



Intueri  
Consulting

# Equipping People and Organisations to Unleash Sustained Performance

Proposition by  
Intueri Consulting

> 2024



This document outlines Intueri's approach and methodology for maximising the effectiveness of leaders and driving lasting improvement in performance and organisational health.

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Introduction and Background



Driving Change and Culture in the Team



Developing Tomorrow's Leaders Today



Summing Up: Aligning Culture and Leadership for Lasting Success



About Intueri Consulting and the Team

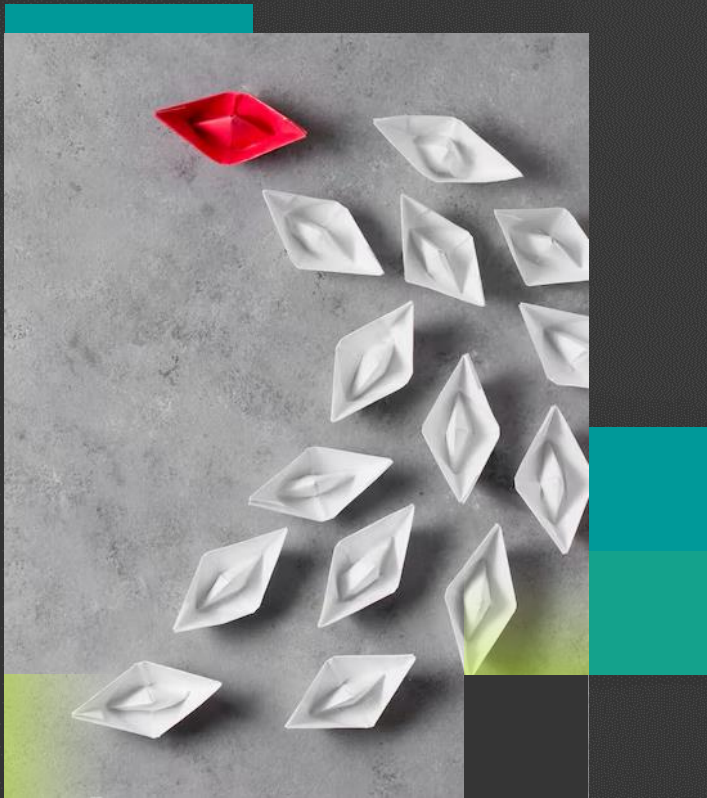
# Index



“““  
**COMING TOGETHER IS A BEGINNING.  
KEEPING TOGETHER IS PROGRESS. WORKING TOGETHER IS SUCCESS.**

Henry Ford





CHAPTER 1

# Introduction and Background



# INDUSTRY RESEARCH CONSISTENTLY HIGHLIGHTS A STRIKING CHALLENGE: 70% OF BUSINESS TRANSFORMATIONS FAIL FROM POOR EXECUTION AND CULTURAL RESISTANCE

A significant factor contributing to transformations failure is the need for next-generation leaders equipped with the necessary change mindset and adaptability. According to an industry survey, organisations with weak leadership pipelines are

**2.5 times**

more likely to underperform during transformations.

The lack of alignment between cultural shifts and leadership readiness presents an ongoing risk, stalling progress and undermining long-term success.



You are not alone, if you are facing these hurdles while implementing change and transformation.



Our leadership pipeline is not strong enough to drive our transformation and meet future challenges.”



Our cultural initiatives fail to create the deep-rooted change we need for sustainable growth.”



Resistance to change is holding us back, and we need to address it to make our transformation successful.”



Without a structured approach to culture and leadership, we risk missing our transformation goals.”



# INTUERI CONSULTING WORKS WITH YOU TO ENABLE AND ENSURE THE **SUCCESS OF THE TRANSFORMATION**

Intueri Consulting helps you build a high-performing organisation by driving cultural transformation within teams and developing future leaders. This ensures the successful execution of your strategy today and the sustainability of impact for tomorrow.

