHIP PARADIGM

Inspire2
Aspire

Women
empower
Women

Belonging
DEI | YOUR EMPLOYEES CAN SEE AND FEEL

TRUE NORTH
A LEADERSHIP TEAM INTERVENTION

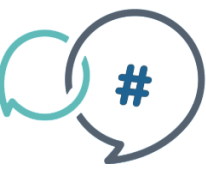
The Trusted Advisor
LEADING CUSTOMER SUCCESS



Our Flagship Interventions



#ExperienceLearning



Leadership Excellence through Awareness and Practice

LEAP

LEADERSHIP
MASTERY JOURNEY



REAI India



BLUE STAR



TATA
TATA CONSULTING ENGINEERS LIMITED

poweredBy

PROVENTUSHR

Empower. Evolve. Excel. Elevate. Experience Learning

A Bespoke Learning Advisory



LEAP - Leadership Excellence Through Awareness & Pride

Different Strokes for Different Folks

01

EMERGING

Individual contributor to LEADER.

Hi-potential development first time leaders.

Clarifying roles & building capabilities to lead team transactions.

leap

02

DEVELOPING

Mid-level leader.

Manager of managers.

Hi-potential succession planning.

Managing priorities & creating alignment for strategic execution.

leap +

03

STRATEGIC

Functional & business leaders.

P&L leaders.

Key roles succession planning.

Driving & sustaining business-people results.

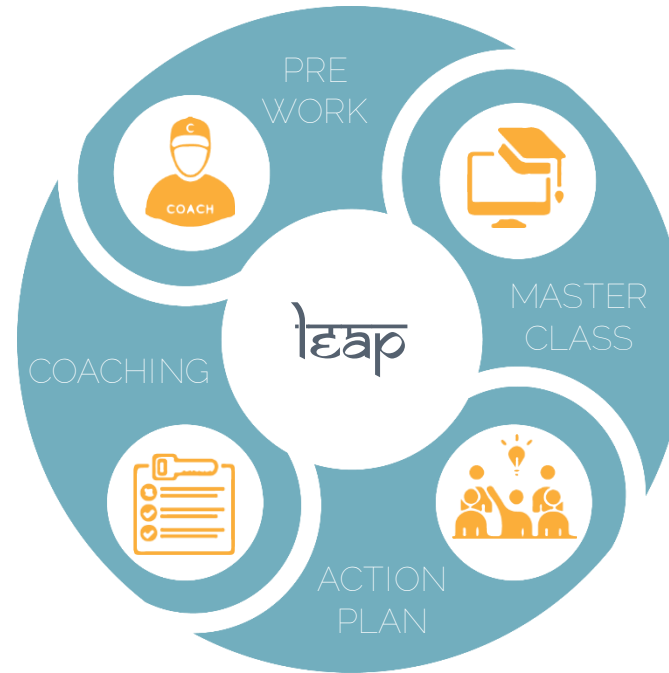
leap ++



LEAP - *Designed For Success*

We know that human behaviour shaped over decades of experiences, cannot be changed with a stand-alone training intervention. We offer Bespoke & Integrated Leadership Intervention, a 360° mindshare approach spread over 6-9 months.

360° MODULAR
MULTI-MODAL
MULTI-SENSORY
MINDSHARE



LEAP - a journey leveraging our signature immersive-reflective methodologies to enhance learning and leadership capability development.

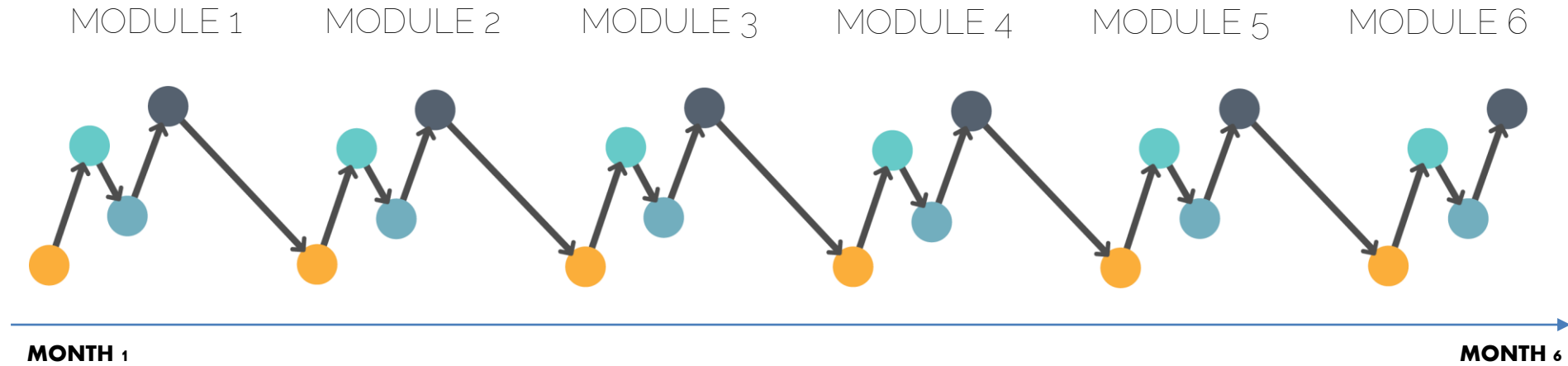






LEAP – Recommended Journey Flow (In Person Workshops)





LEAP - Journey Flow Diagram



	Pre-Work	15-20 min	Articles/TedTalk/Videos/Self-Inventories
	Masterclass	8 Hours	In-Person #ExperienceLearning + Action Plan
	Brown Bag Activity	1 hour	Group Reflections in an Open Format
	Lead Coaching	30 min	'1-on-1 or small-group' Leadership Coaching, focussed on application

#Experience Learning

Over 48% of Women executives drop-out of active careers between Junior & Middle levels.

Very few come back.

