



Holistic

Leadership System

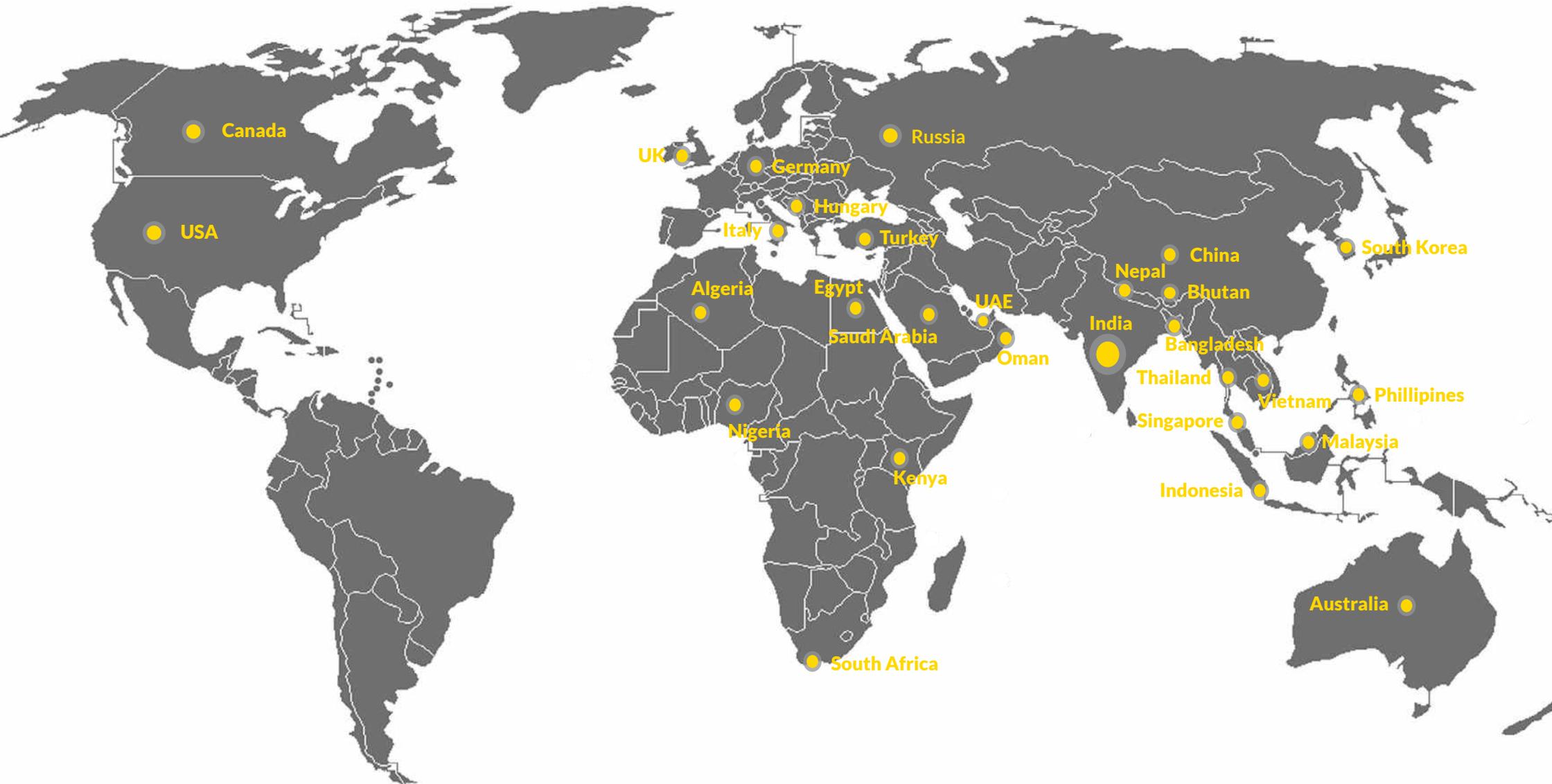
55,000 Leaders trained

29
Countries

70+
Programs

350+
Companies

22+
Years of
experience



Learning transfer

The challenge of learning is not to have an excellent training session; that's a given. The challenge is ensuring that learning is transferred to the workplace and results in Business Impact. Typical transfer levels are only between 12–20% (Mc Kinsey). So, many training initiatives are wasted.

In all our capability initiatives, we focus on effective methods of increasing the learning transfer.

