



Building Leadership Capital



InspireOne
Performance, Inspired



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UNLOCK YOUR POTENTIAL



WHEN LEADERS TAKE WING, ORGANIZATIONS FLY HIGH.

“Leadership development is a business imperative” – is an assertion, which can either remain a platitude or be a significant element of the organization’s business strategy.”

Organizations that have committed to leadership development as a strategic imperative have, results to show for that decision. The process of making it happen is arduous, and staying on course needs relentless focus. But these investments have been well worth the effort.

This document is a blueprint for Organizations that would like their leaders to take wings!

In the last decade, leaders have been navigating the VUCA environment. Then in one stroke the pandemic, raised the intensity of VUCA to unprecedented levels.

In the prevailing and future context, High Performance Behaviours for leaders, have taken additional dimensions of:

- Building resilient cultures and processes,
- Enabling teams that operate from hope and optimism, and
- Inspiring workforces that deliver results despite relentless uncertainty.

The good news is that it is possible to deliver on this seemingly impossible leadership charter. It needs leaders to fuse emotional intelligence with high-performance leadership behaviours of strategic thinking, achieving, inspiring, and developing talent.

Inspire One, has been at the forefront of enabling leadership charters for more than two decades. Our solutions have evolved with the changing context for leaders – in the present and for the future.

The leadership spectrum is wide and deep as our leadership solution spectrum.

The future of an organization will depend on your leaders' ability, readiness, and willingness to lead.

INSPIREONE'S TAKE ON LEADERSHIP DEVELOPMENT

High Potential talent is justifiably the most critical lever for organizational growth. High Potentials are hungry for opportunity and only need to be honed and challenged. Investing in their development would multiply the breadth and depth of the high potential talent in the organization. And therefore, sustainable growth of the organization.

We believe that high potential talent is a fusion of capability, orientation, and desire for leadership. Therefore, leadership development should comprise all three elements.

Orientation: Discovery and awareness of the innate orientation for leadership,

Capability: Development on High Performing Leadership Behaviors at high proficiency levels,

Desire: An authentic commitment to take on the accountability for leadership roles and resilience to deal with the associated challenges.

While the individual leaders commit to developing themselves and taking accountability, the organization also needs to make commitment and investment in terms of providing the right development framework through the job support and the ecosystem needed for high potential talent to thrive and make the organization fly high.

OUR OFFERING

Take Wing is a leadership development process from InspireOne that focuses on high potentials across the organization, with the intent of Building Leadership Capital. It hones and challenges leaders through the mix of Orientation, capability, and desire.

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InspireOne's solutions ensure that:

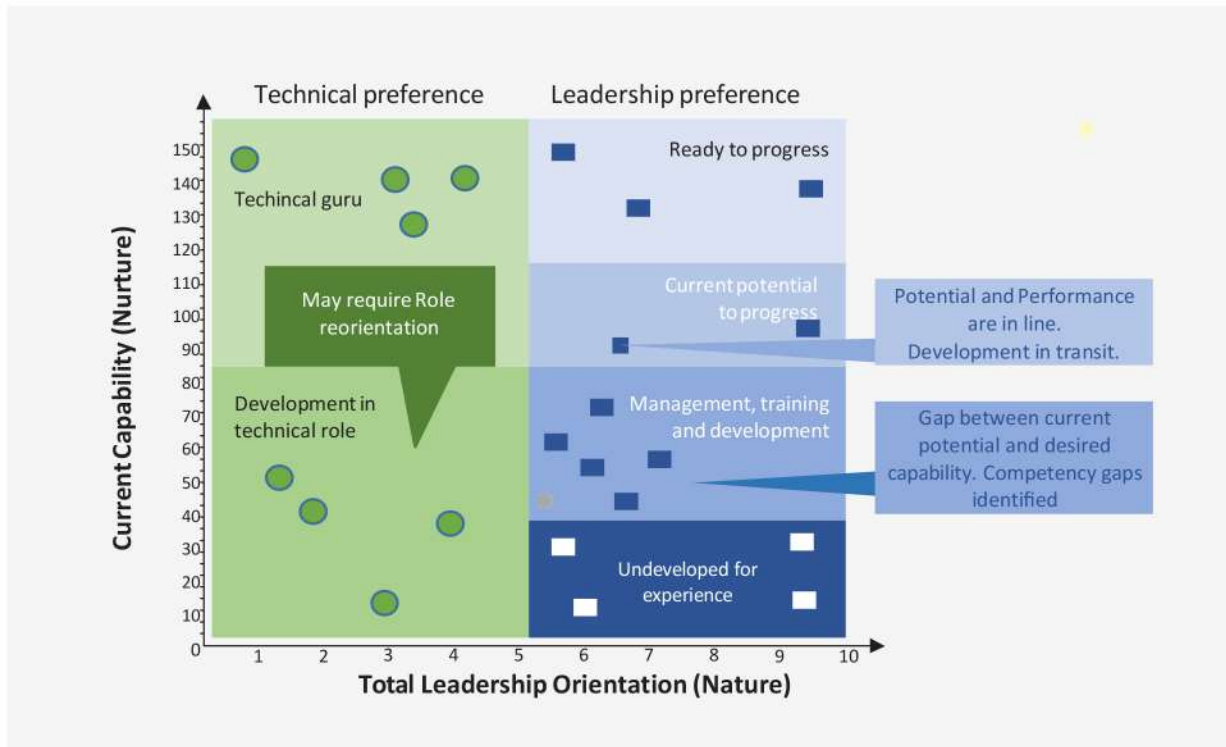
- The learning path is crafted by the leader himself so that the accountability is ensured.
- The Organization is encouraged to provide unbiased opportunity, wholesome development support and a conducive environment for the leaders' development.
- We provide researched, globally proven and locally contextualized framework and content and certified consultants with business and development experience.
- Business impact is identified, tracked and delivered through the leadership development solutions.

