



SKALENT®

Road Maps of Success

SKALENT CONSULTANCY SERVICES PVT LTD.



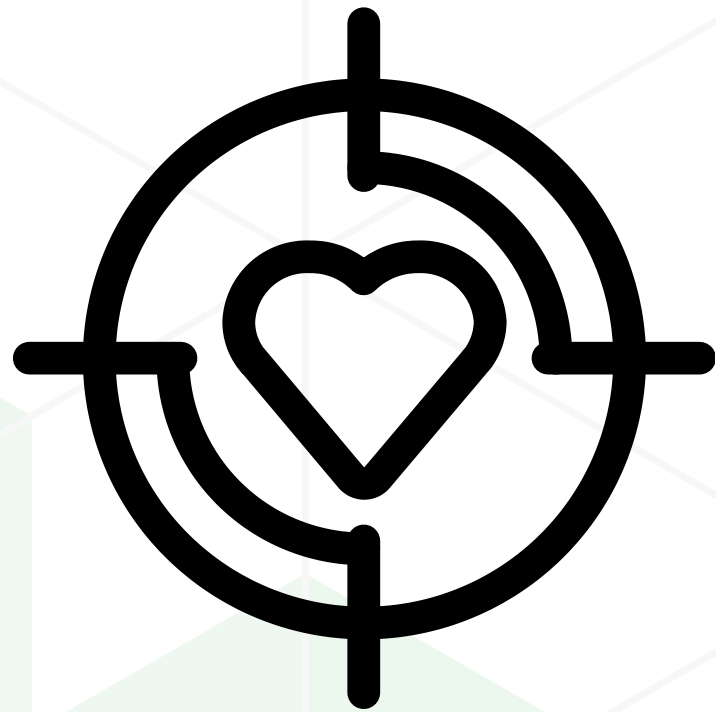
ABOUT US

Headquartered in Pune with a global presence, Skalent INDIA is a Multiple Award Winning, **'Innovation Driven'** learning and development organization that focuses on **enhancing business value** today. We **build strategic resilience** for tomorrow by developing high-value **sustenance-based learnings**.

With a strong balance of internal and empanelled experts, our services are offered and delivered globally with a targeted outcome of **'Continuous Learning' & 'Sustenance'**. We design and develop highly customised content that is **current, accessible, and easily understandable**.

CORE VALUES

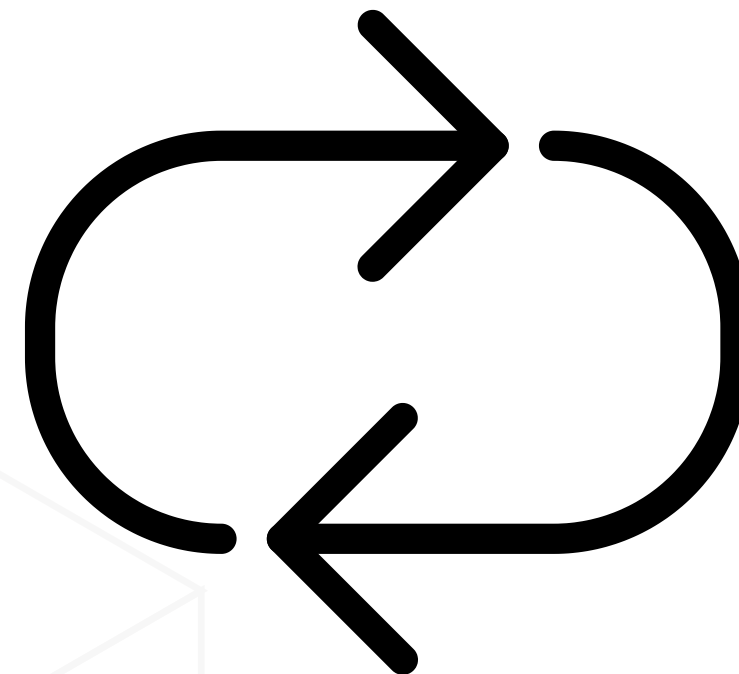
Our organisation's CORE VALUES define our workplace culture and purpose