Inspire2
Aspire

C A R E E R M A S T E R Y

Exploring The Dynamics Of Gender And Leadership



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people » business » results



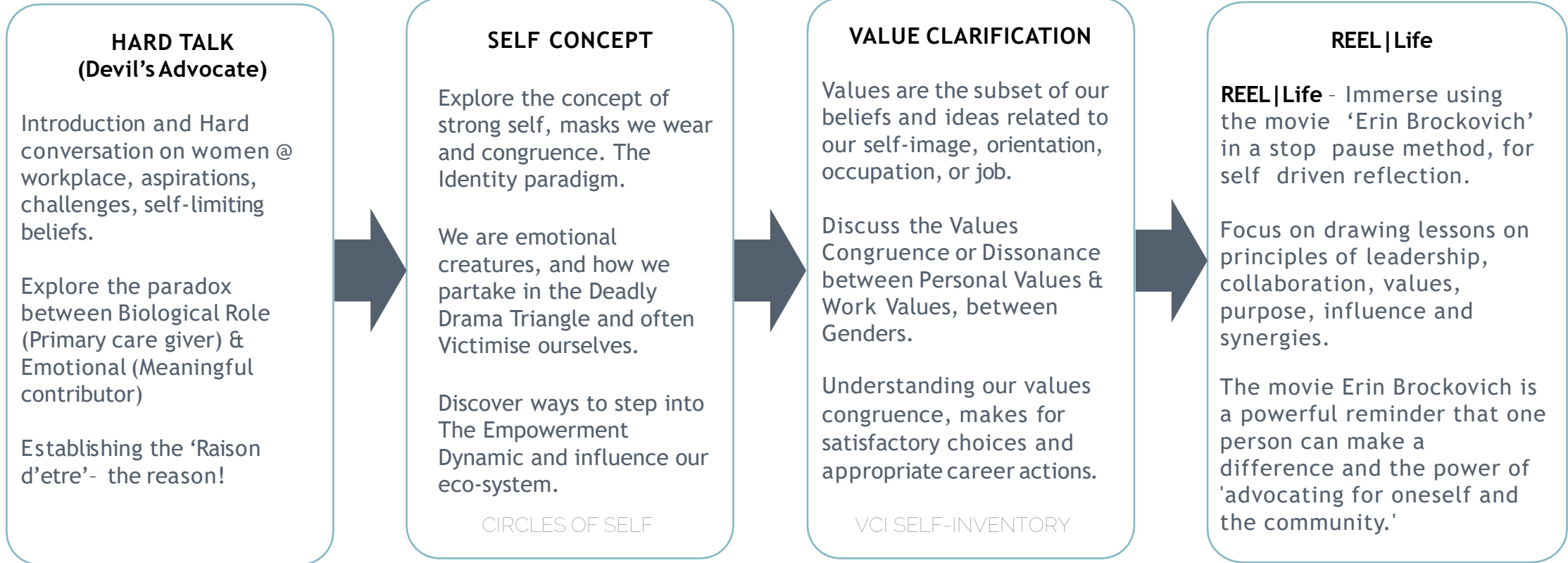
Women Score Higher Than Men on
Key Leadership Capabilities.

~ Harvard Research, Dec 2020

**WE MUST RAISE BOTH
THE CEILING & THE FLOOR**



Inspire2 Aspire – Approach



Women Score Higher Than Men on Key Leadership Capabilities.

~ Harvard Research, Dec 2020

A Woman needs to be herself, and not have to be more than a man to succeed.

Women
empower

GENDER INTELLIGENCE MASTERY JOURNEY

#ExperienceLearning

Exploring The Dynamics Of Gender And Leadership

**WE MUST RAISE BOTH
THE CEILING & THE FLOOR**

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by

PROVENTUSHR
people » business » results





- How to see more women growing internally in Middle and Senior Leadership roles?
- Is there an aspirational deficit in Women? Or a fear surfeit for leadership challenges?
- Why can a Woman not take pride in being a Woman leader? Rather than to have to be more than a man.
- Do women have a Victim mindset? And how to overcome that?
- Do men really not appreciate Women Leadership?
- What can organisations do to look beyond the conventional and Re-Imagine & Re-Design the Return to Work Initiative?

Improving Gender Diversity at work is an urgent business priority and is no longer optional. Nurturing Diversity is critical to unlocking the collective creativity and best thinking in teams.



Women empoWer creates a leadership culture of authenticity, integrity, diversity, and inclusiveness. This intensive journey facilitates an innovative learning environment using a tailored approach to address executives' current challenges and breakdowns directly. The process fosters a sustainable leadership culture and mindset conducive to ongoing breakthroughs.

*A Woman needs to be herself, and not try to be more than a man
to succeed in 'the Man's world'*

Women are powerful agents of change, and the far-reaching benefits of diversity and gender parity in leadership and decision-making are increasingly recognized in all spheres.



*Women
empower*



*the elephant
in the room*

Belonging

DEI | YOUR EMPLOYEES CAN SEE AND FEEL

There is an Elephant in the room – **Breaking Bias** Workshop

MODULE 1

WHAT IS BIAS?

DISCUSSION

Etymology of Bias
Good Bias Bad Bias
How do biases form
Patterns/Beliefs/Values

BIAS CALLOUT

ACTIVITY

How world sees me
Biases I face
Caste/Creed/Sex/Religion/Preferences/Education/Region etc

BIAS @ WORK

DISCUSSION

How Biases manifest
InGroups/OutGroups
Micro Aggression
Micro Validation
What is the objective of D&I?

TYPES OF COGNITIVE BIASES

ACTIVITY

10 Cognitive Biases
Understand how Biases persist
How to tackle each cognitive bias

WAY FORWARD

DISCUSSION

Breaking Bias
'Leave no answer unquestioned'
Inclusion Techniques
Counter Intuition

ACTION PLAN

MODULE 2

Bringing to you, the most powerful stories from some of the best storytellers in the world.

REEL | LIFE 

So, What's Your Story...

Adults learn more if they have Audio-Visual contextualization, demonstration and an opportunity for deep immersion and reflective discussion.

- Tufts University

Let's Talk!