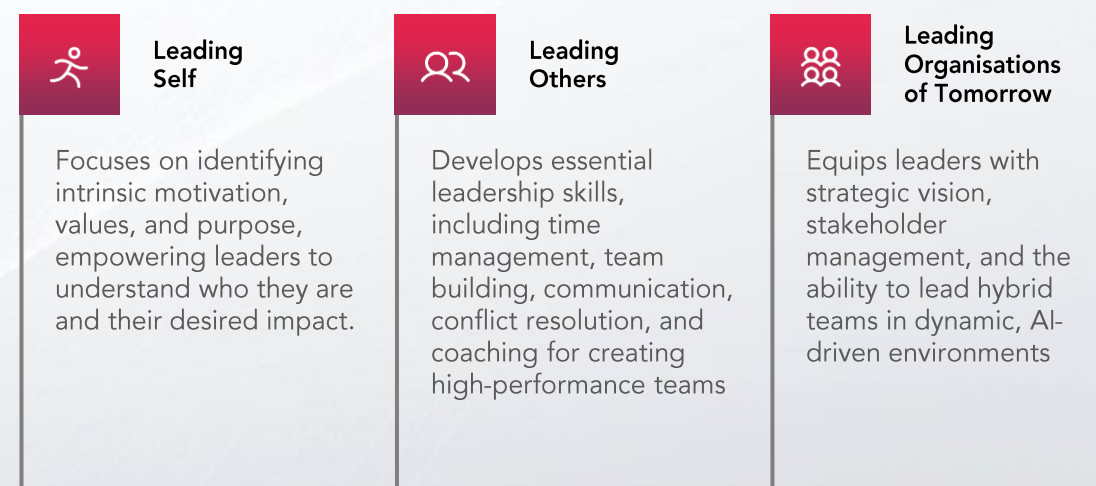
## **DRIVING CULTURE AND CHANGE IN THE TEAM**

Organisations prioritizing cultural transformation are five times more likely to have successful transformations.



## **DEVELOPING TOMORROW'S LEADERS TODAY**

Immersive leadership journey to groom future leaders who drive organisational evolution and ensure long-term sustainable transformations.





CHAPTER 2

# Driving Culture and Change in the Team

MODULE 1



# LACK OF CONNECTEDNESS AND TRUST WITHIN THE TEAM LEADS TO A WEAK CULTURE, IMPEDING THE SPEED OF TRANSFORMATION AND CHANGE



Hybrid working group rather than a team



Siloed cross-functional working, resulting into under-performance yet not acknowledged



Distributed Global Multi-cultural team lacking common purpose



Teams within Team, culture of affinity-based subgroups

76% of HR leaders feel that hybrid work **challenges employees' connection** to organizational culture.



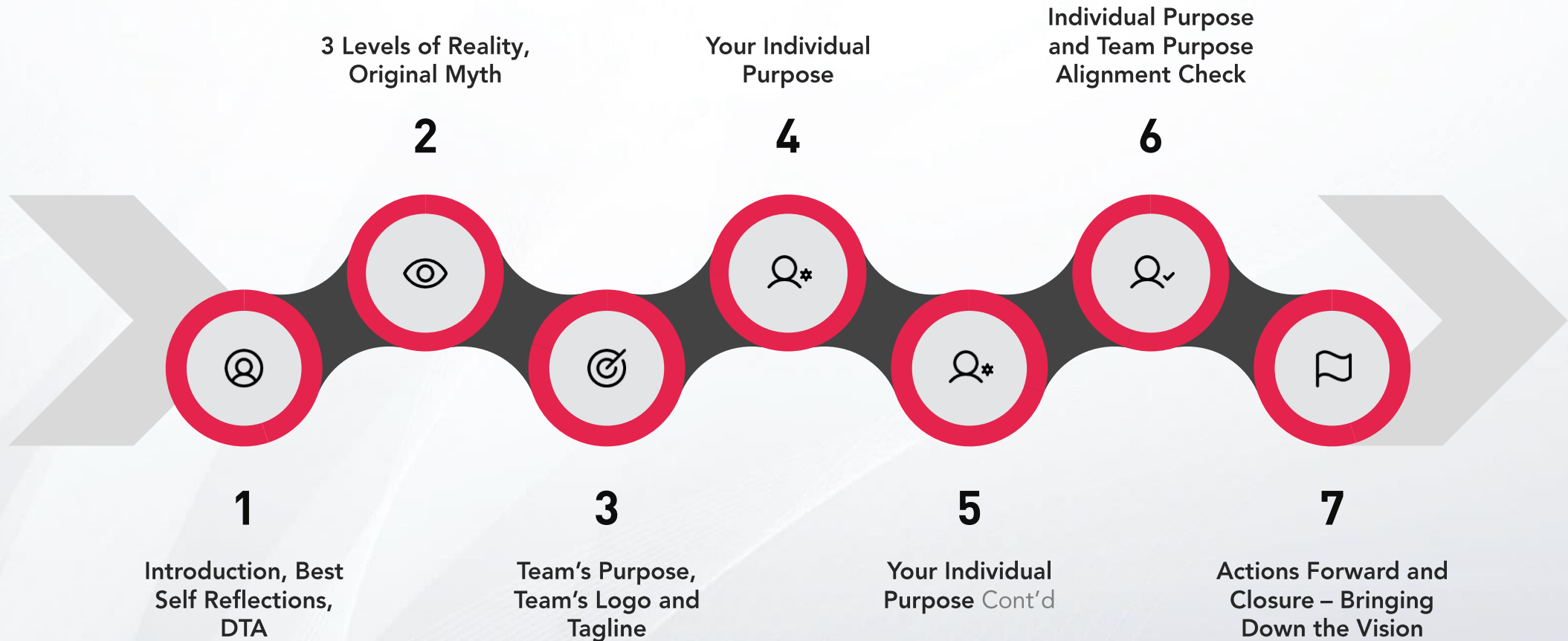
Only 1 in 4 employees are **connected to their organization's culture.**

