Thank you to taking our complimentary assessment survey (15mins) with diagnostic questions on...

38 Organizational challenges

40 Organizations future aspirations

**Lets explore
The survey questions mapped to the
21 offering solutions**

Time to action : 1/2 day to 30 days

Creative learnings academy

Creative learnings academy

21 Solutions offerings - Tagged to assessment questions

1. a) Organization/ Business strategy & stakeholder value star for the future

Aspiration

1. Do you aspire to stay ahead in your business?

Current state

2. Are you stuck with just in time organization & business strategy action, adding to stress?

3. Are you stuck with no clear customer/ stakeholder value proposition, leading them to move out?

1. b) Organization Innovation, digital solutions (prototypes)/transformations for a complex business problem

Aspiration

4. Do you aspire to lead the market with future innovations, with a 1st mover unique product/solution and execution strategy advantage?

5. Do you aspire for your internal teams to innovate & create an out of box product, for your Customers with a holistic execution plan?

Current state

6. Are you stuck as you don't have any unique product/ solution, for your customers over competition
&
your internal teams don't innovate or create an out of box product for your customers ?

2. Organization value proposition

Aspiration

7. Do you aspire to have the best dream team for your organization got employees to join & stay with you over competition ?

Current state

8. Are your employees moving to competition leaving you, but you don't know why & what to do now?

9. Are you facing trouble to attract & hire premium talent from the market?

21 Solutions offerings - Tagged to assessment questions

3. Organization capability & talent strategy

Aspiration

10. Do you aspire to know, what "Organization level skills are required to uplift your Talent capability, to be future ready ahead of competition"?

11. Do you aspire to craft a futuristic talent strategy, to find the best fit talent in place with an optimal cost?

Current state

12. Do you face challenges as your people don't having future skills, to do next level work?

13. Are you confused with which roles to hire internally vs externally vs hiring contractor's vs automating work?

4. Talent development for key talent segments

Aspiration

14. Do you aspire to develop your key talent, to upskill and grow within your organization than losing them to market?

15. Do you aspire to have a talent development approach, career learning pathways/ journeys for your key talent segments /personas?

Current state

16. Are you facing challenges to develop, engage & retain your key talent?

e.g. of key talent can be high potential, work in critical roles or have critical skills, executive development, women in leadership, diversity & inclusion employees, graduate/campus employees

5. a) L&D strategy

Aspiration

17. Do you aspire to ensure your organization is ready for the future?

18. Do you aspire to have a holistic, unique, innovative learning & development strategy for your entire organization?

Current state

19. Are you stuck with adhoc, traditional learning solutions for your employees without any clear impact?

20. Are you facing a problem to showcase, the return on investment of the money spent on employee learning?

5. b) Learning Community of practice/Culture of learning

Aspiration

21. Do you aspire to capitalize & benefit from the skill based futuristic learnings, within your organization & across industry?

22. Do you aspire to capture & retain the tacit & experience-based knowledge, of your organization and build a culture of learning & sharing?

Current state

23. Are you losing tacit & experience-based knowledge in your organization?

24. Are you unable to utilize the depth of experience & skills of your employees?

5. c) Innovative Learning design & facilitation

Aspiration

25. Do you aspire for your people to "retain what they have learnt in any form of a learning program" ?

26. Do you aspire to give a differentiated value to your customers, coming from the application of learnings from your employees?

27. Do you aspire to apply creative & innovative new ways of learning (by doing/discovery & not telling/theory) design & facilitation for your people?

e.g. Based on experiential, alternate andragogy, theater, accelerated learning with unique tools etc

28. Do you aspire to convert your trainers/subject matter expert's/teachers/ professors to become Innovative learning designers & facilitators ?

Current state

29. Are your learning /teaching solutions dry, theory heavy, traditional & less impactful ?

30. Are your learners unable to retain, apply the learnings & unable to give an application benefit back to the customers ?

31. Are your learners bored with cramming & want to explore new ways of learning with games, theater, accelerated style etc.?

21 Solutions offerings - Tagged to assessment questions

6 a) Building people cope with new external business changes

Aspiration

32. Do you aspire your leaders to cope faster with external/ internal business and organization challenges ?

33. Do you aspire your talent to come out of the emotional spiral faster, of moving from negative to neutral to a positive state & focus on logical actions to win?

Current state

34. Are your leaders and employees finding it hard to cope with organizational changes?

E.g. Internal, external, environmental, social, cultural organizational changes etc.

35. Are your facing productivity/performance drop, due to emotional spiral faced by people due to organizational changes?

6 b) Build your Managers & Leaders for tomorrow

Aspiration

36. Do you aspire to have managers/ leaders with the best-in-class leadership skills?

Current state

37. Are you facing challenges with the leadership skills of your leaders & managers ?

38. Are your people leaving you as they don't like the leader & their leadership style?

39. Are your leaders struggling with being innovative, leading high performance teams, influencing, motivating, networking, building trust, creating stakeholder value, engaging teams, building their own brand, coaching, building a culture of social collaboration learning, being emotionally intelligent etc.?