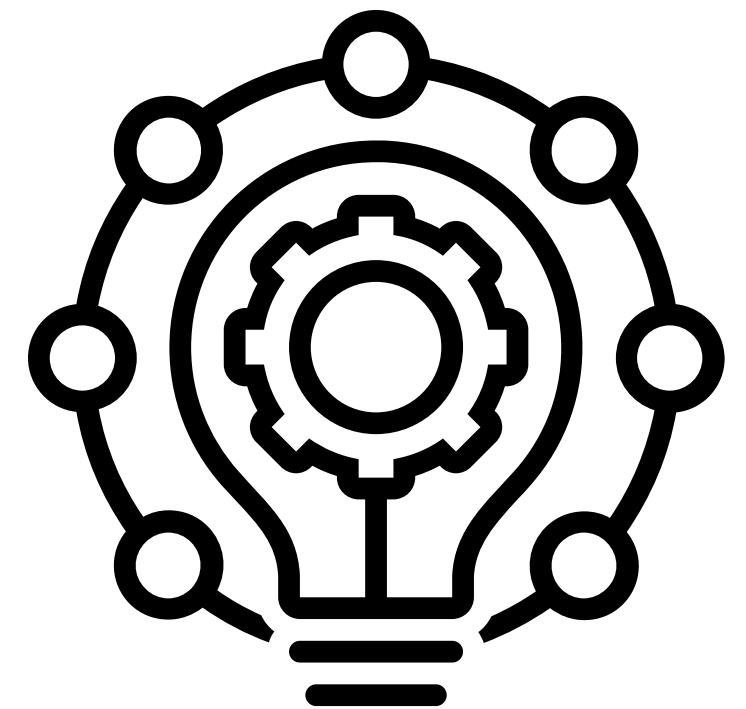
**RELATIONSHIPS
FOR LIFE**



**COLLABORATIVE
CONSULTATION**



**CONTINUOUS
LEARNING**



**MEANINGFUL
INNOVATIONS**

VISION & MISSION

Our Vision and Mission define our approach towards Growth and Sustenance

OUR VISION

Simplifying transformation through strategic collaboration and innovative value addition.

OUR MISSION

Deliver legacies with a futuristic approach.

OUR JOURNEY

150+ CLIENTS

07+ COUNTRIES | 50+ UNIQUE CUSTOMIZED WORKSHOPS

25,000+ TRAINING HOURS | 6000+ COACHING HOURS

20+ CULTURE INTERVENTIONS

Client Showcase

OUR OFFERINGS

CIO

CREATING INSPIRING ORGANIZATIONS

CIE

CREATING INSPIRING ENTREPRENEURS



CIO OFFERINGS

CREATING INSPIRING ORGANIZATIONS



Behavioral Skill Development
Functional Skill Development

Leadership Development

Executive & Business Coaching

Organizational Development

MTa learning Arenas

Lego Serious Play

Lumina Learning - Assessment Suite

B. O. T. S.

Business. Outbounds. Trainings. Success

Behavioural Skills

- L-A-B-Language and Business
- Business Communication
- High Impact Presentation Skills
- G-E-M Grooming Etiquettes & Mannerisms
- Personal Effectiveness
- Executive Presence
- Camp'US' to Corporate
- Customer Centricity
- Decision Making Skills
- Managing Conflicts
- Feedback to Feedforward
- Stress Management and Emotional Wellbeing
- Planning and Prioritising
- Influencing Skills
- Intercultural Awareness
- Stakeholder Management

Functional Skills

- Design Thinking
- Creativity & Innovation
- Problem Solving and Analytical Skills
- Negotiation Skills
- Sales Excellence
- Value Based Selling
- Key Account Management
- Inventory Management
- Territory and Distribution Management
- Train The Trainer
- Interviewing Skills
- Nine-Box Model
- Financial Skills Development
- POSH
- Agile- SCRUM Framework
- Project Management Program
- MS Office & POWER BI
- Storytelling with Data