n = 235; 3,917 hybrid/remote knowledge workers  
Source: 2022 Gartner Culture in a Hybrid World HR Leader Survey;  
2022 Gartner Culture in a Hybrid World Employee Survey





# OUR SIGNATURE 'COMPASS AND NORTHSTAR' PROGRAM ENABLES TEAMS TO ALIGN ON ORGANISATIONAL PURPOSE AND ENABLES A DEEP-ROOTED CULTURE TRANSFORMATION



# BETTER CONNECTEDNESS AND TRUST FUEL THE DEEP-ROOTED CULTURAL TRANSFORMATION, A KEY TO THE SUCCESS OF THE TRANSFORMATION

How is the bonding and trust in the team now (on a scale of 1 to 10, 10 is the highest)?

Bonding and Trust in the Team (8 and above)

	Before	After
Team 1	33%	83%

Other teams, who went through this program, also demonstrated similar improvement in Trust Index, six months after the program (on average 45%+ improvement)

Bonding and Trust in the Team (8 and above)

	Before	After
Team 2	10%	51%
Team 3	40%	91%

Improved trust and alignment on purpose leads to better Team Performance and higher Employee Retention

37%

Improved Employee Performance\*

36%

Improved Employee Retention\*



\*Source: 2022 Gartner Culture in a Hybrid World Employee Survey



# A STRUCTURED APPROACH TO ENABLE THE TRANSFORMATIONAL JOURNEY, BUILDING ON THE DEEP-ROOTED CULTURAL TRANSFORMATION

Throughout the six to nine months of the transformative journey, the Intueri team works alongside your identified Core team, ensuring the success and impact of the transformation.



