

# Potentia



We mediate to grow organizations and individuals  
to their next maturity level

## About us

True to her name, Potentia magnifies the inner zeal and vitality of employees and emboldens them to become the best version of themselves. We mediate, to grow organisations and individuals to their next maturity level.

The training programs and organizational development interventions supported by our immersive technology, transform the cultural landscape and business results. What sets us apart is the presence of a dash of the rare ingredient that we bring in abundance – passion.

In our existence of 15 years, we have attempted to develop deep meaningful relationships with our clients. The clients have ranged from regional small/ startup companies with revenue of only US\$ 2.5 million to US\$ 20 billion global corporations/ well-established companies in wide ranging industry domains.

## Our Offerings



### Capability Building

Learning & Development programs  
for professional growth and institutional renewal  
covering frontline to CXOs.



### Organizational Development

Strengthen organizational culture,  
evolve business practices, enhance team  
performance and strategic HR for a fast-  
paced growth.



### Technology Solutions

Comprehensive and immersive suite  
of technologies which enrich our training and  
OD offerings, available as SaaS to select  
clients/ consultant partners.

# Capability Building

We produce transformative results for your organization's most valuable asset- your people, equipping them with enabling attitudes and skills. From frontline workers to CXOs, we provide myriad learning programs that elevate individual and organizational capability. We bring the X factor by leveraging mythology, history, and integrating wisdom from the east and the west. Contemporary research and our insights from the lives we touched, contribute to our training programs, developmental workshops, human laboratories, and motivational talks. Our sought after program areas include:

## Inner Transformation

The change that happens within has an impact far-reaching than the one brought about by external stimuli. A quest for self-discovery, realization of true meaning and uncovering one's hidden potential require inner transformation. Unlocking one's potential, in the absence of a sounding board can be trying. Finding the right path becomes easier with a catalyst or a marg-darshak. You need that 'extra' and this is where Potentia comes in. Our interventions carry double-loop learning, we gain with every interaction, and evolve continuously. Most importantly, we follow an inside-out approach, preaching only what we practice. Our acclaimed Inner Transformation interventions include:

- Leadership Laboratory
- Achievement Motivation
- Appreciative Inquiry
- Stop Look and Go

## Behavioral Change

High performance teams display interpersonal sensitivity, willingness to collaborate and emotional maturity. These behaviors are enabled by the organization's culture. Behavior leads to habits, habits to character and character creates winning organizations. Across industry segments – be it a start-up, an emerging company or a stable organization, our suite of development programs provides customized offerings addressing an individual's needs. Our facilitation supports technology-enabled handholding that sustains much beyond the classroom. Our highly praised Behavioral Change programs include:

- Emotional Intelligence
- Generative Collaboration
- Malgudi Express

## Leadership Capability

Managers directly impact resource mobilization, enforce discipline, derive high team productivity, and achieve their companies' targets. Often, the difference between an organization's accomplishment and failure lies in its managers crossing the threshold to leadership. Sometimes the task-obsessed managers need to transcend and look beyond short term benefits, to delight customers, engage workforce and champion innovation. We add meaning to companies riding the change, using a science that nurtures people leadership. Our programs help managers traverse the vicissitudes of their context/ roles to launch into the next orbit- be it the frontline managers interfacing with customers or the CXOs responsible for bottom-line or a CEO with penchant for customer-centricity. Our celebrated Leadership Capability programs include:

- Science of People Leadership
- UBIKA

# Organization Development

In an era where disruption is shrinking company lifespans, our solutions increase innovation, team effectiveness, and business productivity our clients keep ahead of the competition. They know that 'Not everything that counts can be counted' and seek us out to shape their culture, streamline key processes, and further evolve their HR strategy. Our OD interventions convert dreams into a shared vision, cascade goals from the boardroom to the frontline, and align the roles and systems that bring an organization alive. As catalysts, we focus on areas such as

## **Building enabling culture**

The fastest way to achieve customer delight, great financial results, competitive edge, and the growth that you aspire comes through an enabling culture. Besides tangibles, the culture of an organization acts as a glue to embed values, heighten commitment to her purpose and become resilient.