Leadership Development

- First Time Managerial Development Program (FTM)
- Young Leadership Development Program (YLP)
- Accelerated Leadership Development Program (ALP)
- Executive Leadership Development Program (ELP)
- Women Leadership Development Program (WLDP)
- Mentoring Skills
- Coaching Skills
- Leaders as Change Champions

Executive & Business Coaching

- Executive Coaching
- Business Coaching
- Leadership Coaching
- Group Coaching

Organisational Development

- Assessment Centre
- Development Centre
- Competency Identification, Writing and Mapping
- Change Management
- Vision, Mission and Values alignment
- Diversity, Equity, Inclusion & Belonging
- Strategic KPI Alignment
- Integrated Business Planning

Skalent INDIA x MTa

- Team Work
- Problem-Solving
- Communication
- Business Priorities
- Performing for Excellence
- Leadership Development

Skalent INDIA x LSP

Strategy

- From Idea to Action
- From Strategy to Action

Management

- Teams for the Future
- Practical Management

Organizational

- Complex Changes
- Organization in Balance
- Efficient Infrastructure

Skalent INDIA x LUMINA

- Lumina Spark
- Lumina 360
- Lumina Select
- Lumina Sales
- Lumina Leader
- Lumina Team

B.O.T.S Business Outbounds Trainings Success

- Team Building and Collaboration offsite
- Strategic Leadership offsite
- Large Team offsite
- Game-based learning and simulations
- Theater-based learning and Drum Circle
- Virtual Team Building and Collaboration

Skalent x Behaviour Kit

- Behavioural Diagnostics and Insights Generation
- Strategic Ideation for Behavioural Change
- Contextual Adaptation
- Designing and Visualising Change
- Monitoring and Evaluation

CIO OFFERINGS
CREATING INSPIRING ORGANIZATIONS

CIE OFFERINGS

CREATING INSPIRING ENTREPRENEURS



—
Diagnostics

—
Participation Strategy

—
Competitive Strategy

—
Organizational Development
—

Diagnostics

- Defining the Change Statement
- Organisation SWOT
- TOWS Matrix
- Vision Mission Values – Definition & Upgrade
- HR Consulting
- Strategic KPI
- Strategy Alignment

Participation Strategy

- Strategic Pillar Creation
- Market Analysis
- Market Segmentation
- Customer Analysis
- Winnability Matrix

Competitive Strategy

- Sales Analysis
- Value-Based Selling
- Market Analysis
- Sales Strategy Creation
- GO-TO Market Strategy Creation

Organizational Development

- Behavioral Skills Development
- Functional Skills Development
- Leadership Development
- Succession Planning
- HR Consulting
- Coaching
- Mentoring

CIE OFFERINGS

CREATING INSPIRING ENTREPRENEURS

OUR PARTNERSHIPS



Road Maps of Success

With the dynamic business landscape we navigate, Continuous Learning and Meaningful Innovation hold a high value! With this belief we have partnered with **MTa Learning**. A seasoned leader in experiential learning with over 35 years of global experience, in 100+ countries and thousands of the world's most demanding organizations.

Skalent INDIA's core competence of customization bundled with **MTa's** proven methodology of knowledge transfer and sustenance creates a learning arena and integrates -

- a. **knowledge**—the concepts, facts, and information acquired through formal learning and past experience;
- b. **activity**—the application of knowledge to a “real world” setting; and
- c. **reflection**—the analysis and synthesis of knowledge and activity to create new knowledge”.



With a wide range of applications, Skalent x MTa association provides -

Team Work

- Building on Ideas
- Expression
- Listening
- Probing
- Respect
- Progress Review
- Communication
- Constructive Criticism
- Planning & Prioritisation
- Quality Standards
- Team Decision making
- Collaboration for Success

Problem Solving

- Problem - Identification, Analysis & Resolution
- Conceptualization & Critique
- Focus & Goal Clarity
- Success Orientation
- Collaborative Success

Communication

- Listening Skills
- Probing Techniques
- Empathy
- Explanation & Instruction
- Quality Consciousness
- Expression Management
- Eliminating Ambiguity
- Social Awareness