OUR APPROACH

InspireOne provides access to the **latest know how on leadership assessment and development**. We build on global and local expertise and experiences to create a sustainable advantage for the organization. Our interventions are completely **tailored to your business needs** to develop the right people for the right challenges and prepare them to take to the skies. The **journey is designed to be learner-led, enabling leaders to craft their own learning plans, while we provide them with strong support mechanisms**. We believe that through experiential and cognitive learning, leaders will enhance their competencies as well as build confidence in their ability to effectively perform their roles.

Assessment Outcomes: Leadership Potential Matrix

Plotting individuals on the Potential Matrix enables the organization to identify two development streams - Technical and Management. It allows the organization to look at the talent pool individually and as a whole.



TOTAL LEADERSHIP ORIENTATION

OUR APPROACH

Our belief is that leadership is a blend of both nature and nurture. The most accurate way to identify leaders is to explore their preferences, skills, and behaviors. We do this by measuring preferences against the strong foundation of the well-researched High Performance Leadership Behaviors Framework, known to contribute to organizational success. This profile then forms the basis for focused learning, training, and development. Take Wings uses a Blended Learning Methodology. It is a combination of Master Classes (10%), Cohort Learning (20%) and Learning Sustenance (70%). It can be applied to Employee Goals and Objectives and is linked to Organization and Personal Objectives.



ELEMENTS OF THE LEADERSHIP DEVELOPMENT JOURNEY

ASSESSMENT

- Leadership Perspectives Leadership Drivers & Derailers.
- Leadership Styles & Conflict Management Styles.
- Emotional Intelligence through Personal EQ Meter (PEQM™).
- Development Centre Work Shadowing Behavioral Event Interview.
- 360-degree feedback Leadership Insights (Situational judgement tests).
- Leadership Strength Indicator.

DEVELOPMENT

- 1/2/3-day masterclass Competency labs.
- Virtual Sessions.
- Supervisor feedback.
- Tripartite alignment meetings.
- Coaching - 1:1 & group Action Learning Projects Secondment.
- On the Job assignments
- External Expert Sessions.

CERTIFICATION

- Behavior change.
- Completion of Action Learning Project.
- Feedback from supervisor.
- Internal performance rating.

What sets us apart :

- Bespoke journey creation - Linkage to organizational context and strategy.
- Based on adult learning (Androgogy) systems.
- Use of blended learning Methodology - Range of assessment and development options available for use across levels.
- End-to-end process consultation critical to embedding learning and generating ROI.
- Extensive experience in running large-scale initiatives.

