



## DIGITAL BROCHURE

### INTRODUCTION

*Breakthrough in Business is connecting dreams to reality through Mindset \_Dr Srin Pillay*

If you want a breakthrough for yourself, your business or your company, you must shift your mindset, beliefs, and expectations about what your people and organization can achieve. You must see and perceive latent possibility in today's VUCA business environment.

Achieving breakthrough results requires transformation. Once you have established a truly compelling vision, you will need to identify the areas of your leadership style and your organization that must transform to "break through" current ways of operating or current performance standards to achieve that vision.

These are the two fundamental areas in which we can help you through our programs to support your personal and organizational breakthroughs:

#### **1. Transforming Leadership Mindset**

Mindset is causative," meaning, your mindset determines how you interpret information, the decisions you make, the actions you take and the style in which you take them, and ultimately, the results you achieve. Because mindset is the foundation of action and outcome, achieving breakthrough results usually requires a transformation of mindset. This transformation enables new possibilities as expanded perspectives fuel greater courage for action, creativity, and innovation.

Required shifts in mindset may include up-leveling beliefs about your own capabilities, or that of your team and organization. It may be required to unleash new perspectives about product innovation, business models, or customer solutions. New beliefs about people can generate greater trust levels, collaboration, and support that deliver breakthroughs in team performance, empowerment, and accountability. A transformation of mindset can change and improve everything.

## 2. Transforming Behaviors and Skills

Another area where breakthroughs in individuals – both leaders and the workforce – will need to occur is in behaviors and skills.

Personal change may be required to shift behaviors both in leaders away from command and control, to co-creation, empowerment, You will need to develop communication and executive presence skills. Improvements in relational skills such as providing support, working together collaboratively, coaching, and team-based problem solving may be required.

**What mindset shifts or behavior changes and skill improvements do you need in your organization to achieve breakthrough results?**

### (OUR PROGRAMS)

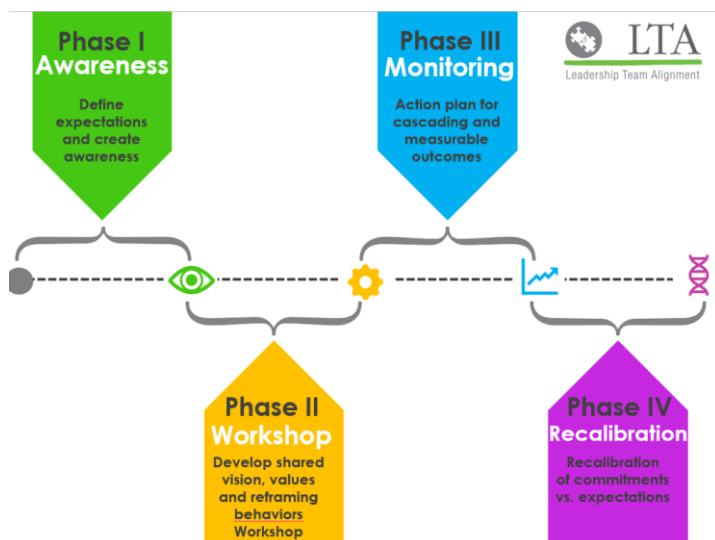
#### LEADERSHIP TEAM ALIGNMENT (LTA™)



*Leadership Team Alignment for developing shared accountability for new breakthroughs.*

As the business world is rapidly changing in methods, needs, technology, and distance, it becomes very difficult to predict the future. Companies must work on their responsiveness and adaptability in order to survive by enabling their people to respond to the new circumstances. Developing their Collaborative Intelligence would lead directly to this capability. Collaboration is a composite skill which taps into a team's Emotional & Social Intelligence and takes exponential advantage of every available resource within a team or organization.

A disruptive era of uncertainty is the perfect opportunity to reshape your organization's vision. You, the leaders, by reinventing yourselves with an infinite mindset guided by your new vision, can offer the necessary psychological safety and direction to your people.



When a vision is born, leaders extend an emotional invitation to their Teams for participation and engagement. When they share this vision of what their organization can be and why it exists, they generate tremendous positive energy, belief and passion to their people—helping them rise above their fears as they feel they make a difference and know why is worth fighting.

Your 1<sup>st</sup> step is to develop with your Leadership Team a vision which ignites innovative thinking and deliberate commitment to move your organization from surviving to thriving.