6 b) i. Innovation/Design thinking/ Human centered design

Aspiration

40. Do you aim at developing innovative and creative solutions for complex issues & creating new value in business?

41. Would you like your innovative solutions to embed empathy, creativity, user/human centric way by putting customer/people at the center?

Current state

42. Are you stuck with your employees not thinking out of the box?

43. Are you stuck with your employees not having a creative mindset, leading to no innovation and no value add for your customers?

21 Solutions offerings - Tagged to assessment questions

6 b) ii. Leading High-Performance teams

Aspiration

44. Do you aspire to uplift your entire team from average performance to high performance?

45. Do you have a solution to re-build a team & create a high performing team?

Current state

46. Are you facing challenges of average performance than high performance of your teams?

47. Are your leaders struggling with moving teams from average to high performance?

6 b) iii. Influencing skills, Motivation, moments that matter

Aspiration

48. Do you aspire to influence your stakeholders?

49. Do you aspire to have motivated employees at work?

Current state

50. Are your leaders struggling with influencing stakeholders?

51. Are your leaders struggling with motivating teams?

6 b) iv. Emotional Intelligence (optional 360 degree)

Aspiration

52. Do you aspire your employees to manage their & others' emotions Intelligently?

53. Do you aspire your managers/ leaders to recognize their own feelings & those of others, for managing emotions well in themselves & in their relationships?

Current state

54. Are your managers/ leaders/ employees struggling with managing their emotions and relationships intelligently?

21 Solutions offerings - Tagged to assessment questions

6 b) v. Crafting Stakeholder Value star for any Project

Aspiration

55. Do you aspire to craft a true value for your internal project stakeholders ?

56. Do you have a journey for your managers/ leaders to understand & design a true stakeholder value star?

Current state

57. Are you struggling with no clear value star for your project stakeholders?

E.g. value star covering financial & profitability, talent growth, experience & promotion, sustainability, diversity & inclusion, customer obsession with quality & innovation

6 b) vi. Networking while being Organization/ market Savvy

Aspiration

58. Do you aspire your organization's people to have a strong strategic, personal, operational network to help you grow?

59. Do you aspire your people to understanding the organization structure, power relationship and personalities involved, to exercise this knowledge in practical & productive ways for organization's growth?

Current state

60. Are you struggling as underperformers are organization savvy & good performance stay behind at building networks & relationships?

61. Are you struggling as your people are not networked, nor organization savvy with organization structures, managing upward relationships?

6 b) vii. Trust, Craft your personal Brand

Aspiration

62. Do you aspire your people to trust your leaders & the organization?

63. Do you aspire your leaders to have their own personal brand?

Current state

64. Are you struggling as your leaders are unable to build trust with teams?

65. Are your struggling as your leaders are unable to build their personal brand?

21 Solutions offerings - Tagged to assessment questions

6 b) viii. .Engagement of teams with Head & Heart

Aspiration

66. Do you aspire your people to put in extra effort, take initiative & actively promote the organization to others?

67. Do you aspire your organization's people to have behavioural commitment at work?

Current state

68. Are you struggling, as your employees are disengaged & don't see value to put extra effort, take initiative & promote the organization to others?

69. Are your leaders struggling to engage employees with head & heart at work?

6 b) ix. Building a learning culture-Social and collaborative learning journey

Aspiration

70. Do you aspire your people to learn fast & grow fast?

71. Do you aspire to accelerate the creative, social & collaborative learning in your organization?

Current state

72. Are you facing a challenge as everyone wants to learn fast & grow fast, but we don't know what to do?

73. Are your leaders struggling to create a culture of creative, social and collaborative learning for better results?

6 b) x. Coaching for results /Peer Coaching

Aspiration

74. Do you aspire your leaders to be, great coaches to aid talent achieve results?

75. Do you aspire your leaders to be able to, give evidence-based feedback in a positive manner?

Current state

76. Are your leaders struggling to give evidence-based feedback and do coaching for results?

7. Culture change

Aspiration

77. Do you aspire to be known for being an organization with the best culture?

Current state

78. Are you struggling to build a great organization culture, for overall organization & its people's growth, success & happiness?

Hope you have blocked a slot for a complimentary session..

..with our experts on your report & actions..

..to make your Organization Next generation ready

Join us & lets cocreate Magic!

1. Organization strategy & innovation

a) Organization & Business strategy for future

b) Organization Innovation

2. Organisation value proposition

3. Organisation capability & Talent strategy

4. Talent segmentation & development

5. Learning & development

a) Learning & development strategy

b) Learning community of practise & culture of learning

c) Innovative learning design & facilitation certification

6. Leadership development & Change transition

a) Change transition mindset

b) Leadership Development

Workshops/ Journeys :
i. Design thinking/Human centered design
ii. Leading high-performance teams
iii. Influencing skills, motivation, moments that matter
iv. Emotional Intelligence
v. Building a learning culture-Social and collaborative learning
vi. Stakeholder value star for a project
vii. Networking while being organization & market sharp
viii. Elements to build trust & craft your personal brand
ix. Engagement of teams with head & heart
x. Coaching for growth

7. Culture change

Let's meet for your complimentary session **soon!**