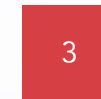
## Kick Off

Workshop to align on the key objectives (OKRs); set up a steering committee



## Initiating Change

Leader Workshop, identifying Change Champions, detailed activity planning



## Implementation

Identifying pilots, capture early wins, communication drumbeat



## Mid-journey Checkpoint

With the steering committee, program adjustment based on feedback



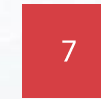
## Embedding Change

Team and culture alignment, 'Compass and NorthStar' workshop rollout



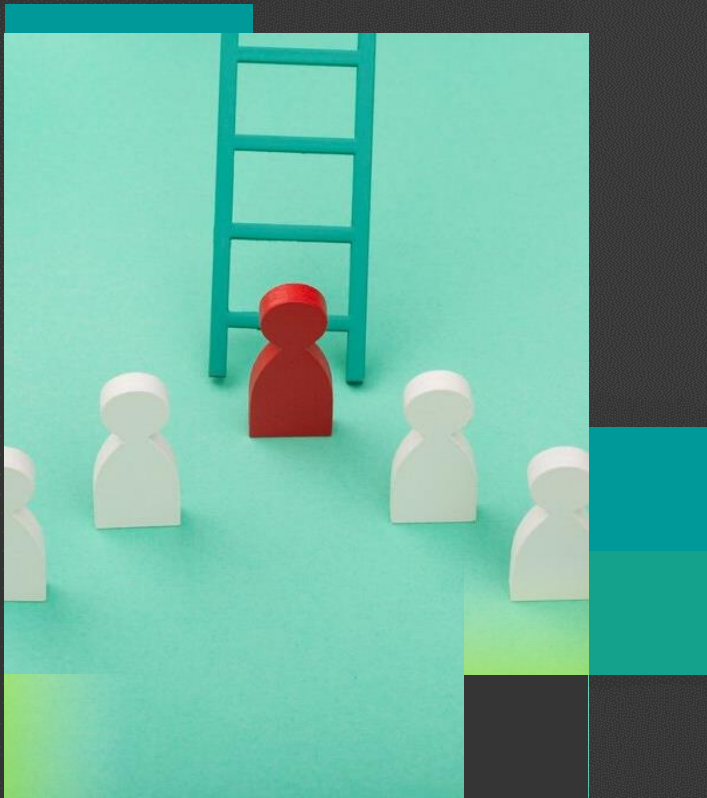
## Measure and Sustain

Impact assessment with OKRs, align with Steer Co., agree on the framework for sustenance



## Next Steps and Future Planning





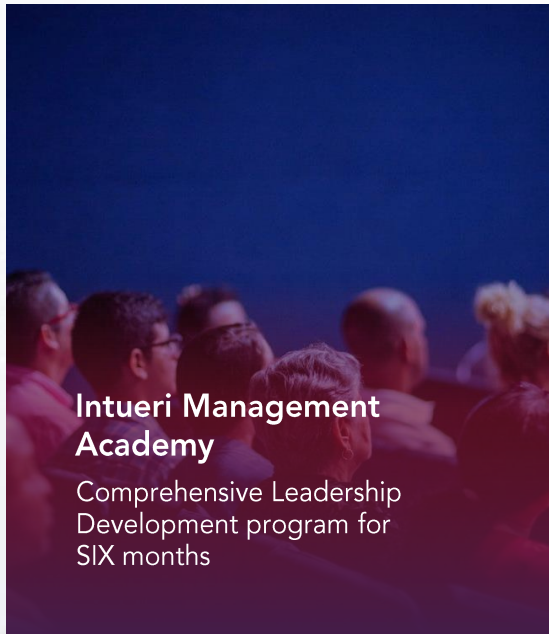
CHAPTER 3

# Developing Tomorrow's Leaders Today

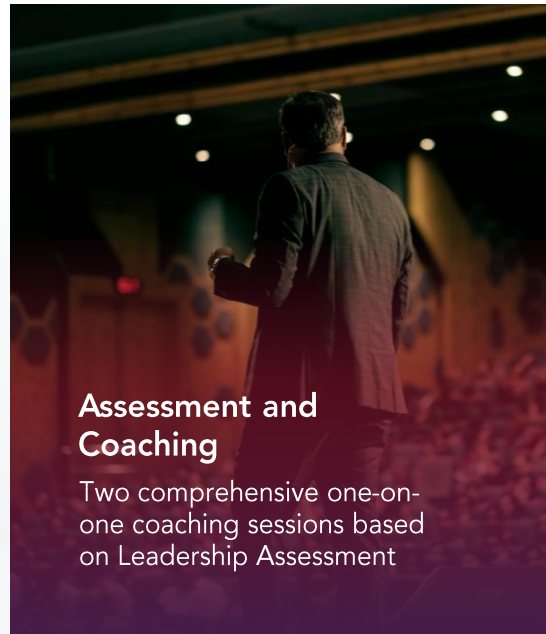
MODULE 2



# ORGANISATIONS WITH STRONG LEADERSHIP AND A COHESIVE CULTURE ARE 2.3 TIMES MORE LIKELY TO SUCCEED IN TRANSFORMATION EFFORTS COMPARED TO THEIR PEERS



