

DECODE

THE PERFORMANCE-COMPETENCY GAP

If Life is in codes, Leadership is in deeper codes. A lot of people never seem to understand the codes that hold them back. You have the potential deep within locked up in codes. To unravel the hidden secrets, one needs to learn to **DECODE**. It enables people to get the best out of their capabilities and competency. **DECODE** is a language of inner minds, hidden strengths and right pathways to performance and progress. **DECODE** gets you going in the right direction, right away.

DYNAMIC BUSINESS ENVIRONMENTS ARE PLACING OUR MANAGERS IN INCREASINGLY AMBIGUOUS SITUATIONS THAT CONSTANTLY CHALLENGE THE IDEA OF LEADERSHIP. THEY ARE TODAY FACED WITH SITUATIONS THAT DEMAND THEM TO LEAD IN A MORE DIVERSE, TRANSIENT AND MULTIGENERATIONAL ENVIRONMENT.

Through our experience in Organisation & People Development consulting, we often hear CEOs, HRs & L&D heads voicing concerns over **complacent managers** and their one-size-fits-all approach. The challenge for many organisations is that **managers are uncomfortable with uncertainty and change**. They are **not equipped** to meet the **leadership requirements of today and the future**. Hence, they **fail to identify opportunities to enable the full potential of people & the business they serve**.

So, what are the **crucial leadership skills** required to meet **current and future needs**?

How can leaders of today develop the **ability to lead into the future**?

How **strong** are **current leaders** in these **crucial skills and capabilities**?

Tough questions!

But the need to look within is urgent.

**It's time to
DECODE!**

A SCIENTIFIC APPROACH

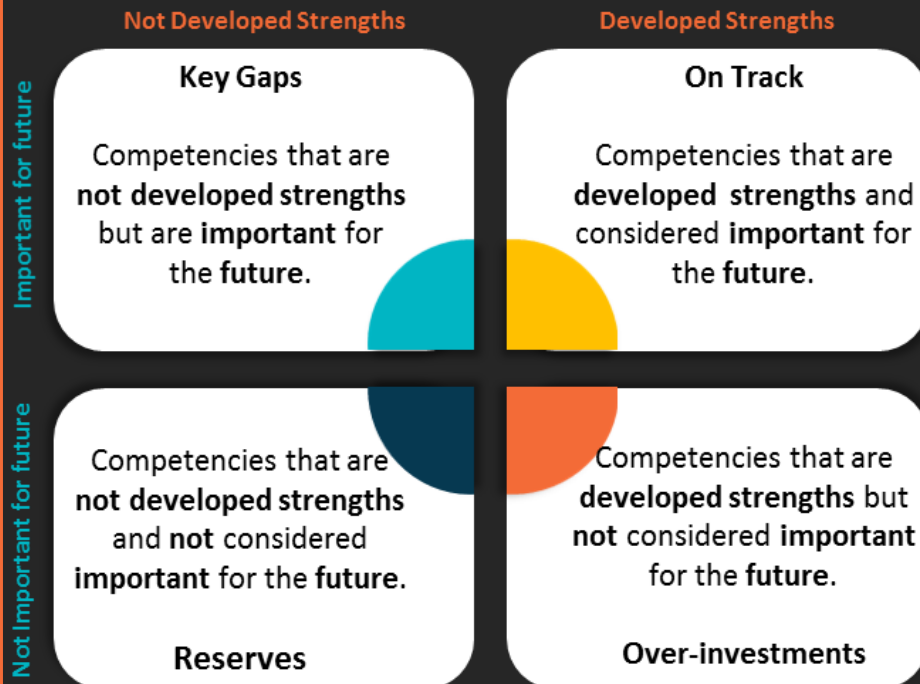
Many managers operate to suit slower moving and less complex business environments. Such managers get left behind across countries, industries, and organizational levels. **DECODE** is a **scientific psychometrics driven intervention** to bring about a positive change.

DECODE is a forced stop to blindly shooting in the dark. **DECODE** unravels the hidden leadership potential to enhance people's performance for the better.

THE ULTIMATE OBJECTIVE OF DECODE IS TO HELP LEADERS ASSESS AND DEVELOP THE KEY COMPETENCIES TO BRIDGE THE 'FUTURE LEADERSHIP' GAP.

What competencies are viewed as most important now and in the future?

Are your leaders receiving the right exposure?
Where are you placing your bet?



Source: Leslie, J.B. (2015). The Leadership Gap. Center for Creative Leadership

DECODE helps you identify and streamline your core strengths to focus on the key competencies.

DECODE empowers people's performance faster and better.



COURSE COVERAGE

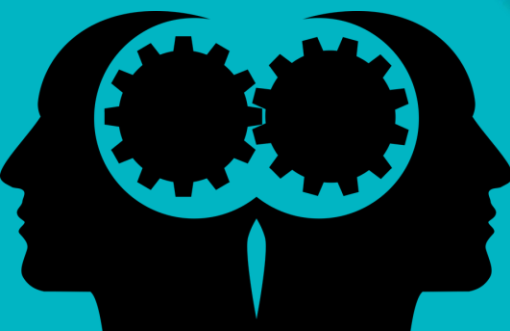
Understand the link between **Global Context**, **Behavioural Competency** and **Business Performance**

Identify **behavioural, attitudinal factors** that drive **leadership qualities** in an Individual

Individual **psychometric analysis, interpretation and recommendations**

Creation of **individual development progress plan** to suit the **organisations Priorities**

Business **case studies** to demonstrate **application of DECODE** in **leadership development**



BENEFITS OF THE COURSE

Identify competencies needed for current roles and future growth

Recruit and retain the right talent for right roles

Enhance tactful communication

Customise individual development and progress plans

Tap into the untapped potential of individual's strengths

DECODE Behavioral Analytics of the team, department and organization for greater alignment in goals and achievement



DECODE with OMi

Through **research & collaboration** with **organisations around the globe**, OMi has the opportunity to **observe first hand** what works in **building the new breed of leaders**.

Our experience indicates that to achieve **global advantage** through **strong leadership**, organizations need to heed the call and prepare to **recruit and develop high-calibre leaders** whose **strengths match the organizational need** – and not push skill sets needed five or ten years ago.

IF YOUR LEADERS NOW STAND ON THE BRINK, LET DECODE BE THE FIRST STEP TO CLOSING THE CRUCIAL 'FUTURE LEADERSHIP' GAP

WHO CAN ATTEND

- ✓ Entrepreneurs
- ✓ People Managers
- ✓ Business Leaders
- ✓ Corporate Consultants
- ✓ Human Resource Professionals
- ✓ Learning & Development Specialists
- ✓ Organization Development Consultants
- ✓ Corporate Trainers and Coaches
- ✓ Individuals interested in Career Growth
- ✓ Psychologists

Register Now!

Mumbai | 16 & 17, May 2019

Bangalore | 20 & 21, June 2019

Delhi | 11 & 12, July 2019

Chennai | 9 & 10, August 2019

Investment: INR 8500/- + GST

Can be taken up as in-house program by corporates
Certification in Psychometric Assessments available