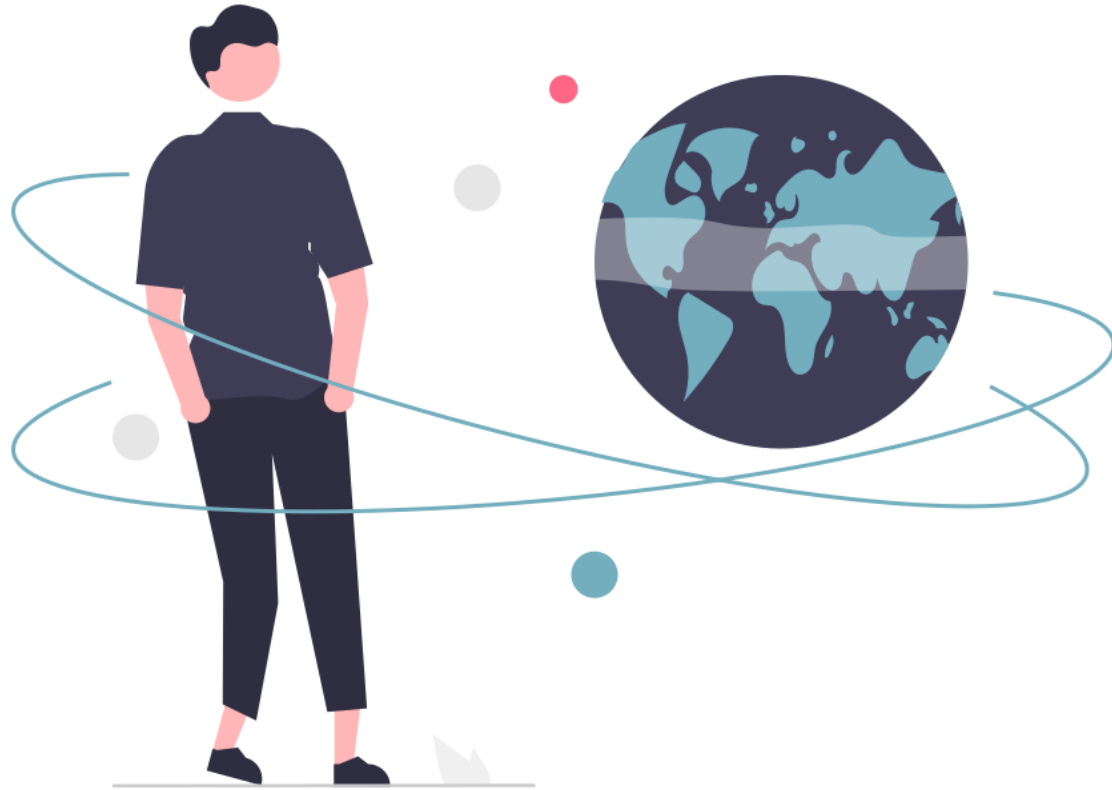
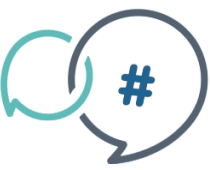


SPECIAL OPERATIONS : INDIA SURGICAL STRIKES

LESSONS FROM INDIAN ARMY IN EXECUTION EXCELLENCE



#ExperienceLearning



THINK | ACT | DEVELOP

Quest

THE LEADERSHIP PARADIGM



A Bespoke Learning Advisory

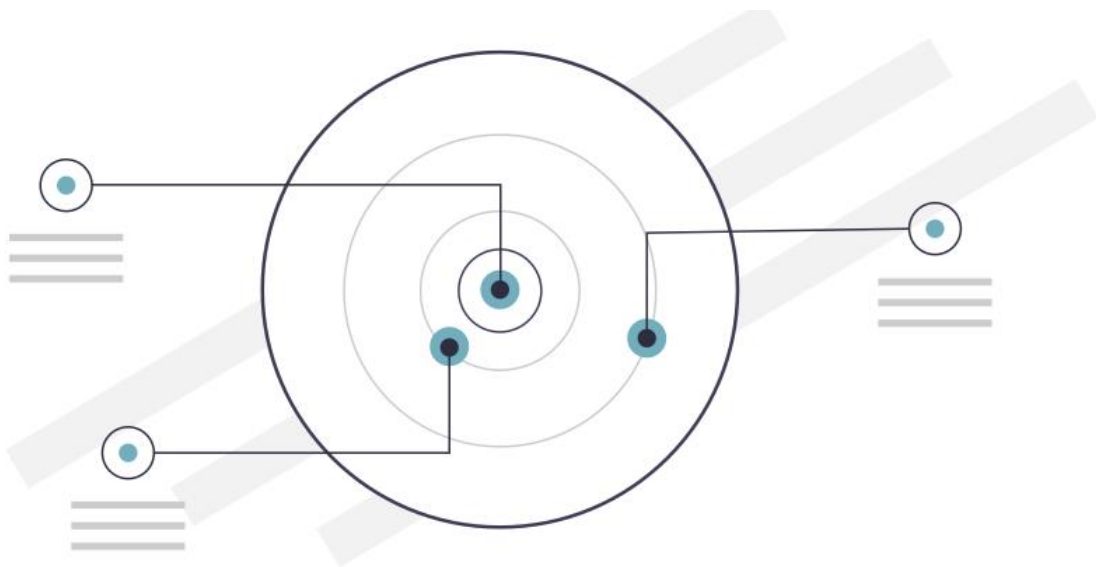




“Responsibility equals accountability, equals ownership. And a sense of ownership is the most powerful asset an Individual, a Team or an Organisation can have.”

QUEST is a deep reflective intervention with the dual objectives of facilitating the exchange of ideas and helping in understanding immediate leadership imperatives, while also encouraging bonding and a shared sense of purposefulness among and within teams.

QUEST initiates for Leaders an opportunity, to reflect on their own state, the expectations, to build a coherent statement of current realities and to channel potent restlessness and potential within the relationship, into a convergent blueprint of responsiveness and new levels of maturity & ownership. It looks at redefining desirable role behaviors, and hence conveys responsibility for movement at the collective as well as individual levels.