## **Raising productivity and performance**

A start-up's quest for higher impact, a family businesses' need to professionalize, and a mature company's journey to the next orbit entails raising the bar. The intangible milestones such as institutionalizing key business processes, embedding learning orientation, or inter-team collaboration are aspects that increase productivity and performance. If your need is to evolve and deploy mechanisms and processes which uncover untapped potential and yield higher performance, then this is the right door.

## **Strategic HR**

The contribution of Human Resources to company results is often misunderstood. A well-thought-out HR philosophy in line with business strategy is the hallmark of a good company with aligned goals, roles, and processes. At the core of every metric measured by companies (market cap to customer loyalty), lie its people practices. Retaining employees devoted to their jobs, nurturing them to obsess about customer satisfaction, and achieving workplace happiness require enabling HR policies and systems that we co-create.

# Technology Solutions

Our technology solutions for assessment and development of People/ Organizations include :



*Build leadership pipeline using 360 Feedback*

User friendly and secure interface to facilitate self-assessment and feedback from key stakeholders



*Organizational Climate Survey*

Gauge the health of your organization by measuring the level of employee pride, advocacy, loyalty, and commitment.



*Online Assessment and Development Center*

Facilitates objective and impartial potential assessment leading to Individual Development Paths (IDP).



*Immersive learning technology for trainers & learners*

Trainers/ Facilitators' one-stop solution to stay connected with participants, share content, conduct quizzes, publish assignments and gamify lessons.

# Our Clients

A representative sample of our clients –



# Testimonials

## **Ashish Kumar, Chief People Officer, Best Seller summarizing the value added by Team Potentia**

“Potentia has added immense value in works related to HR Systems at Bestseller... the performance management system and HR Policies articulation by Potentia are practical and support alignment between goals, management philosophy and people action... they have over stretched and delivered on tight timelines on certain occasions... will continue to have Potentia as a trusted advisor”

## **Ratnesh Jha, Managing Director, Cambridge University Press appreciating Team Potentia**

Potentia is a team of vibrant hard core professionals true to their commitment... they have been an invaluable support through Cambridge India’s journey from an Entrepreneurial Company to a truly International Organisation, with world class policies, processes and high quality talent from diverse industries now on board... in the past year and a half, Potentia has been an indispensable asset and has been a worthy partner

## **Shreeram Ranada, Ultratech Cement Ltd appreciating Stop-Look-Go program**

Stop-Look-Go is a really phenomenal program conducted at all our locations. The program was a transformative experience that enabled participants to re-assess priorities and ways of thinking, it got an amazing response from our employees as well as partners.

## **Aliza, Mentor, Suchitra Academy commenting about Appreciative Inquiry program**

In a world moving at the speed of light, this program makes you stop, feel, think and act in a way that you can add substance to your being. It helps you see beyond the boundaries of what I want to what is in the best interest of everyone.

## **Abhijeet Harne, Associate Manager, GGK summarizing the impact of UBIKA program**

...this program acted like a spark to ignite the fire within me. At times we get complacent, content with what we are doing... this program acted as a catalyst to bring in the change in me.

## **Harish Gupta, Country Manager, VFS Global commenting about Emotional Intelligence program**

Emotional intelligence is the buzzword for common sense but as we all know, common sense is not very common. This program is an excellent platform to enlighten today's and tomorrow's leaders. The world is very dynamic & constantly changing. In this scenario it is very critical for leaders to be aware of their inner selves, emotion & the feeling of others as this is how people want to see their leaders.

## **Harshita Pherwani, HR Business Partner, Axis Bank commenting about the Climate Survey rollout**

Potentia was the natural choice for the climate survey given their rich understanding of our organization .... Potentia customized the survey to suit business needs and also rolled-out the survey with a short turnaround time... the whole process was handled seamlessly and yielded valuable learnings and insights.... a big thanks to team Potentia for all their efforts!

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