These include methods such as:



INVOLVEMENT
OF SUPERVISORS



JOB AIDS



THE 3-S SYSTEM



TRACKING &
MEASURING SYSTEMS



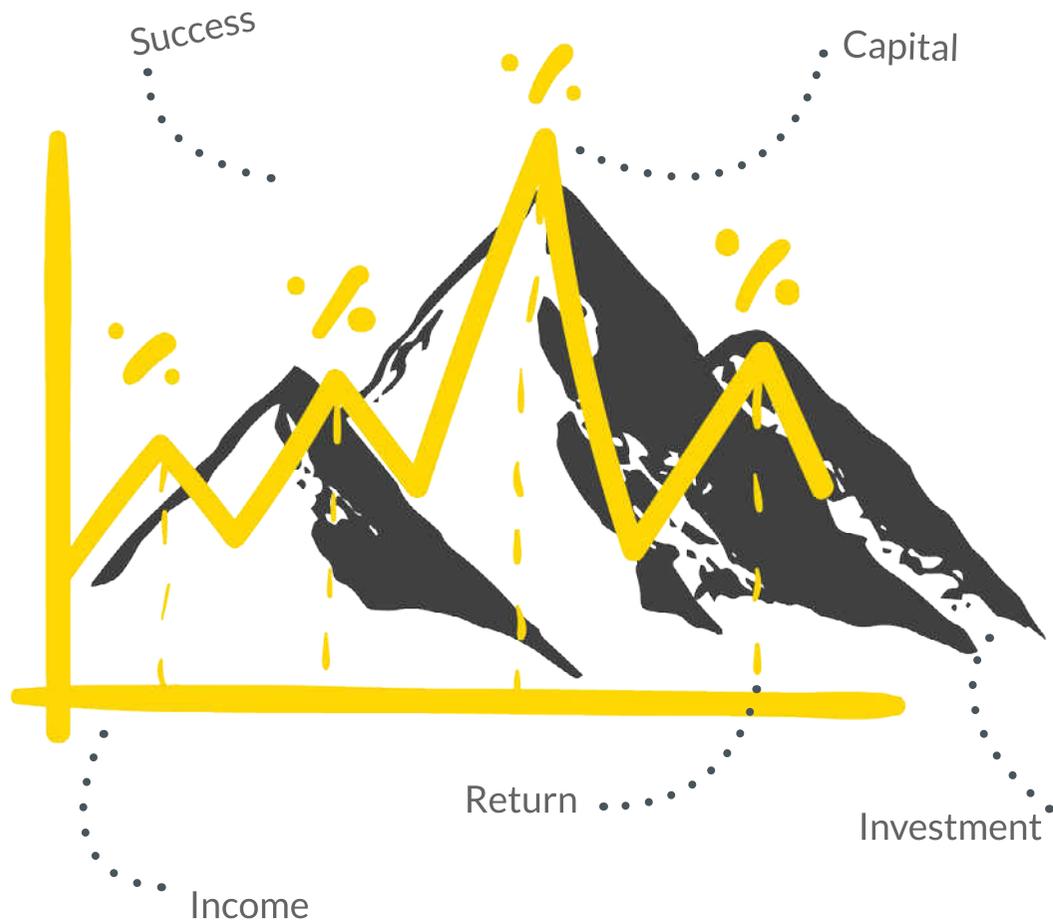
ON-THE-JOB SUPPORT
& EXPERIENTIAL LEARNING

Our target is 40-50% transfer rates for this system-based approach.



Return on Investment **ROI**

We measure business impact through two methods:



Stakeholder Assessment

Involves 360° surveys, completion, activity and satisfaction level reviews from key stakeholders.

Business Metrics

Involves a range of methods to assess impact to the business singularly with the implementation of the Leadership System. The tools range from simple measurements through to sophisticated business analytics. We use an adapted five-level system based on the proven 'ROI Methodology' from the ROI Institute in the USA.

The LMS backbone

Leadership Management System

The Leadership Management System, is a specially designed, cloud based tool that helps leaders perform better in the workplace. It supports them in all their developmental activities with the 70-20-10 Learning Formula.

The LMS is the backbone of the Leadership System that ensures a high level of learning transfer.

It does this through:

- Ensuring compliance to commitments
- Providing workplace support

Our team supports individuals through the learning journey from 'start to finish' and the LMS is the 'Single Point of Contact' for this.