QUEST helps the organization build a culture of collaboration, creativity, ownership and networks of excellence in an evolving & complex human dynamic environment.

WHO | WHY | WHAT | HOW *of* **Leadership**



ROADMAP to Capability Culture

QUI - WHO explores the Self and one's own identity in the context of TL Capability. A stronger self is the basis for a more confident & effective leadership.



QUARE - WHY looks at the rationale of organizational effort toward efficiencies, continuous improvement, innovation to add value.



QUID - WHAT expands on situational leadership and the challenges of managing motivation and performance towards a common objective.



QUAM - HOW answers the leadership paradigm of modern times with spotlight on inclusion & empowerment of the teams.

QUI

QUARE

QUID

QUAM

WELLBEING | MINDFULNESS | POSITIVE ATTITUDE | MANAGING ADVERSITY | GROWTH MINDSET | PURPOSE | SELF LEADERSHIP | LISTENING & LEARNING ATTITUDE



QUESTION THE STATUS QUO | ENTRAPRENEURIAL | VISIONARY | THOUGHT LEADERSHIP | ASKING BIG & BOLD QUESTIONS | NEW POSSIBLE SOLUTIONS | EXPERIMENTAL



WHAT IF MINDSET | EXECUTIVE PRESENCE | PURPOSE LEAD | FUTURE FOCUS | LEAD BY EXAMPLE | DEVELOP TALENT | COLLABORATE TO DELIVER | SITUATIONAL LEADER | PROACTIVE & SOLUTION CENTRIC



VERSATILITY | STORYTELLER | LEAD BY EXAMPLE | INCLUSIVE AT ALL TIMES | BUILDING TRUST & RELATIONSHIPS | FIT INTO DIVERSE CULTURES | NEGOTIATE FOR SUCCESS | COLLABOTRATION | SEEK & SHARE KNOWLEDGE | VALUE PROPOSITION

{ In Latin **Qui** means **Who**, **Quare** means **Why**, **Quid** means **What** and **Quam** means **How** }



Experience Learning



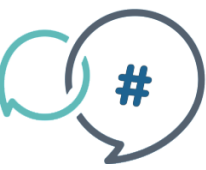
TRUE NORTH

A LEADERSHIP TEAM INTERVENTION

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#ExperienceLearning



TRUSTED
ADVISOR

The Trusted Advisor

LEADING CUSTOMER SUCCESS

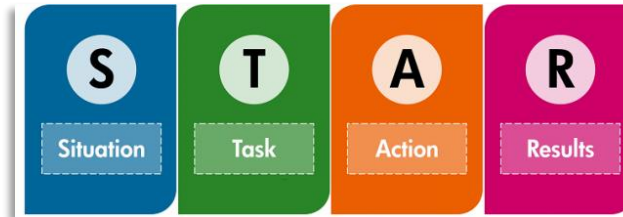


Greg: [about the polygraph machine] Now these aren't 100% accurate right?

Jack: Oh you'd be surprised how accurate they are.

Meet the Parents

REEL LIFE
So, What's Your Story...



Intellectual Dimension
Motivational Dimension
Interpersonal Dimension



The Insight to Assess and Identify People

- BEI -
"Behavioural Events Interviewing"



