



*the elephant
in the room*

#InspireBelonging

INCLUSION | YOUR EMPLOYEES CAN SEE AND FEEL



TALENT ADVISORY - *Transformative Talent Solutions*

01

LEADERSHIP

Capability Development

We help leaders to rise to the challenge to lead their businesses and achieve meaningful growth by changing the way they think act & connect.

02

BELONGING

Diversity, Equity & Inclusion

We help create a safer & inclusive work environment by working on breaking biases, facilitating inclusive culture, & diversity leadership confidence.

03

BUSINESS STRATEGY DEVELOPMENT

Conclaves & Retreats

We work with your leadership teams to devise VISION-2-STRATEGY, & STRATEGY-2-EXECUTION pillars for the organization.

04

CHRO ADVISORY

People Process Consulting

We leverage our in-depth experience to provide value solutions to Business & HR Leaders for People Process Effectiveness.

05

COACHING

360° People Leadership

360° People Leadership model is targeted toward people leaders tasked with responsibility of core execution of leading people & business.



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
EXPOSITORS OF
Be Spoke &
#ExperienceLearning
METHODOLOGY

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





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.





Rama Krishna (RK)

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



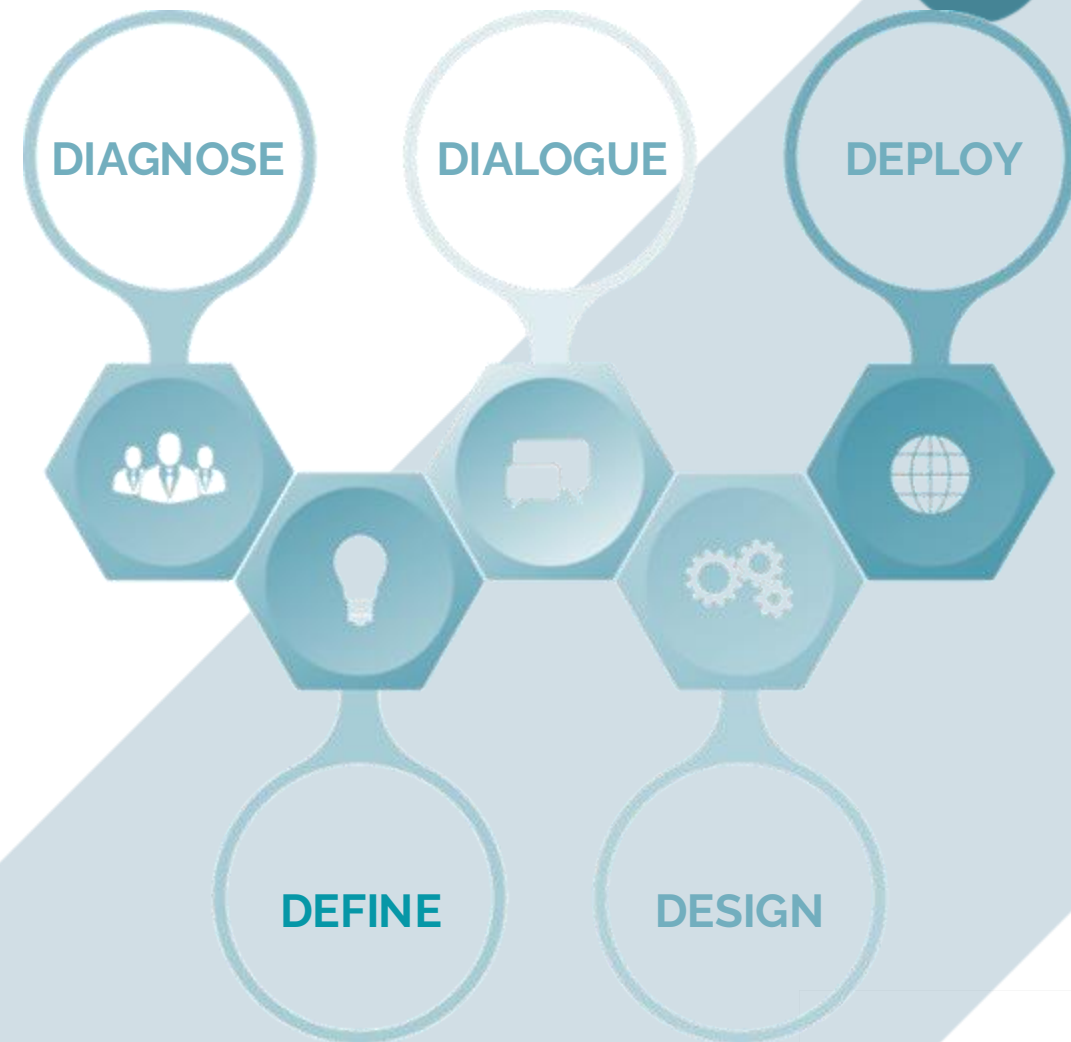
Certified Master Coach (MCC) | Marshall Goldsmith SCC | ICF



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

ProventusHR EDGE

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.