Business Priorities

- Business Acumen
- Customer Focus
- Optimization
- Prioritization
- Problem Analysis
- Probing
- Selling Skills
- Thinking Ahead

Performing for Excellence

- Leadership
- Negotiation Skills
- Commitment
- Personal Effectiveness
- Personal Leadership
- Ethics & Honesty
- Strategic Awareness

Leadership Development

- Gaining Commitment
- Create Clarity
- Goal and Target Setting
- Performance Enhancement
- Self/Professional Leadership
- Providing Direction
- Leading across Locations
- Big Picture Thinking
- Leading Teams and Leaders
- Delegation
- Planning and Prioritization
- Project Management
- Problem Solving
- Decision Making
- Innovative Mindset
- Creative Thinking

MTA OFFERINGS

OUR PARTNERSHIPS



Road Maps of Success

Skalent INDIA has partnered with **Lumina Learning** who has designed cutting-edge products based on an integrated suite of digital **psychometric** resources. They qualify and support a global community specializing in organizational and individual transformation since 2009. **Skalent INDIA x LUMINA Learning** believes that meaningful personal growth helps people become more adaptable and build strong personal and workplace relationships.



Lumina Learning products are pioneers of innovative psychometrics used in over 40+ countries, in 30+ languages. With humanistic selection and development solutions that accelerate emotional, rational, and leadership development, Lumina helps enable your success in the marketplace

With a wide range of applications, Skalent x Lumina Learning association provides -

Lumina Spark

- Group and Individual Coaching
- High Potential Identification
- Talent Mapping
- Customised Leadership Trainings

Lumina Select

- Critical Hiring
- Internal Selection
- Hi-potential Identification
- Talent Mapping
- Competency Framework
- Assessment Centres
- Performance Coaching
- Manager Training

Lumina Team

- Team Coaching
- Team Norms
- Assessment Centres
- Bespoke Leadership Trainings

Lumina Emotion

- Executive Coaching
- Personal Counselling
- Emotional Intelligence based Trainings

Lumina Leader

- Executive Coaching
- Personal Counselling
- Competency Framework
- Assessment Centres
- Bespoke Leadership Training

Lumina Sales

- Sales Coaching
- Sales Leader Training
- Sales Talent Mapping
- Hi-potential Identification
- Team Assessment
- Development Centres

Evaluation & Role Change

- Lumina Spark
- Lumina Select

Onboarding

- Lumina Spark
- Lumina Select

Recruitment

- Lumina Team
- Lumina Select

Training & Development

- Lumina Spark
- Lumina Select
- Lumina Sales
- Lumina Emotion
- Lumina Leader
- Lumina Team

LUMINA OFFERINGS

OUR PARTNERSHIPS

Leverage Our Expertise in Strategic Behavioral Design

With our acclaimed **BehaviourKit Certification**, we offer unparalleled expertise to:



SKALENT®

Road Maps of Success



- Diagnose behaviors with precision.
- Design tailored interventions using proven tools and frameworks.
- Strategically influence change in an ethical and effective manner.
- Monitor and adapt strategies to ensure long-term impact.

We help you uncover the barriers preventing action—and provide the solutions to overcome them. Using immersive and experiential learning methodologies, we empower participants to frame behaviors that simplify transformations and foster innovative value addition.

With a wide range of applications, Skalent x BehaviourKit association provides -

Behavioral Diagnosis and Insight Generation

- Identify root causes of behavioral challenges.
- Break down the drivers of behavior into individual, social, and environmental factors.

Strategic Ideation for Behavioral Change

- Choose the right path to influence—Start, Stop, Evolve, Realign, or Modify.
- Match complexity and readiness to the right strategies.
- Apply a comprehensive toolkit to nudge, influence, and sustain change.

Contextual Adaptation

- Shift from broad contexts to specific, actionable scenarios.
- Identify moments where behavioral interventions are most likely to succeed.

Designing and Visualising Change

- Map out the entire journey from current state to desired outcomes.
- Forecast, track, and evaluate behavior change through signals and settings.

Monitoring and Evaluation

- Recognize green (progress) and red (warning) indicators.
- Categorize changes as Touchpoints, States, Behaviors, or Outcomes.