Experience Learning

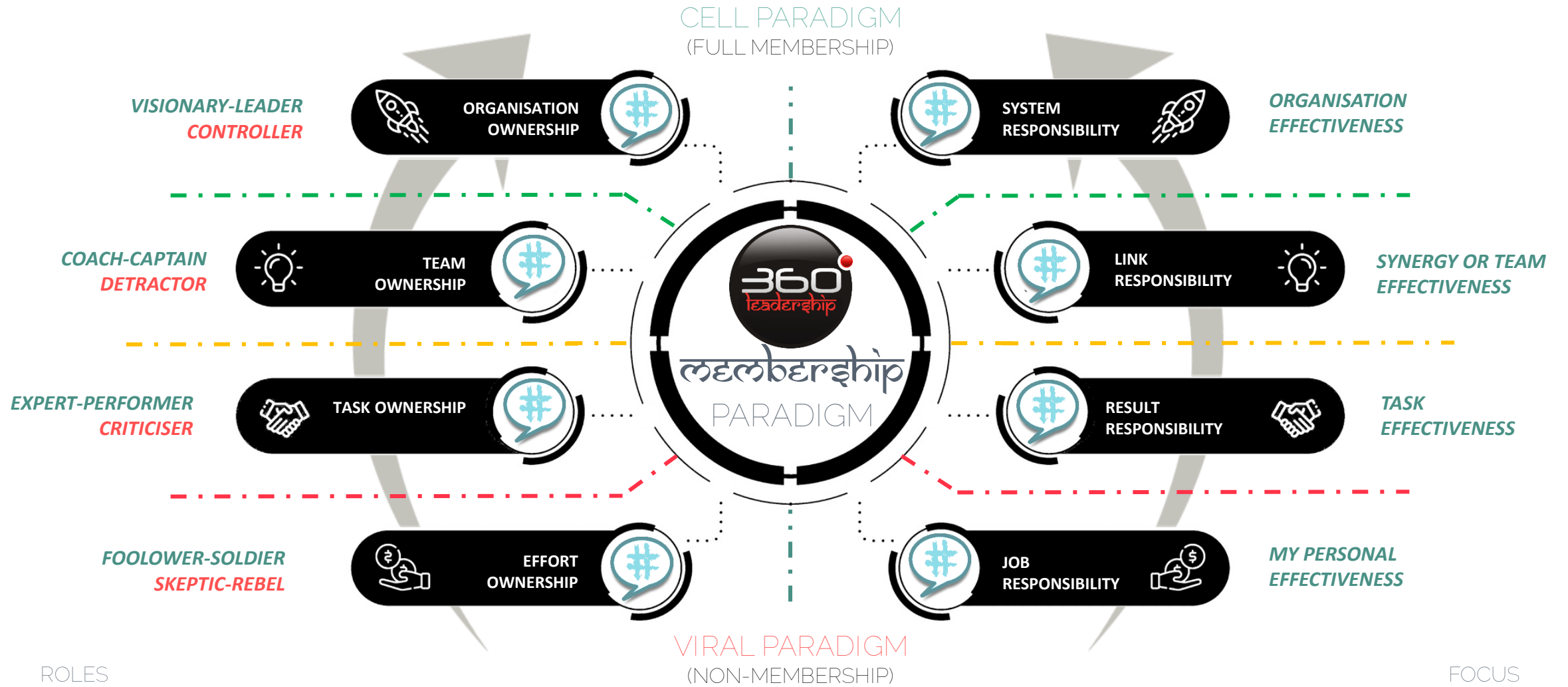


EF EXTREME OWNERSHIP

A Bespoke Learning Advisory

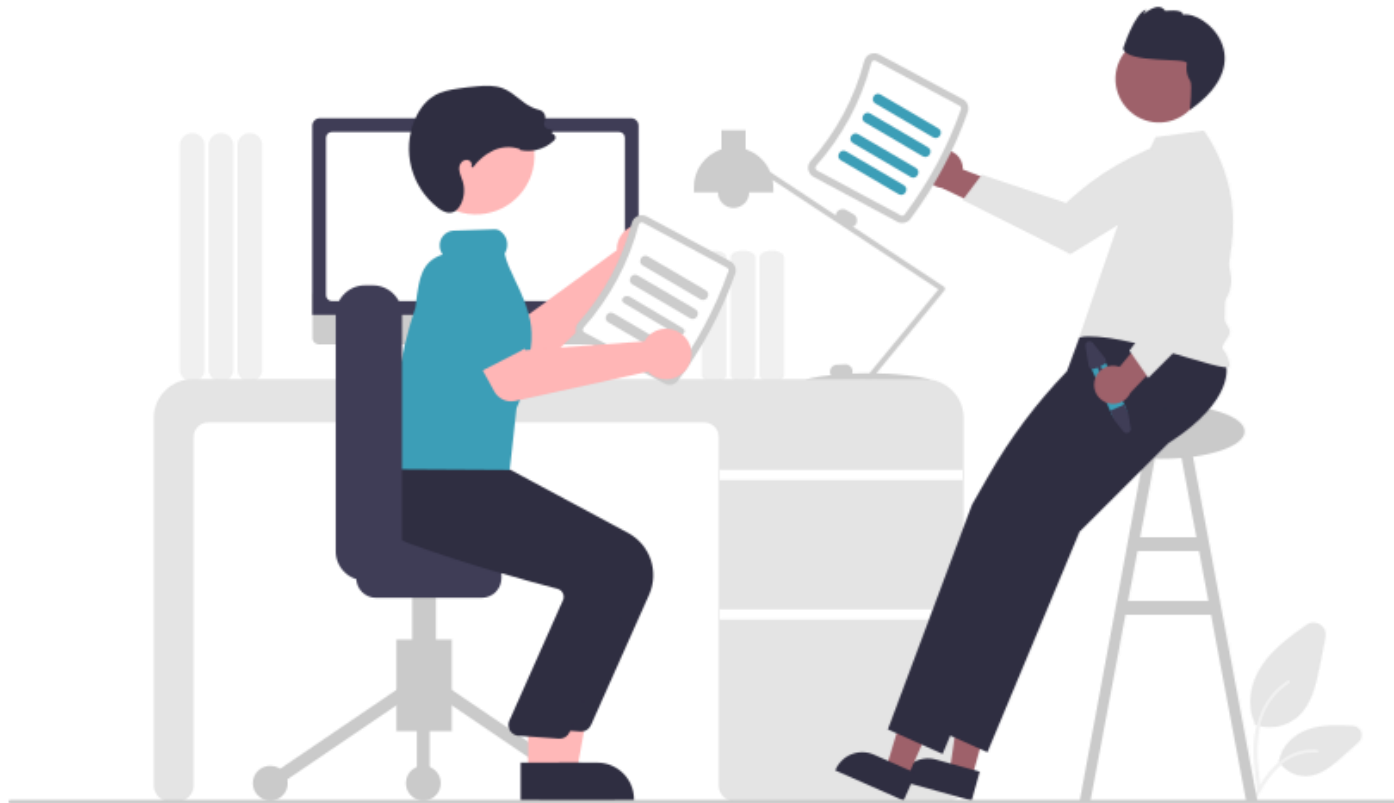


THE *ownership* PARADIGM





#ExperienceLearning



Let's Talk

The FEEDBACK Fix

A Bespoke Learning Advisory



The Leap Outcomes



EXCELLENCE IN LEADERSHIP DEVELOPMENT - *Brandon Hall Group Awards*

The Brandon Hall Group HCM Excellence Awards hold a distinguished reputation for recognizing excellence in the development and implementation of innovative programs, strategies, and tools that yield tangible and measurable results.