Let us **#InspireBelonging** to help forge a better, more inclusive world!



Imagine an equal world. A world free of bias, stereotypes, and discrimination. A world that's diverse, equitable, and inclusive. A world where difference is valued and celebrated.

Together we can forge equality.

Collectively we can all **#InspireBelonging**



Inclusive Leader | Signature Traits

Deloitte's research identifies six signature traits

Commitment: They are deeply committed and believe in the business case for inclusion. They articulate their commitment authentically, bravely challenge the status quo, and take personal responsibility for change.

Collaboration: They empower others and create the conditions, such as team cohesion, for diversity of thinking to flourish.

Curiosity: They have an open mind-set; they are deeply curious about others, listen without judgment, and seek to understand.



Culturally intelligent: They are attentive to others' cultures and adapt as required.

Courage: They are humble about their own capabilities and invite contributions by others.

Cognizance of bias: They are conscious of their own blind spots as well as flaws in the system, and work hard to ensure opportunities for others.

The Desired Outcomes | Inspire Belonging





Inspire Belonging

India | Cultural Sub-text





India is a Diverse Country





And yet we struggle with Inclusion

Inclusion /ɪnˈkluːz(ə)n/

think *inclusion*, as a **Verb**

the action or state of including or of being included within a group or structure. It is being included in activities and the chance to participate using one's abilities in day to day activities as a member of the organisation.