BUILDING LEADERSHIP CAPITAL @ WORK:

STEP 1 : DIAGNOSTICS	STEP 2 : SUPERVISOR ALIGNMENT & TRIPARTITE AGREEMENT	STEP 3 : STRUCTURED LEARNING INPUTS	STEP 4 : LEARNING INTEGRATION	STEP 5 : CERTIFICATION
<p>Organizational Insights :</p> <ul style="list-style-type: none"> - Identify business & learning objectives. - Understand current state. - Customize the development journey. <p>Individual Diagnostics :</p> <p>Assessment of nature and nurture using online tools.</p>	<p>Supervisor Alignment Workshop :</p> <p>Align supervisors to the development journey and equip them to review progress.</p> <p>Tripartite Agreement :</p> <p>Action Learning Plan Agreement between the participant, supervisor and InspireOne consultant.</p>	<p>Competency Lab/Group Coaching :</p> <p>Sessions - to embed the learning.</p> <p>Masterclasses :</p> <p>1/2/3 days.</p>	<p>Webinars Connect Calls Action Planning</p> <p>Leadership Strength Indicator.</p>	<p>ALP Presentation :</p> <p>Presentation to Top Management on completion of ALP.</p> <p>Certification :</p> <p>Awarded if participants meet criteria.</p>

Impact on the Individual

- Clarity on strengths and areas of opportunity.
- Creation of a formal development plan to guide current and future roles.
- Enhanced performance through on-the-job learning and review.
- Clarity on career path basis assessment findings and development inputs.

Impact on the Organization

- Identification of the organization's engines of growth.
- Learning environment/ culture within the organization through the development of internal coaches (supervisors) and champions (L&D team).
- Higher engagement and retention of top talent.
- Clear ROI through Action Learning Projects tracked through Leadership Strength Indicator.

ASSESSMENT OUTCOMES :

Multilayered Leadership Profiling Outcomes

Individual Profiling

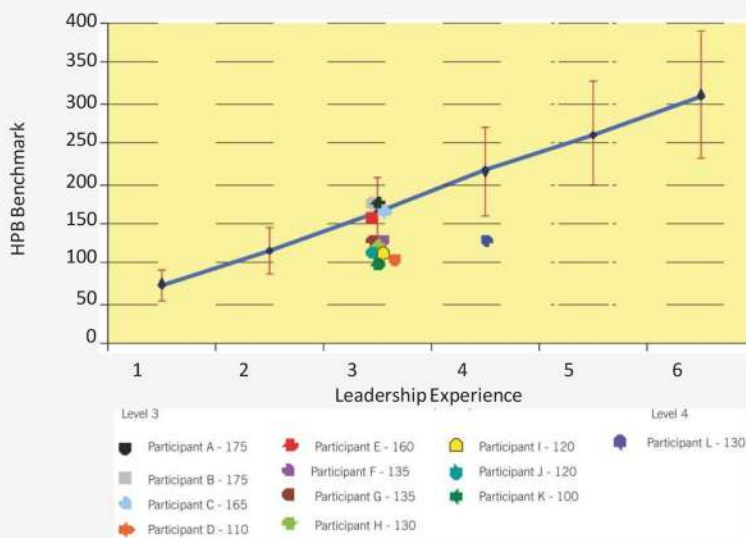
Helps to compare leaders and create focused development plans based on an individual's strengths and development areas.



ASSESSMENT OUTCOMES :