Manages over

40+
areas

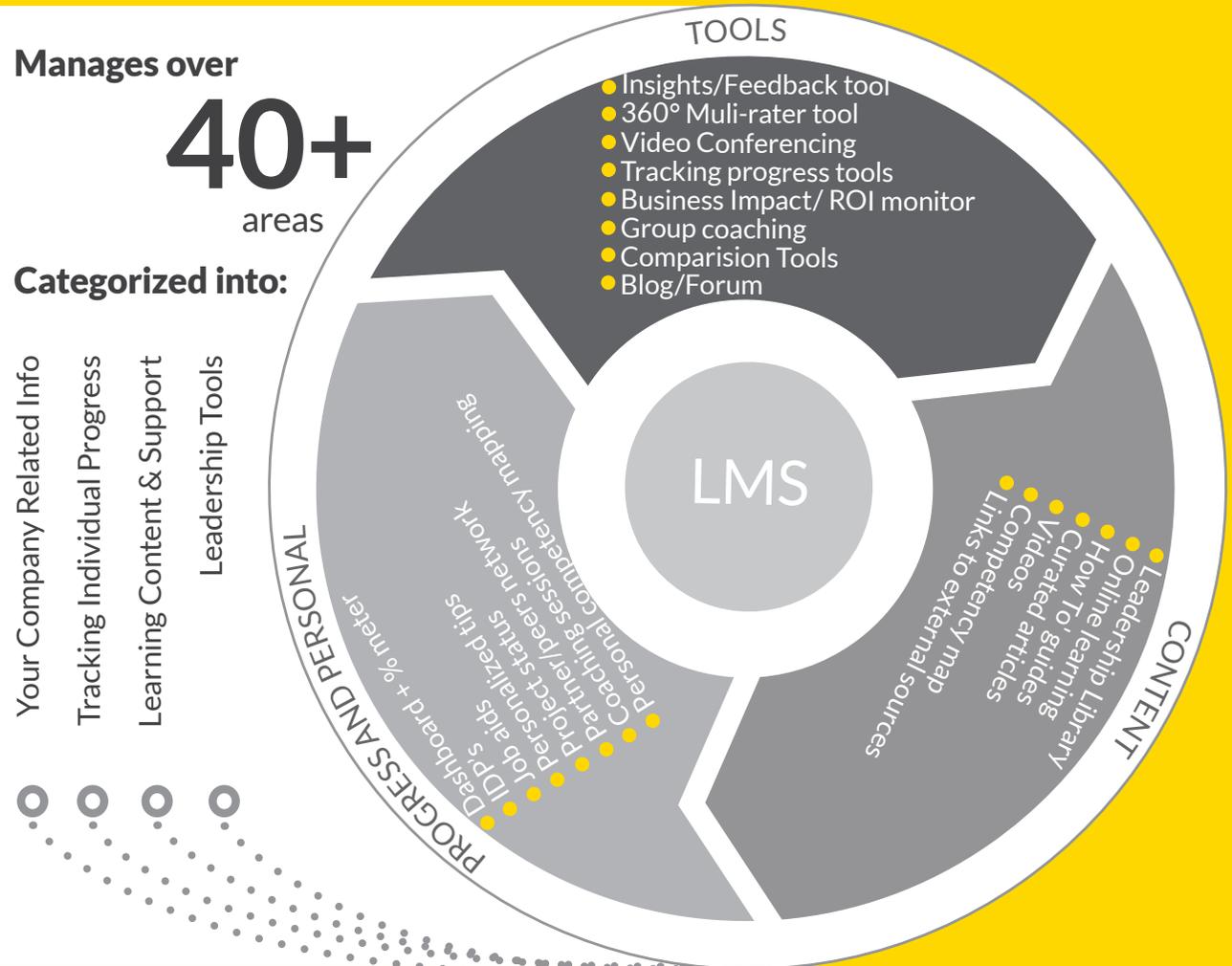
Categorized into:

Your Company Related Info

Tracking Individual Progress

Learning Content & Support

Leadership Tools



Guiding principles

To design an effective, world class Leadership System, we have created a few principles to guide us:



80:20 Rule

We focus on the 20% 'best - in - class', that will really make the difference; and focus on that



Business Impact

All interventions are guided by results, using the 6D's methodology



Support Leaders

We support the cohort 'all-the-way' through the transition process of 'support and challenge'



Technology

Drives the process – we use a fully featured LMS to evaluate, track, measure & support



Provide the tools for leaders

To enable them do the job right (i.e. job aids etc.)

Our Unique Value-Adds

1

6Ds Design System

We use a proven design system (6Ds) for a system focused on creating Business Impact

2

Support Individual Leaders

We support individual leaders through all stages of their program through multiple touch - points

3

'3S System'

The '3S system' enhances effective transfer of learning to the Workplace

4

Track & Support

We track & support using our customized and full - featured LMS as the 'backbone' of our System

5

Modular System

Modular System with 70+ moduls - so we can Build the system, tailored to your Needs.