Let us **#InspireBelonging**



Inspire Belonging

INCLUSION | YOUR EMPLOYEES CAN SEE AND FEEL





Breaking Biases

The Elephant in The Room

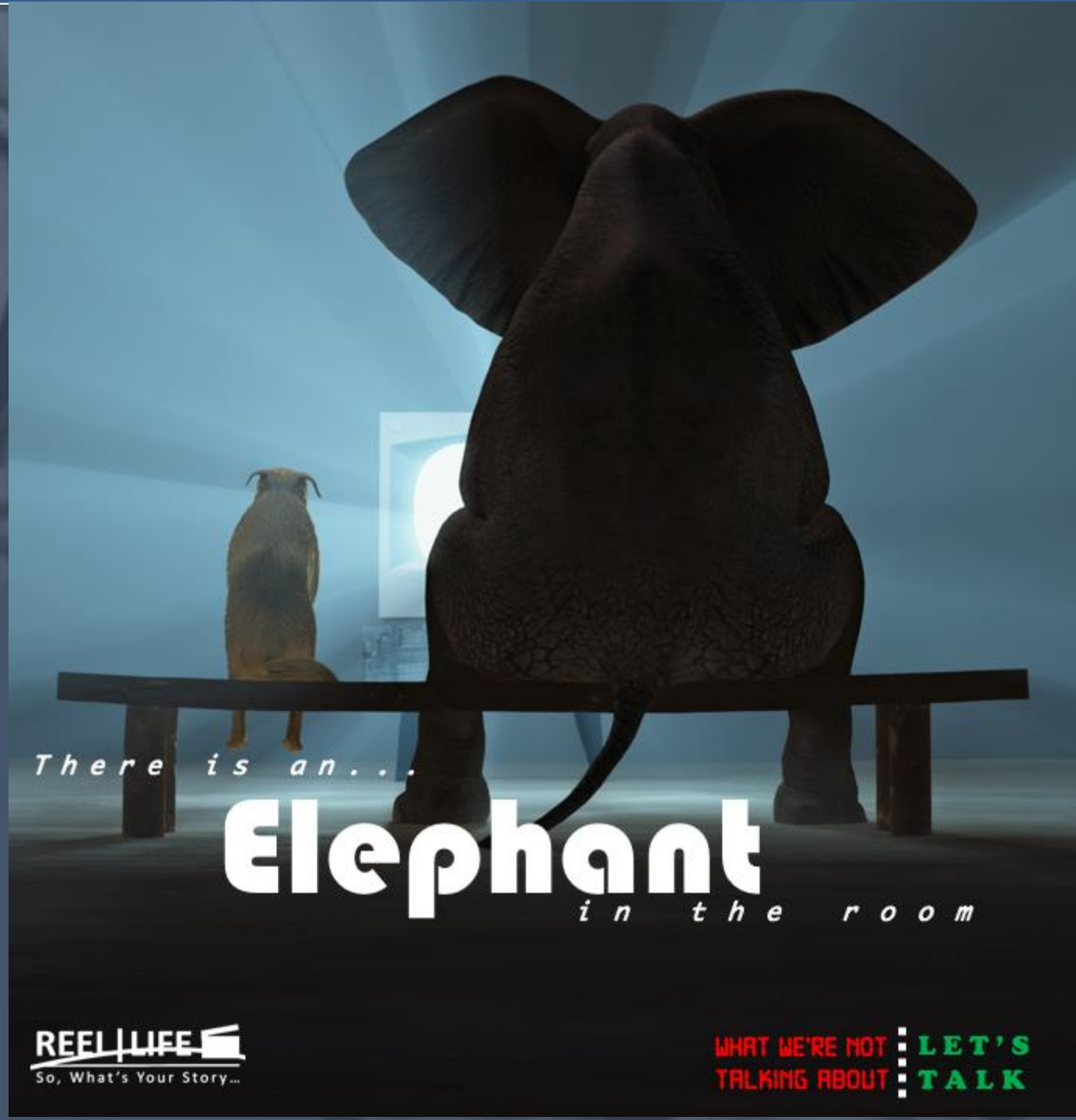


A sense of belonging ties diversity, equity, and inclusion together. Each group member is respected, valued, and cherished while being their authentic selves. Inclusion is a feeling of a shared community.

While you judge me by my outward appearance, I am silently doing the same to you, even though there's a ninety-percent chance that in both cases our assumptions are wrong...

**BREAKING BIASES | ONE ACTION AT A TIME
INSPIRE BELONGING | ONE CONVERSATION AT A TIME...**

...Let's Talk!



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

**WHAT WE'RE NOT
TALKING ABOUT** **LET'S
TALK**

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.**

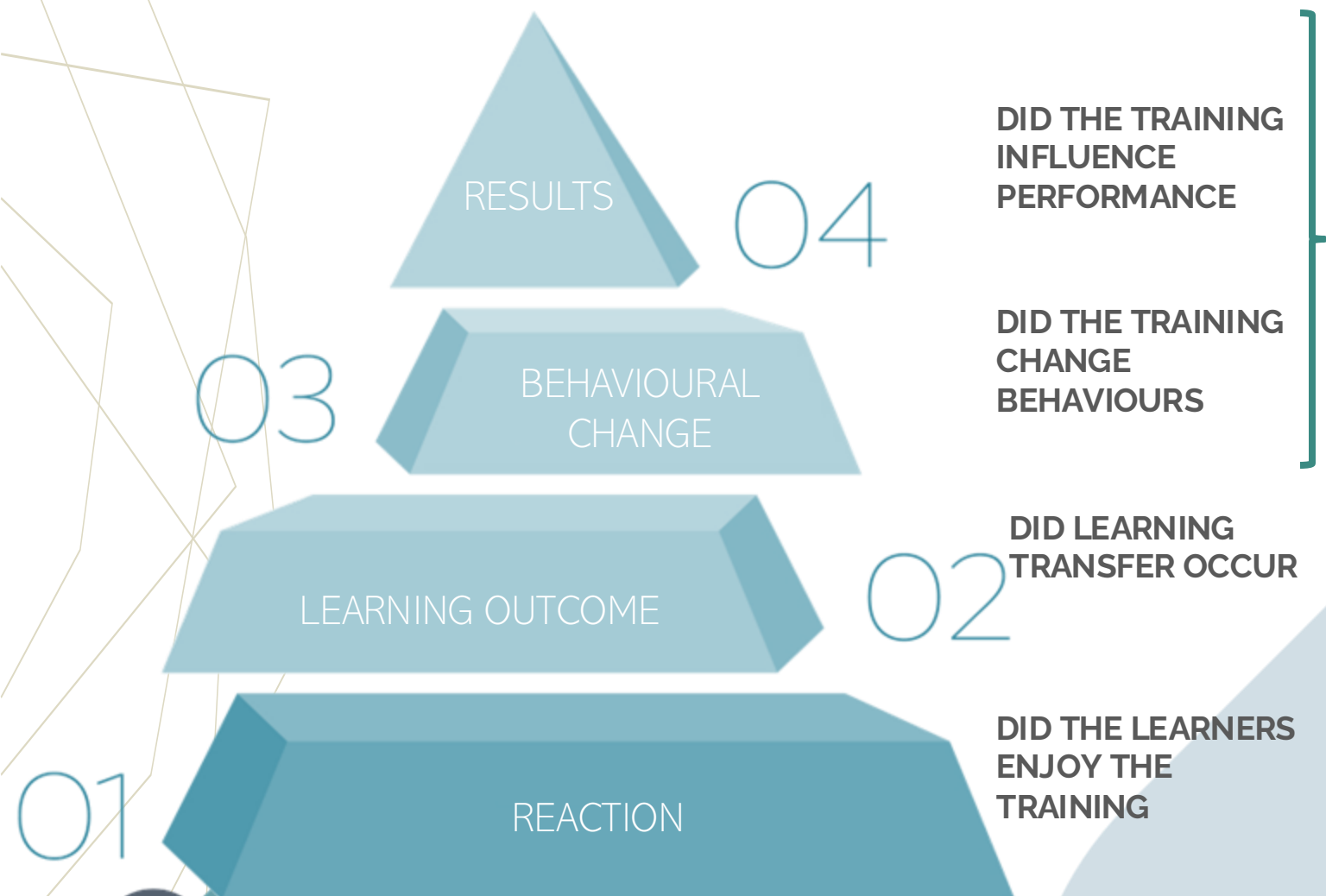
- Tufts University

Let's Talk!!