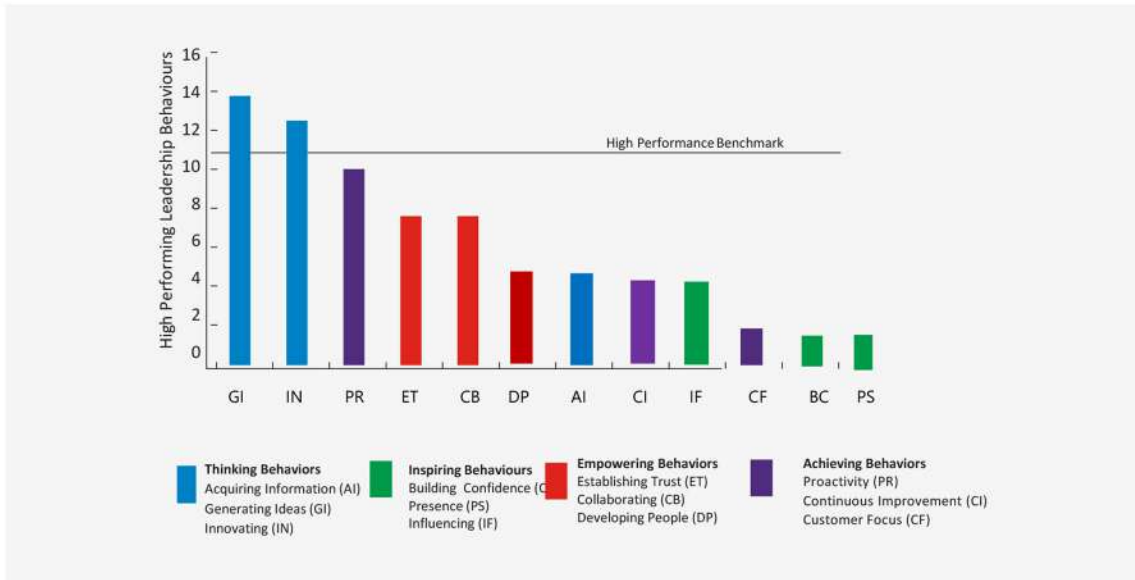
Profiling Vs. Global Benchmarks

Helps to identify where the organization's leaders stand in relation to global High Performance Benchmarks, basis their level of leadership experience.



Group Profiling

Highlights the group's strengths and areas of opportunity against global High Performance Benchmark to enable planning of development activities for the group.



LEADERSHIP DEVELOPMENT JOURNEY FOR MID MANAGEMENT LEADERS OF A MATERIAL SCIENCE COMPANY

NEED

A material science MNC wanted to develop its Mid Managers in India on key leadership competencies to enable them to qualify for global positions.

APPROACH

InspireOne designed and deployed a 12 months learning journey in 2 phases :

Phase 1: Developing leaders in their present role by increasing proficiency levels on **Developing & Inspiring People, Ownership Mindset & Change Management**. The phase comprised:

- Two assessments followed by personalized feedback sessions to identify each participant's leadership preference and capability.
- Curated development plans for the group and individual leaders.
- The development journey included instructor led learning sessions, Group coaching sessions and extensive application assignments.

Phase 2: Developing select leaders for future and global roles 10 high potential leaders were identified and developed for future roles through One on one executive coaching.

OUTCOMES

- Current roles performed at higher proficiency levels with increased role impact
- Helped some leaders to successfully apply for global positions
- The journey was replicated for the next batch of leaders.

BUILDING THE LEADERSHIP PIPELINE AT A LEADING LIFE INSURANCE COMPANY

NEED

Our client's vision was to become the most admired insurance company in India. One of the strategies identified to achieve this vision was through **inspiring leadership** and **creating a strong leadership pipeline** across all levels of management. A strong and relevant Competency Framework was to be developed, and leaders were to be assessed and developed on that framework.

APPROACH

InspireOne designed and deployed the development journey in 4 phases:

- Creation of a relevant and globally benchmarked competency framework.
- Assessments: Through behavioral event interviews, focus group discussions and job shadowing the leaders were assessed vis-a-vis the competencies required to drive the vision.
- Design & roll out of the workshops, and action learning projects for all leaders linked to their business priorities.
- Train the trainer workshops for both managers of managers and managers of people.
- Embedding the competencies into the systems, structures, shared values and signals of the organization.

OUTCOMES

- Leadership Competency framework.
- Leadership Development journeys for three levels of leadership.
- Leadership Bench strength based on the competency framework.

DELIVERING TRANSFORMATIONAL RESULTS

Creating a culture of dynamic leadership

NEED

A leading telecom infrastructure organization A leading player and pioneer in the industry requested InspireOne to develop and implement a leadership development initiative for its High - Potential Leaders to transform them from Operational Managers into Business Leaders, in line with the organization's growth plans.

OUTCOMES

The Head of Talent Acquisition, Development & Nurturing of the leading telecom infrastructure organization - "The initiative has been successful not just in creating positive impact for each individual, but also in creating significant results for the organization in key business impact areas, including enhanced operational efficiency, identification of successors for critical roles - some participants have already taken on more complex roles. The Transformational Leadership initiative has helped in establishing an employee development culture within our organization and we plan to institutionalize this Learning Journey as part of our Leadership Pipeline Development Process."

Enabling leaders to rise to their full potential

NEED

A leading IT services organization had a need to implement a Leadership Development Process for 20 of their senior-level managers. The underlying objectives for the initiative were: Effectively develop competencies required for larger and more challenging leadership roles in line with the organization's growth plans. Deliver high performance as leaders on a sustainable basis and inspire performance from their teams towards sustained contribution to organizational growth.

OUTCOMES

The Head of Training of the organization felt - "Right from sending up the development center to bringing in the standard benchmarks through research material, InspireOne | Kenexa spared no effort to do a thorough assessment. The program itself was very structured in terms of the flow of subjects very relevant to the subject of leadership."

Let's rise to new heights together!

About InspireOne®

InspireOne® partners with organizations to help manage change scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable culture.