6

Accelerated Learning

Accelerated learning through Experiential design the 'HeartMind Way™' process

7

Learning Transform Platform

Learning Transform Platform for Collaboration & engagement with Peers and Faculty

8

World class 'Evidence-Based' Leadership Content

World class 'evidence-based' Leadership content – 'Solid': tried & tested or 'Trending': latest research

System Roadmap

This is a 6-12 month journey for each cohort of leaders (upward of 6 to 18 leaders). The group is peer-supporting, guided and backed up by a facilitator and the LMS support.

On-going support for cohorts through coaching, challenge management and success sharing

LEADERSHIP WORKSHOP #2 (2 days)

Periodic 'need based' training sessions

Targeted Projects

Group Support System

Personal Development Plan

Learning Activities

Online Personal Leadership Plan

LEADERSHIP WORKSHOP #1 (3 Days)

Personal Development Plan

Pre-work & Psychometrics

Onboarding of Cohorts

Assessment/Development Centre (optional) System

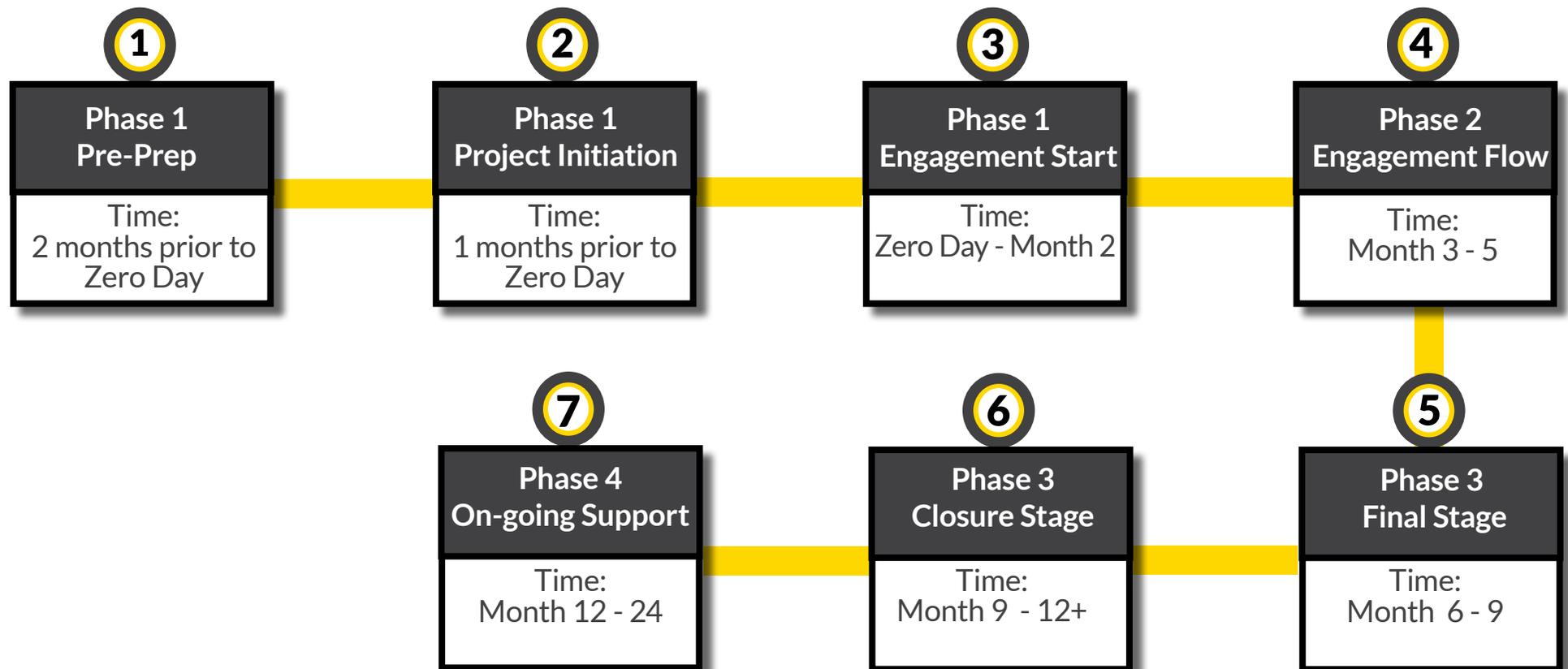
Leadership Needs Validation Survey

The Process

We follow a four Phase engagement model with 7-Step distinct steps that involves all stakeholders in the project from anything from 6 months to over 2 years of support for the leadership group.



Distinct Steps



Learning topics

We provide over 70 leadership topics. These are modular based so we can customize learning sessions exactly to participant/business requirements.