BEHAVIOUR KIT OFFERINGS

OUR PARTNERSHIPS



Road Maps of Success



LEGO® SERIOUS PLAY® is a powerful methodology that builds **new collective knowledge and unlocks fresh perspectives**. Rooted in **Serious Play, Constructionism, Imagination, and 4D Adaptive Knowledge Systems**, this process **creates flow**—encouraging participants to explore, innovate, and problem-solve effectively.

Guided by the principle: ***'Let your hands do the thinking'***, the LEGO® SERIOUS PLAY® methodology follows **six dynamic phases**:

- **Skill-Building** – Focusing on foundational competencies.
- **Building Models** – Constructing both individual and collective representations.
- **Storytelling with Models & Agents** – Bringing ideas to life through tangible connections.
- **Creating a Causal System** – Establishing interdependencies within the landscape.
- **Exploring Challenges & Testing Scenarios** – Identifying barriers and solutions.
- **Deriving Simple Guiding Principles** – Transforming insights into concrete action plans.

With a wide range of applications, Skalent x LEGO® SERIOUS PLAY® association provides

Strategy

From idea to business

- Start-up, new market, new world, new trends, or back to the core – get started!

From strategy to action

- Revive the strategy or make the new one live and become a part of everyday life.

Organization

Complex changes

- Disruption or transformation – go from insecurity to brave decisions.

Organization in balance

- Make sure that structure, culture, and daily cooperation strengthen each other.

Efficient infrastructure

- Boost dull projects and optimize processes that make it easy to succeed.

Management

Management teams for the future

- Revise team dynamics, collaboration, and coordination to achieve your goals.

Support for practical management

- Gain the necessary competencies in all management layers to support your initiatives.

Other Offerings

- Define and align Vision, Mission, and Values
- Organizational Strategy & Development
- Organizational SWOT & Strategy Alignment
- Team Identity & Collaboration
- Individual Identity & Development
- Executive, Business & Life Coaching
- Experiential Learning for Training & OD
- Assessment & Development

OUR PARTNERSHIPS



Road Maps of Success



Blue Ocean Strategy is a groundbreaking business approach that moves organizations out of crowded, competitive markets ("**red oceans**") **and into untapped market spaces ("blue oceans") where competition is irrelevant.** Instead of striving to outperform rivals, it focuses on value innovation—simultaneously pursuing differentiation and low cost to open up new demand and create leap in value for both the company and its customers.

This strategic offering is the convergence of **Skalent® INDIA's behavioral expertise and Blue Ocean's disruptive frameworks.** By integrating Skalent's experiential methodologies and coaching capabilities with **Blue Ocean thinking**, we:

- Help organizations **redefine market boundaries**
- **Guide leadership teams to reimagine strategy**
- Facilitate actionable insights through **immersive workshops and real-case design simulations**
- Build a **culture of innovation**, adaptability, and strategic foresight

With a wide range of applications, Skalent x BLUE OCEAN STRATEGY provides -

It's grounded in data -Blue ocean strategy is based on a decade-long study of more than 150 strategic moves spanning more than 30 industries over 100 years.

It provides a step-by-step process - From assessing the current state of play in an industry, to exploring the six paths to new market space, to understanding how to convert noncustomers into customers, blue ocean strategy and shift provides a systematic process to create your blue ocean.

It pursues differentiation and low cost - Blue ocean strategy is based on the simultaneous pursuit of differentiation AND low cost. It is an 'and-and' not an 'either-or' strategy.

It creates uncontested market space - Blue ocean strategy doesn't aim to out-perform the competition. It aims to make the competition irrelevant by reconstructing industry boundaries.