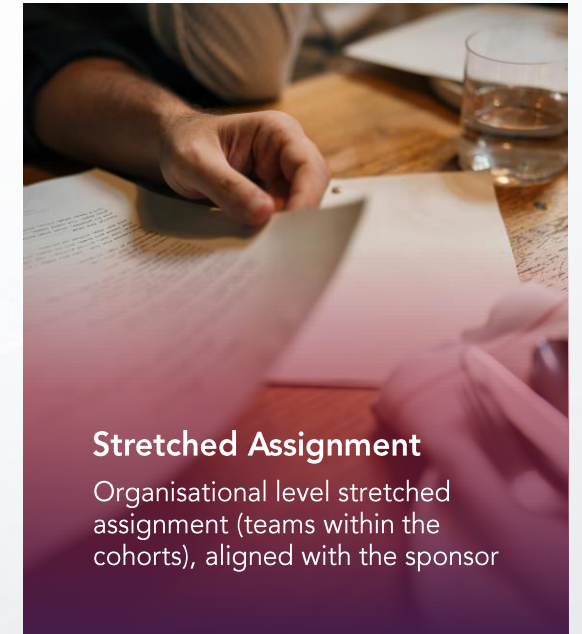
**Intueri Management Academy**  
Comprehensive Leadership Development program for SIX months



**Assessment and Coaching**  
Two comprehensive one-on-one coaching sessions based on Leadership Assessment



**Mentoring**  
Each candidate gets a mentor from the Leadership Team assigned



**Stretched Assignment**  
Organisational level stretched assignment (teams within the cohorts), aligned with the sponsor

Intueri team takes the lead with the support from the organisation

Sponsoring organisation takes the lead, with the support from Intueri team



# INTUERI MANAGEMENT ACADEMY IS A HOLISTIC LEADERSHIP DEVELOPMENT PROGRAM



## LEADING SELF: COMPASS AND NORTH STAR

Intrinsic Motivation, Values, Passion – Compass, Purpose – NorthStar. Who you are and what impact you want to create as a Leader, Personal Branding, etc.



## LEADING OTHERS

Time & Priorities Management, Communication & Executive Presence, How to create and lead a high-performing team, Conflict Management, Crucial Conversations, Coaching, etc.



## LEADING ORGANISATIONS OF TOMORROW

Vision/Strategy/Execution, Strategic Networking/ Influencing, Stakeholder Management & Navigating Power and Politics, Leading Hybrid/Distributed Next-Generation (GenZ, GenAlpha) Teams, Leading in the era of GenAI, Creative Problem Solving, etc.