ProventusHR Assurance



ProventusHR EDGE

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

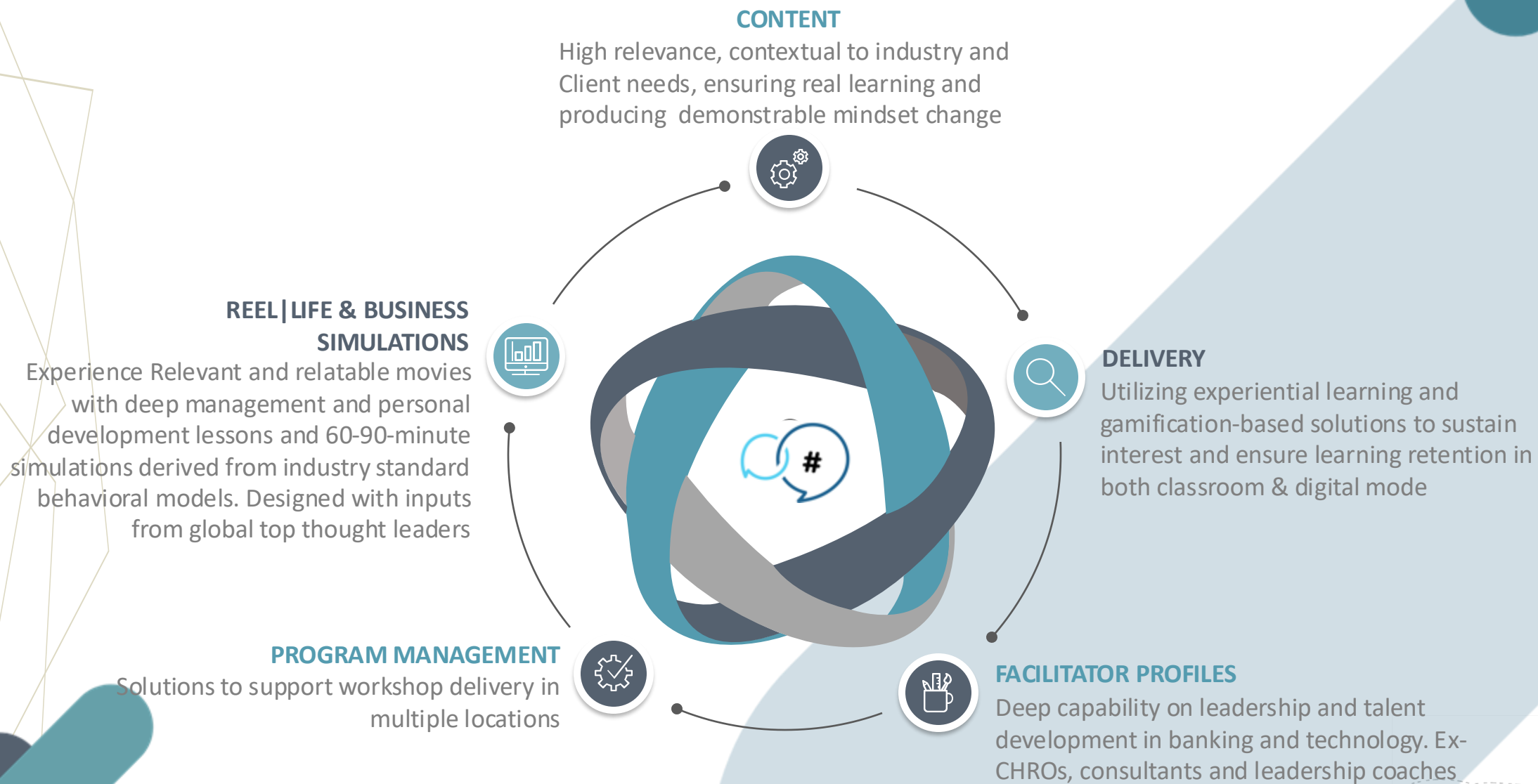
Are you using what you learned in training in your daily work?
 Are there noticeable changes in individual and team performance post-training?

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?



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

- Alko 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