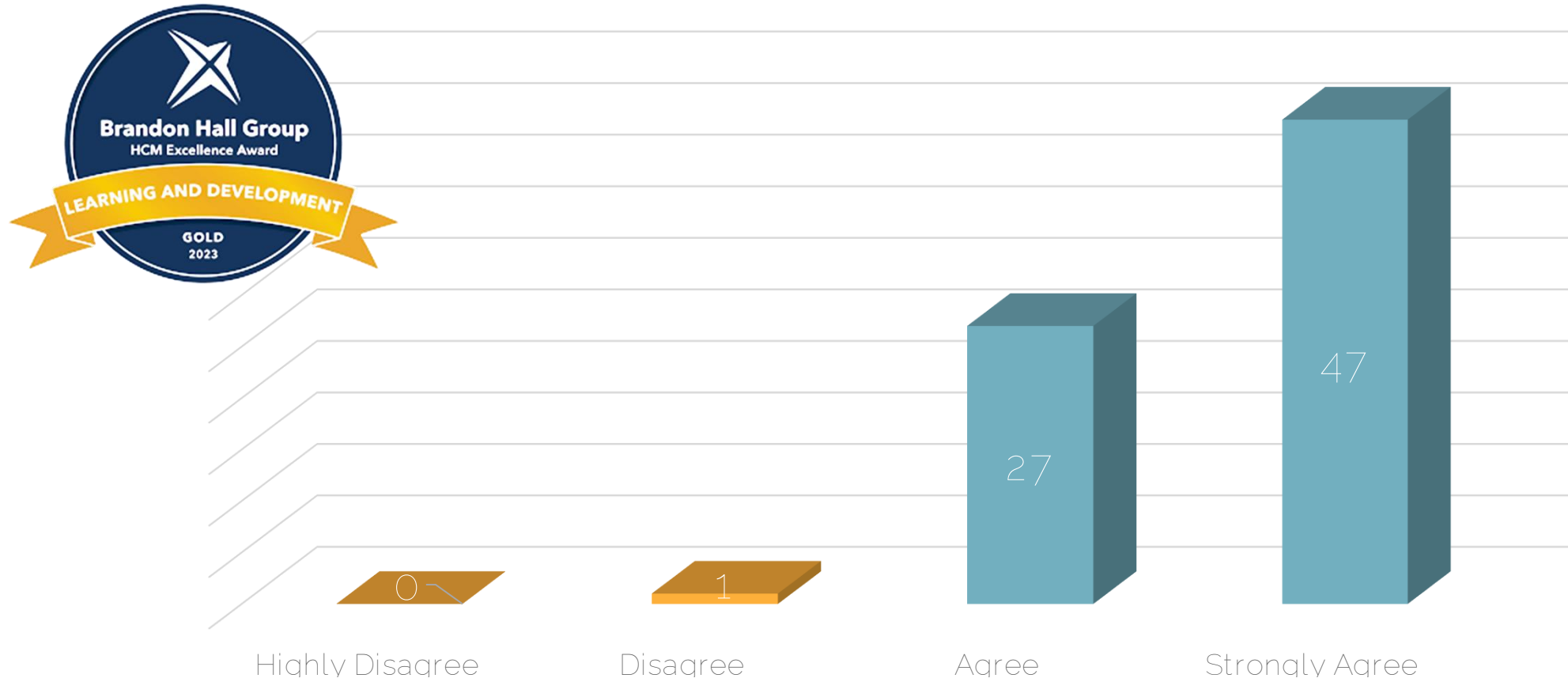
Only the top 20% of the global applicants are adjudged medal winners.

- 1 Client Trust - All our clients have found **LEAP** to be most effective leadership development intervention and have entrusted us with repeat batches of **LEAP** Leaders
- 2 LEAP Leaders' Managers - Successive 360° feedback has demonstrated how the participant ecosystem views & recognises significant changes in leadership behaviours, even after the journey
- 3 Competency Assessments - Multiple competency assessments across cohorts' show > 18.5% progression in specified leadership competencies for > 92% **LEAP** Leaders, between Pre & Post assessments
- 4 Learning Effectiveness Scores - Reaction, Learning & Application) Score for all 3 parameters has been >85%, resulting in overall score of almost ~90%, with an NPS of > 91%
- 5 Organisational-Business Results - **LEAP** leaders have demonstrated measurable outcomes across critical parameters such as Engagement, Retention, Team Learning, Team Performance, Rewards & Recognition, Leadership Communication, Employee Mobility & Growth, and impact on business metrics.