Using the 80:20 principle, we concentrate only on one key concept that will make the biggest difference back in the workplace.

Each topic is built on the current or latest evidence – based techniques that are likely to have the maximum impact.

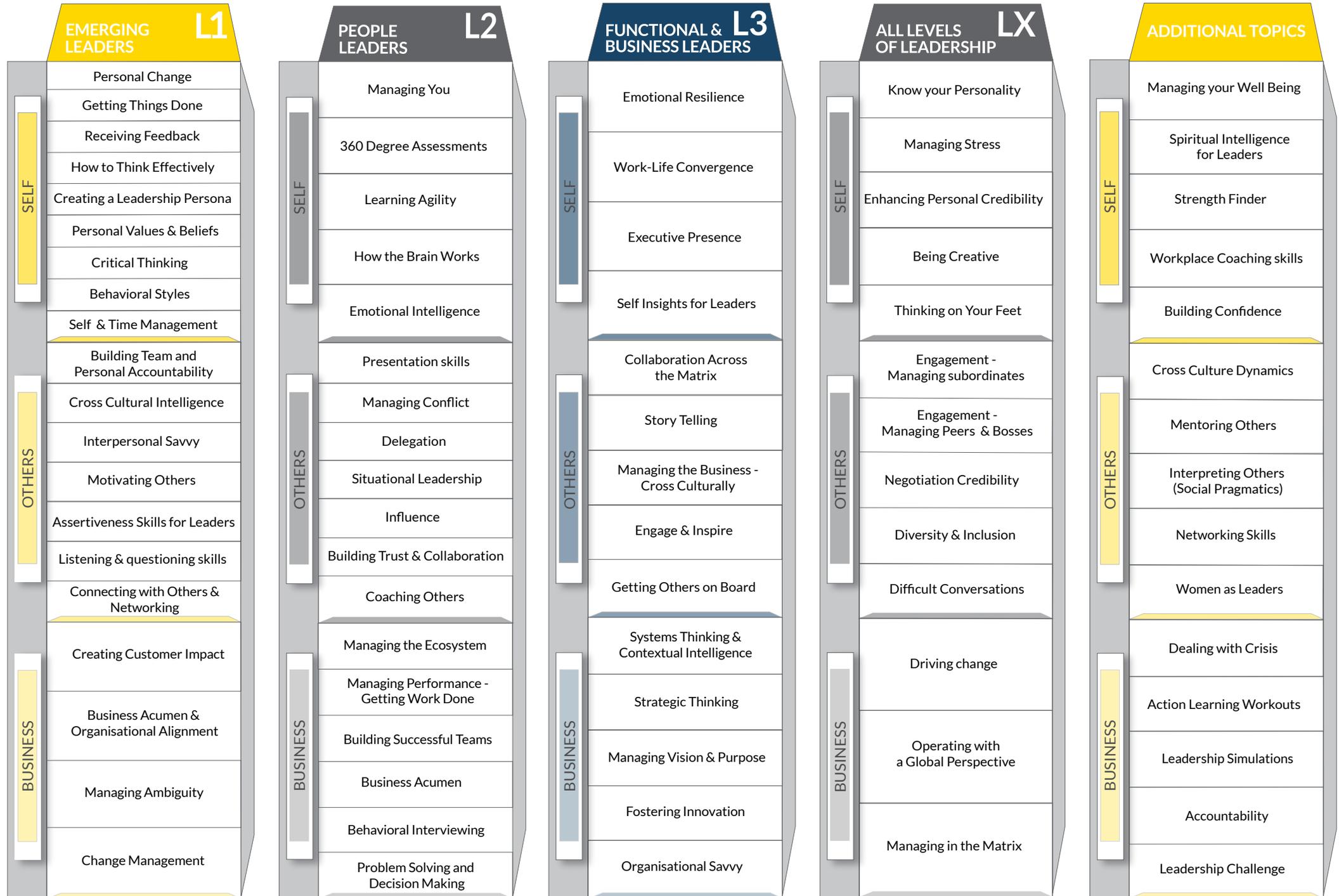
We focus on the two questions that need to be answered after a training intervention:

Can I?

‘Can I’ – Our modules are carefully designed using ‘best practice’ content curated over many years to ensure when participants walk out the door, they have crystal clarity on how they apply the concept back at work. Sessions are fun, experiential and practical.

Will I?

‘Will I’ – After good intentions fade, we require a system to support individuals in any type of change. We use the 3-step – 3S System – Self, Social & Structural – to build a strong implementation methodology in the workplace. Our LMS tracks and engages facilitators and provides peer support for each individual.



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