### Leadership Foundation



1.5 Months

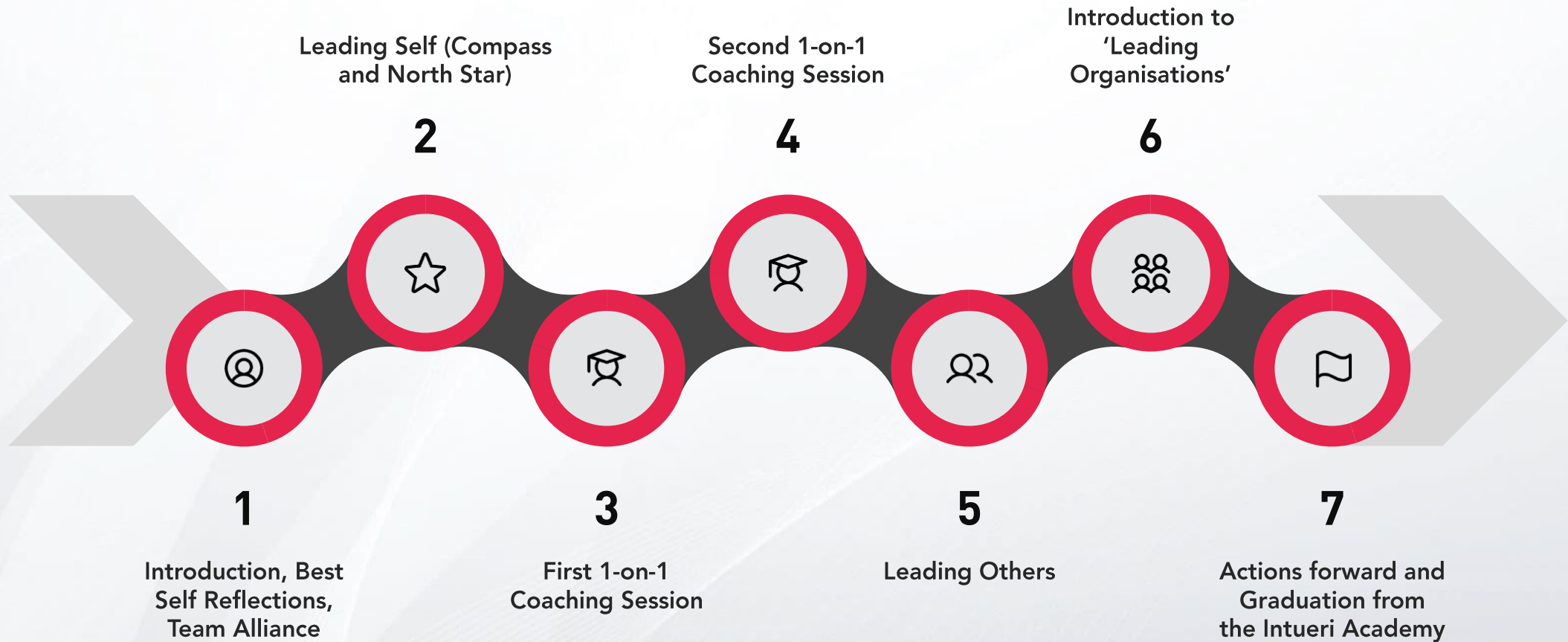
### Leadership Masterclass



4 Months



# THE SIX-MONTH PROGRAM PATHWAY



## THE IMPACT: IGNITING A TRANSFORMATIONAL JOURNEY FROM WITHIN, STRENGTHENING THE LEADERSHIP CORE CAPABILITIES



Companies with effective leadership development programs have seen an **11% increase in profitability** and a **7% higher employee engagement rate.**

Harvard Business Review, "The State of Leadership Development"



The program has profoundly sharpened my strategic thinking, empowering me to lead with enhanced clarity and vision. It has also inspired me to leverage my skills to create a greater impact.

**Anjuri Malhootra, India**

First-time Leader - 40 Women Leaders' Program



This program had a deep impact on me, offering a new perspective on the leader I aspire to be. I highly recommend it to anyone looking to grow both professionally and personally.

**Andreea Pomarleanu, Romania**

First Time Leader – 40 Women Leaders' Program



I sought help from the Intueri Academy during a challenging time, and their guidance helped rediscover my motivation. Their insightful, supportive, and structured approach made all the difference.

**Javaneh Shavasteh, Sweden**

Mid Level Leader



You are doing the magic to make me feel more robust and capable, and it is Transformational. I have little experience in attending leadership coaching. But this is the best thing happening to me now.