LEAP - 98% Leaders In LEAP Improved Their Effectiveness

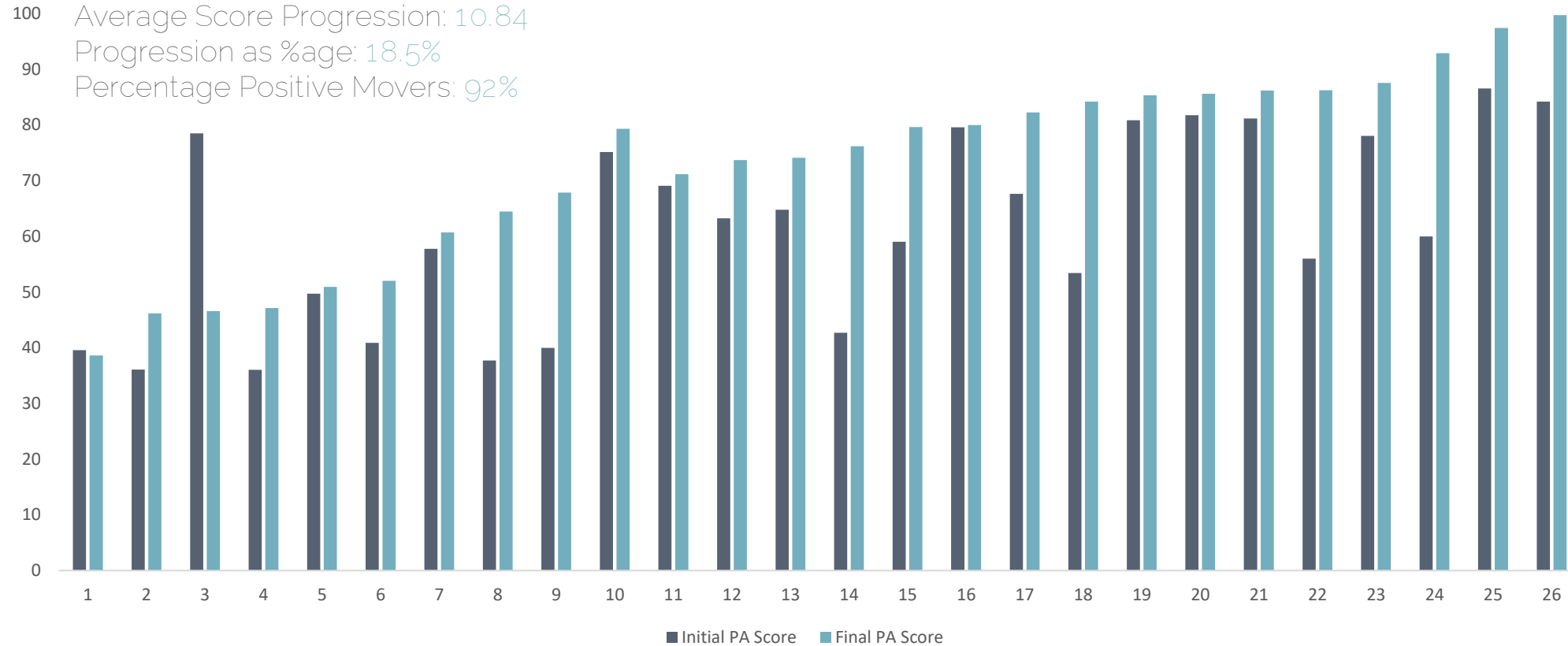


* 360 ° Leadership Growth Progress Survey of 75 participants conducted after 6-months of participating in LEAP



The Psychometric

Performance Trend for Pre & Post Assessments



* MultiFactor Psychometric Assessment by an Independent Talent Assessment Firm

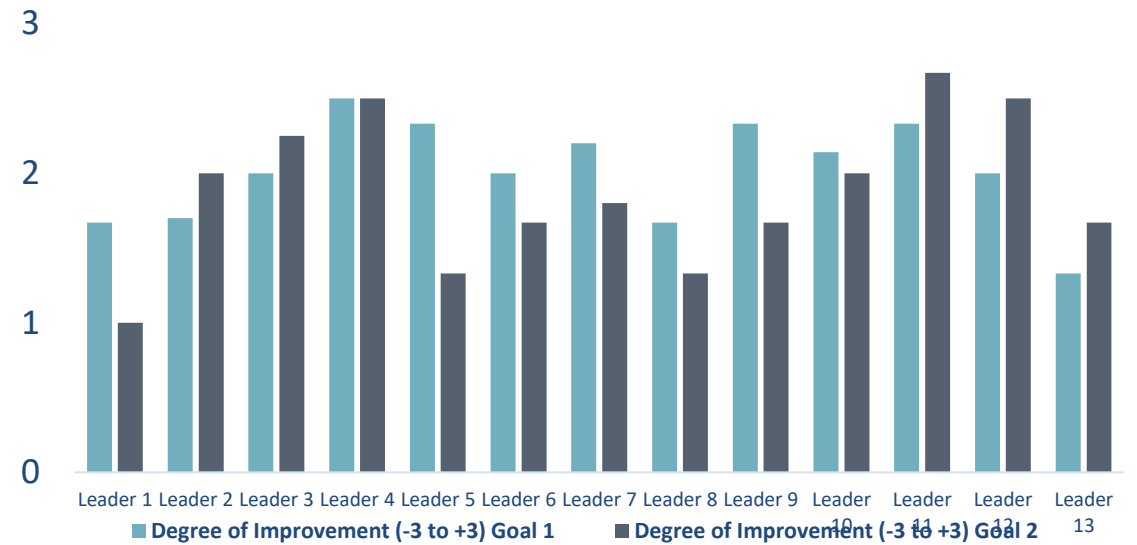


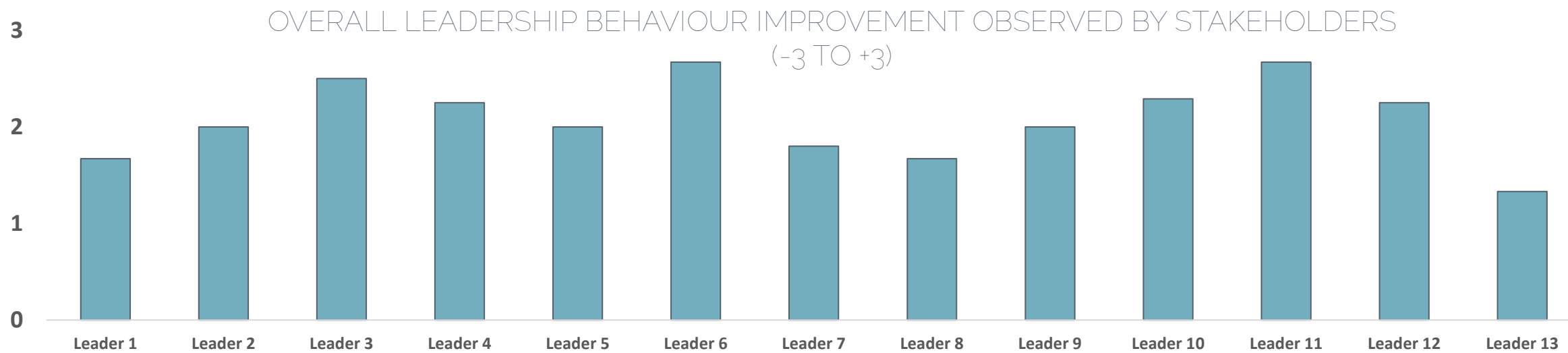
The 360° - Effort & Improvement Observed by Stakeholders

IMPROVEMENT EFFORT OBSERVED BY STAKEHOLDERS



GOAL IMPROVEMENT OBSERVED BY STAKEHOLDERS







ProventusHR Assurance

THROUGH 360° REVIEW

**Do you feel that the team has performed better since training? Which areas have improved the most?
Are our customers/clients pleased with our improvements?**

THROUGH SPEED COACHING

**Are you using what you learned in training in your daily work?
Are there noticeable changes in individual and team performance post-training?**

Do you feel as though you can apply what you learned to your work?
Do you think you've gained the skills you needed to learn?

Did the training address the needs in your role and on your team?
Would you recommend this kind of training to others?