## BENEFITS

- Develop a leadership Intent and meaning making **“thinking from the future”** building commitment and coherence to a **shared purpose**
- Align Behavioral strategy to Business strategy to **increase the levels of engagement and energy** of your Leadership Team for creating a **team learning and agile culture**
- Develop the ability to think insightfully about complex issues considering multiple perspectives and **increasing focus and prioritization on key strategic initiatives**
- **Distribute leadership and accountability** empowering your organization
- Develop the values for **leading the organization’s culture** to role-model leadership behaviors to **support and drive change**
- Develop **trust and emotional intelligence** setting the basis of the team’s **collaboration & resilience** and expand their positive energy for executing strategy
- Create **openness and trust**: Building strong cross functional **communication, team collaboration, resilience**

Our Leadership Team Alignment (LTA™) program helps you design your shared vision based on Learning Organizations' and our specialized Visioning Methodologies. This vision then becomes an inspiring context for bonding and aligning your Team to a higher purpose.

## STRATEGIC RETREAT WORKSHOP

*Align your Leadership Team towards your Vision, define the winning Strategies for the future and develop your Strategic Narrative.*

In this exponentially changing world, there is difficulty to 'download' a shared vision/purpose to concrete strategies and goals. Why? Because our new times require that we build our strategic plans from the future and not towards the future. This requires an evolutionary thinking leap, from thinking linearly to exponentially -- strategizing at the same time both for our short term needs as well as our long-term aspirations and reasons for existence. But CEO's may not be accustomed to this.

That is why Strategic planning, from the latest research, is revealed as the top leadership priority. No matter what size your company, or which sector it operates in, finding the time to dedicate to effective strategic planning is a huge challenge.



### BENEFITS

- Gain a profound understanding of your current position, the external environment including competitors and trends in your industry and community
  - Reflect objectively on the culture, capabilities, and resources of your organization.
  - Align your different function heads towards your Purpose
  - Define the winning Strategies for the future
- Set bold, long term, and agreed upon objectives that are concise, accessible and easy to understand
  - Define how you'll manage performance and measure results
  - Garner the energy and focus of your Management
  - Build your Story: your Strategic Narrative that will connect you with your key audiences

**Hence by organizing, these retreats, it enables a CEO and his/her leadership team to develop commonly agreed strategic transformation initiatives and the new mindsets that will initiate breakthrough thinking for increasing the synergy and effectiveness of the team and the prosperity of the business.**

## MasterNous™ COACHING

*Shifting participant's consciousness for breakthrough transformation.*

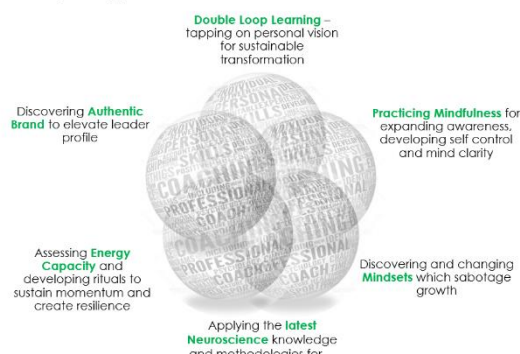
In an uncertain environment that is constantly changing, you may feel the need to have a **clearer perspective** and **direction** for succeeding in your leadership objectives.

MasterNous™ Coaching, at its essence, provides leaders with the opportunity to expand their capacity to take effective action. The coach plays the role of the compass that helps the executive navigate through challenging situations in the most impactful manner.

It offers leaders the safe, structured and confidential environment that allows them to gain awareness of their inner drives and emotions and contemplate the real impact and effect of their words and actions. It enables them to perceive the broad spectrum of the choices available to them, rather than their mere reaction to events.

Hence, leaders learn how to adapt to new challenges, reduce destructive behaviors, improve engagement, enhance teamwork, align their leadership teams with their collective goals, facilitate succession and support organizational change.

### OUR Unique Approach



Clarity of Mind | Decision Making | Harnessing Fear | Creativity | Change Management

### BENEFITS

- **Improve Self-awareness** and **expand mind clarity**
- **Develop emotional intelligence** and control
- **Gain an objective and unbiased perspective** on the decisions you make and your interactions with others
- **Develop leadership intentionality** with a Bigger thinking and a self-transformational vision
- **Move towards your vision** with a higher level of consciousness
- **Build a community around** what matters most and **build momentum** in your life

### Developing System Leaders with a Bigger Mind



## EXECUTIVE PRESENCE COACHING

*The X-factor in Leadership.*

Executive Presence has long been acknowledged as a critical factor in leadership. However, its definition has often been mysterious and subject to diverse perspectives.

Executive Presence becomes most noticeable when leaders take the "larger stage," when their presence and approach to influence must generate inspired and sustained action across a network of stakeholders, and when they must help all navigate change and master increasing levels of challenge.

Executive Presence is a social-organizational phenomenon: manifests as a pervasive and positive tone; it produces high levels of trust and goodwill; it stimulates the best of creative, innovative, and prudent thinking and problem solving; and it fosters a sustained course of adaptive execution.