**Sribant Panda, India**

Mid Level Leader





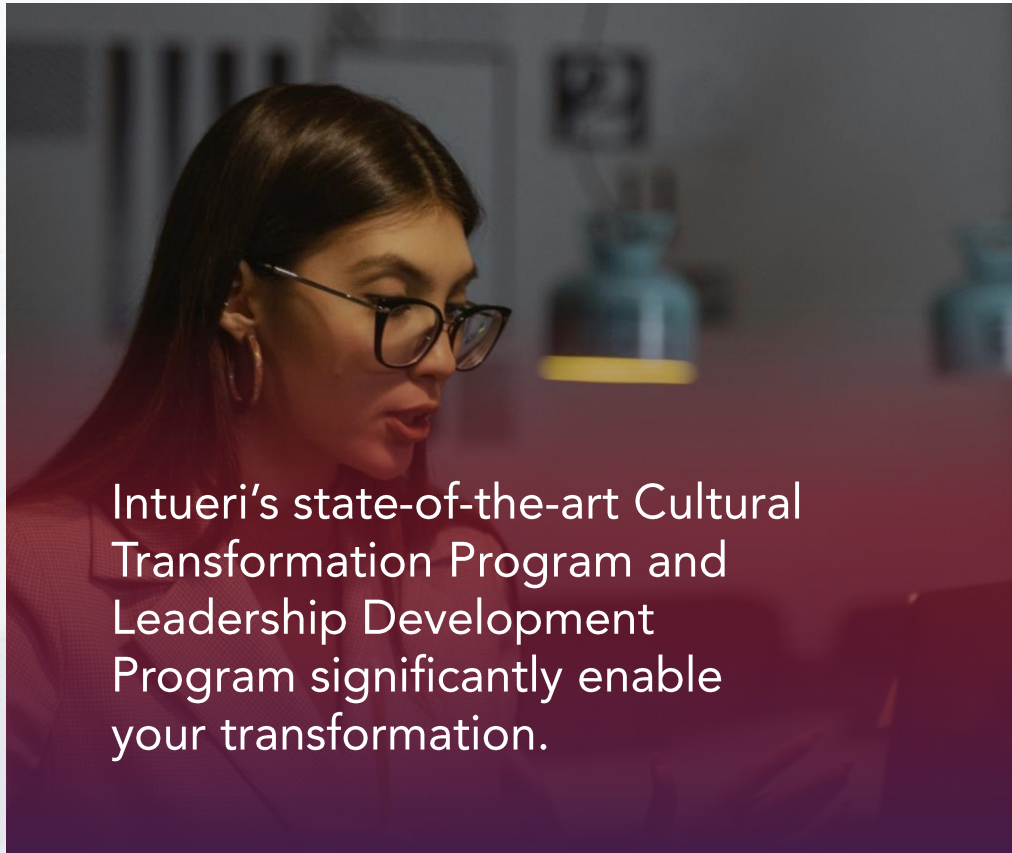


CHAPTER 4

# Summing Up: Aligning Culture and Leadership for Lasting Success



# TRANSFORMATIONS BACKED BY A WELL-ALIGNED LEADERSHIP AND CULTURAL STRATEGY ARE **58% MORE LIKELY TO ACHIEVE INTENDED OBJECTIVES**



Driving Culture and Change in the Team

Empowers teams to overcome cultural resistance and align with transformation goals, enhancing execution success



Developing Tomorrow's Leaders Today

Prepares current talent to become future leaders, ensuring a robust leadership pipeline for sustained organisational transformation.





CHAPTER 5

# About Intueri Consulting and the Team

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INTRODUCING INTUERI



Intueri  
Consulting

Intueri is a broad-spectrum strategy consulting firm, with in-depth research, and deep client-engagement based consulting catering both the private and the public sector. We contribute our insight to the current international economic, socio-political, and technological landscapes to find pragmatic solutions to issues that threaten to dismantle the normative functionalities of business.

In consonance with 'Intueri' which conceptually means 'intuition to look inside' our insights are supported by intelligent and deep data analysis and solution identification processes, ensuring that our recommendations are pragmatic and personalised to the dynamic requirements of the clients' businesses.

[www.intueriglobal.com](http://www.intueriglobal.com)



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COMBINED  
EXPERIENCE



**20+**

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LOCAL ALLIANCES AND  
PARTNERS



INTELLIGENCE. INTUITION. INSIGHT.

## WE HAVE A BLEND OF THE RIGHT SET OF EXPERTS & IMPLEMENTATION PARTNERS WITH EXPERIENCE TO MAKE THIS ENDEAVOUR SUCCESSFUL



**Indranil Das**

### Leadership Coach

Indranil Das has 30 years of experience leading multicultural teams and P&L across global organisations such as PwC, IBM, and Ericsson. He is a certified coach (ICF PCC, OSRCC) with extensive expertise in coaching individuals and teams, focusing on leadership development and creating a positive organisational culture.



**Yael Leinman**

### Leadership Coach

Yael is an EMCC-certified team Coach and Positive Intelligence Coach. She is a seasoned Mental Health professional with two decades of experience working with NHS. Yael specialises in team coaching and leverages her psychological expertise to enhance team communication and collaboration.



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