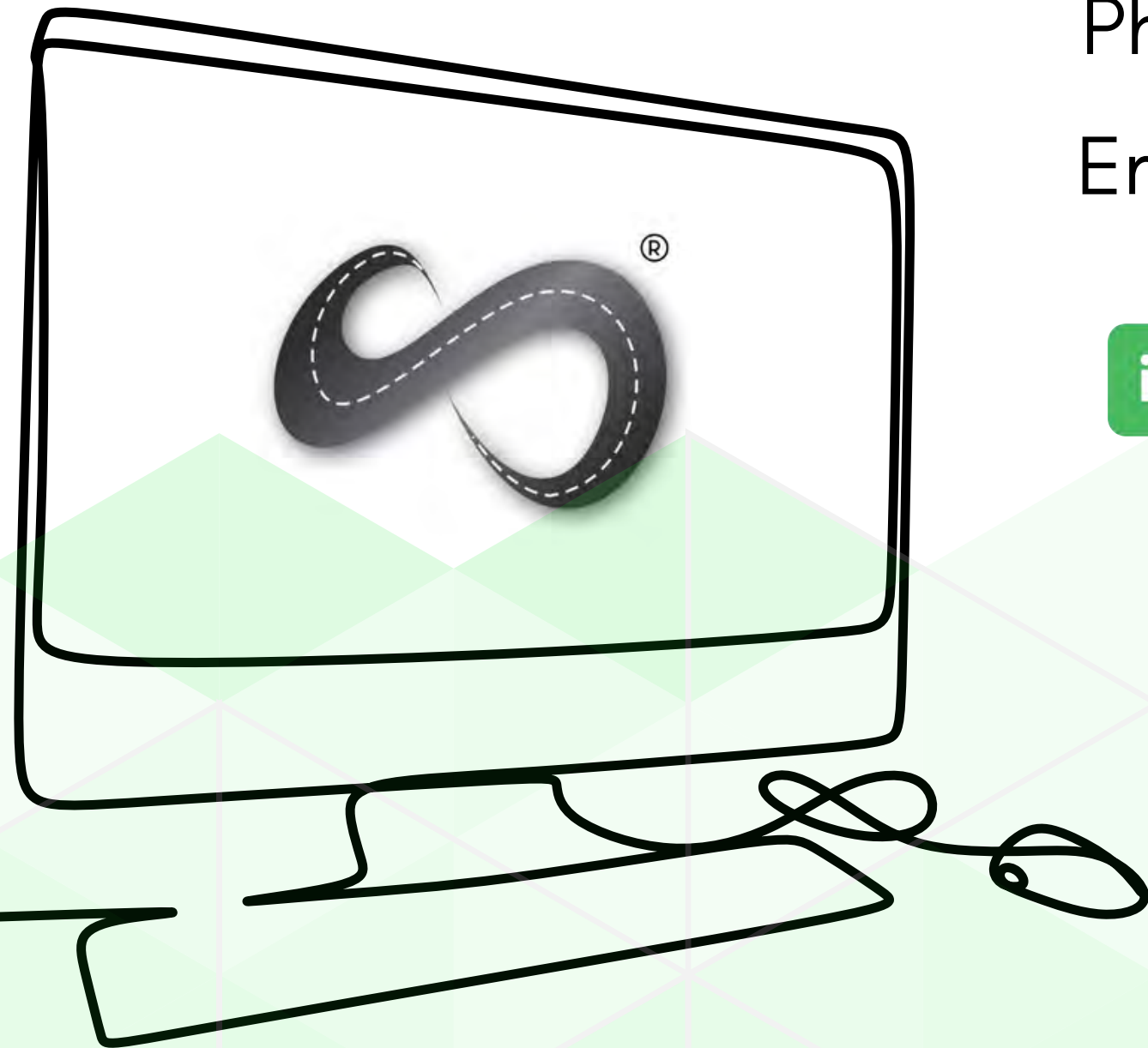
It builds execution into strategy - The process and tools are inclusive, easy to understand and visual - which makes the process non-intimidating and an effective path to building execution into strategy.

It empowers you through tools and frameworks - Blue ocean strategy offers systematic tools and frameworks to shift from red ocean of competition to blue oceans of new market space.

It shows you how to create a win-win outcome - As an integrated approach, blue ocean strategy shows how to align the three strategy propositions - value, profit, and people - to create a win-win outcome. Blue ocean shift builds humanness into the process to build people's confidence to own and drive the process.

BLUE OCEAN STRATEGY OFFERINGS

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