ProventusHR EDGE

RESULTS

04

DID THE TRAINING INFLUENCE PERFORMANCE

BEHAVIOURAL CHANGE

03

DID THE TRAINING CHANGE BEHAVIOURS

LEARNING OUTCOME

02

DID LEARNING TRANSFER OCCUR

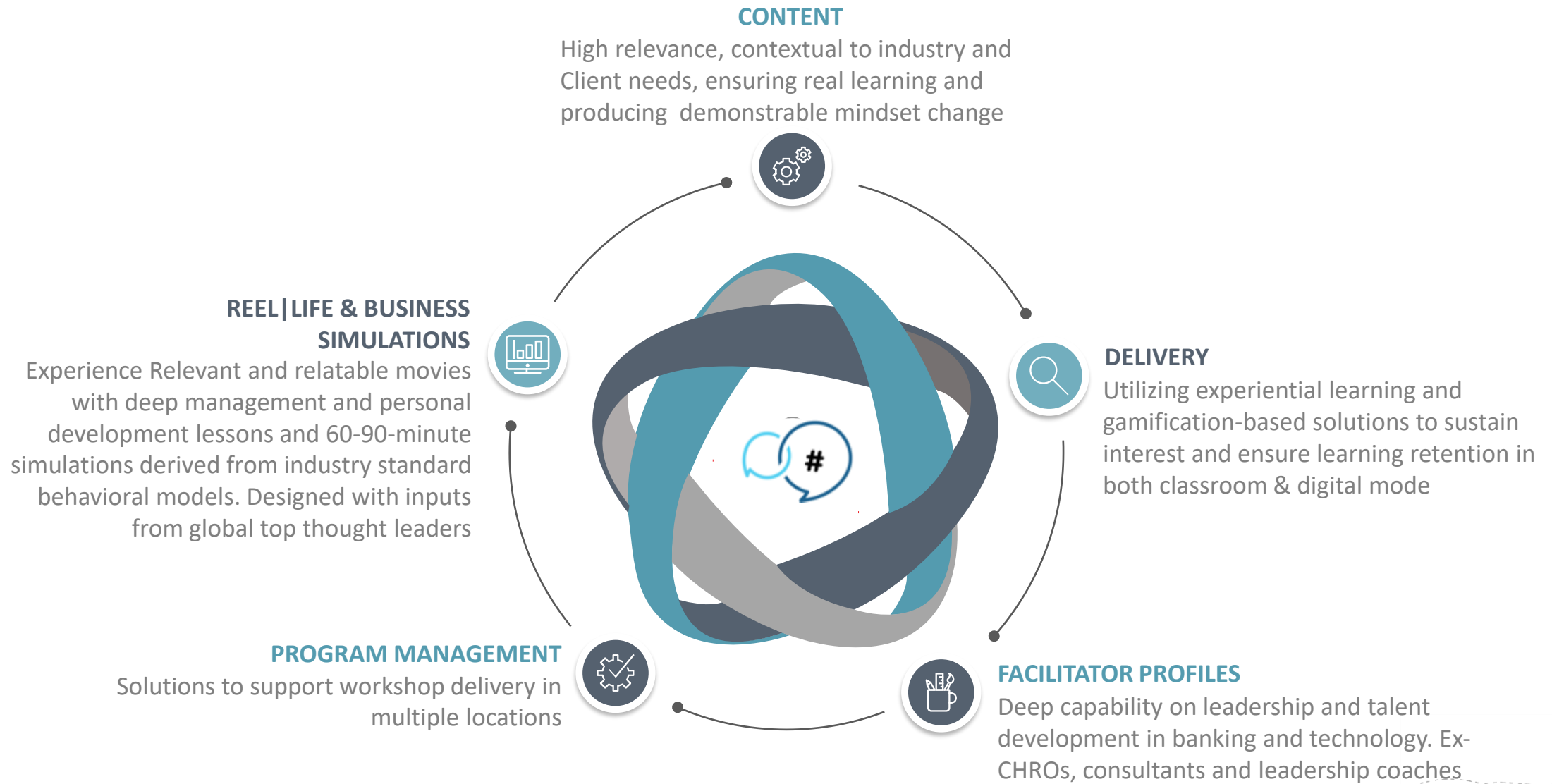
REACTION

01

DID THE LEARNERS ENJOY THE TRAINING



Why ProventusHR is the Right Learning Partner for you





ProventusHR Client List



Sectoral Presence

AUTOMOTIVE	CONSULTING	FMCG	GOVERNMENT	INFOTECH	OIL & GAS	MEDIA
BFSI	GLOBAL SCM	HEALTH/PHARMA	ITES/KPO	MANUFACTURING	HOSPITALITY	TRAVEL

Automotive

- BMW
- Hyundai
- Renault
- Tata Motors

Consulting

- Accenture
- Ernst & Young
- GEP
- KPMG
- Tata Consulting Engineers

FMCG & Consumer Products

- Alkzo Nobel
- Blue Star
- Godrej Consumer Products
- Nykaa
- Philips

Government of India

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

Information Technology

- Infosys
- LanXess
- Mindtree
- Tata Consultancy Services
- Tech Mahindra

Not for Profit

- The Energy & Resources Institute

Oil and Gas

- Bharat Petroleum
- India Energy Exchange
- Idemitsu
- Pipeline Infra Ltd
- TechnipFMC

Media/Sports

- Sony Pictures
- DDB Mudra
- Rajasthan Royals
- Saregama (RPSG)

Banking and Financial Services

- Axis Finance
- Bajaj Allianz
- Barclays
- BNP Paribas
- HDFC Life
- Kotak Life Insurance
- Liberty Videocon
- MSCI
- Societe Generale

Education

- Vishnu Group
- VIBGYOR Schools

Global Supply Chain

- All-Cargo
- FedEx

Health and Pharmaceuticals

- Boehringer Ingelheim
- CIPLA
- GlaxoSmithKline
- Sartorius Stedim

- Takeda Pharma

ITES and Knowledge Services

- Brady Corp
- CRISIL
- REA India
- Magic Bricks
- SalesForce

Manufacturing

- Bosch
- Manjushree Technopack
- Saint-Gobain
- Siemens
- Thermax
- Welspun

Travel & Hospitality

- IHCL (Taj Hotels)
- Indigo
- Malaysian Airline
- Vistara