Bates Model of Executive Presence (ExPI™) which is the first-ever comprehensive, research-based model of executive presence and influence.

Our Executive Presence coaching program is tailored-made to fit your actual business context and strategic objectives. It will help you gain the insight, knowledge, and tools you need to discover your distinctive executive presence, align it with your corporate brand and develop a powerful executive presence that extends beyond your typical spheres of influence.

### The ExPI™ Model

A multi-raters survey that measures perceptions of a leader's **ability to build trust** (Character), **establish credibility** (Substance), and **drive execution through others** (Style).



#### The 3 Dimensions:

**Character:** Qualities that are fundamental to the leader as a person to his/her identity, that give us reason to trust them and give them the benefit of the doubt.

**Substance:** Cultivated qualities of adult development specific to a career in leadership, which inspire commitment, inform action, and lead to above-and-beyond effort.

**Style:** The active, iterative qualities of communicative leadership that build motivation, and that shape and sustain performance.

#### The 15 Facets:

CHARACTER	SUBSTANCE	STYLE
Authenticity	Practical Wisdom	Appearance
Integrity	Confidence	Intentionality
Concern	Composure	Inclusiveness
Restraint	Resonance	Interactivity
Humility	Vision	Assertiveness

## BENEFITS

- Improve self-awareness by identifying strengths and weaknesses related to Executive Presence
- Develop leadership skills that engage, align, inspire and move people to act and succeed
- Develop qualities of presence you can enhance to earn others' trust and loyalty
- Discover ways to manage your time and energy so you come across as the leader you want to be
- Communicate to accelerate execution and lead change
- Generate positive reputation outside your inner circle
- Make a real and lasting impact on your company, your career and your life
- Develop confidence, gravitas and influence beyond formal authority
- It's the "secret sauce" that links merit and success

## BUILDING YOUR RESILIENCE | EXECUTIVE COACHING

*The ability to navigate uncertainty.*

With rapid changes occurring within our environment, pressure to do more with less, increasing pressure to achieve higher levels of performance while experiencing downsizing and the fear of job loss, it becomes imperative to be able to grasp a hold of a formula to navigate uncertainty.

Resilience is less about who we are than about how we think. Our mindsets or “mental models” directly influence and shape how we view the world and how we view ourselves in the world. This view of self, in turn, influences how we respond (our behaviors) to adversity and stress with a healthy /productive response or an unhealthy/unproductive response. The strength of our resilience mindset and the force of our behaviors enable us to, in turn, influence or shape our environment.

### The 9 skills that make you Resilient

*Mayo Clinic Resilient Mind Assessment*



### BENEFITS

- Build a compelling vision that inspires
- Stay focused, motivated, productive
- Face your fears—learn to “reframe”
- Ability adapting to diversity
- Pivot rapidly to change
- More tolerant of other people
- Think clearly and creatively/innovate
- Identify, create or seize new opportunities
- Be a resilient role model for others



## LEADERSHIP AGILITY COACHING

### *Develop A Bigger Mind With a Broader Perspective*

Our environment today is changing exponentially, disruption and complexity are the new normal. We live a perfect storm of change mainly driven by exponential technologies and globalization. As a result, the business environment is becoming increasingly open, interconnected and fluid, making the environment prone to global uncertain and unstable situations.

Leadership agility is the ability to lead your team effectively when rapid change and uncertainty are the norm and when success requires consideration of multiple views and priorities. It is a vital asset for any leader or leadership team that wishes to cultivate a complex thinking ability and it forms the key indicator of the degree to which a company is a learning organization.

The process of growing agile skills and competencies entails enhancing awareness and intentionality, to increase leadership effectiveness under real-time conditions. It aims at enabling leaders to step back from whatever they are focused on, gain a broader perspective of their ecosystem and bring new insights into their decision-making process.

(Research indicates that great leaders grow by gradually going through specific “agility levels”. As they grow through these agility levels, they evolve from tactical problem-solvers into strategic managers, and then into farsighted, capacity-building leaders.)



A new age program helping managers develop **post-heroic leadership abilities** to drive transformation initiatives effectively by becoming more **proactive, adaptable, collaborative and creative**.

### BENEFITS

- “Make sense” of the world from a higher & inclusive place
  - Develop complex thinking ability
  - Develop reflective capacity
  - Sharpen your attentional capacity
- Lead and execute effectively your transformation initiatives
- Become more proactive, adaptable and creative
- Develop highly participative and committed teams



## WHY US

SARGIA Partners offer specific specialized programs directly relevant to today's dynamic situation. Through these programs, an organization can reinvent their meaning and vision, to breakthrough, having a gravitative impact in this unprecedented global state.

## Our COACHES



## CALL TO ACTION

**Contact Details**