KOINVENT
Business Solutions
THINKING.TRANSFORMED.

Training | Consulting | Executive Coaching
www.koinvent.com

# Koinvent Offerings
2024

1

Who We Are

About Us

We are a research-based training and consulting organization, founded by three professionals with over 100 years of combined global experience. We have trained over 7500 leaders and managers from various sectors. We work primarily in the areas of Growth Mindset, Strategic Thinking, Digital Transformation, Technology Roadmapping, and Customer Centricity. Our focus is on inspiring leaders to transform challenges into opportunities. We work with SHRM to deliver the best-in-class training to the leaders worldwide

Consulting, Coaching and Mentoring services
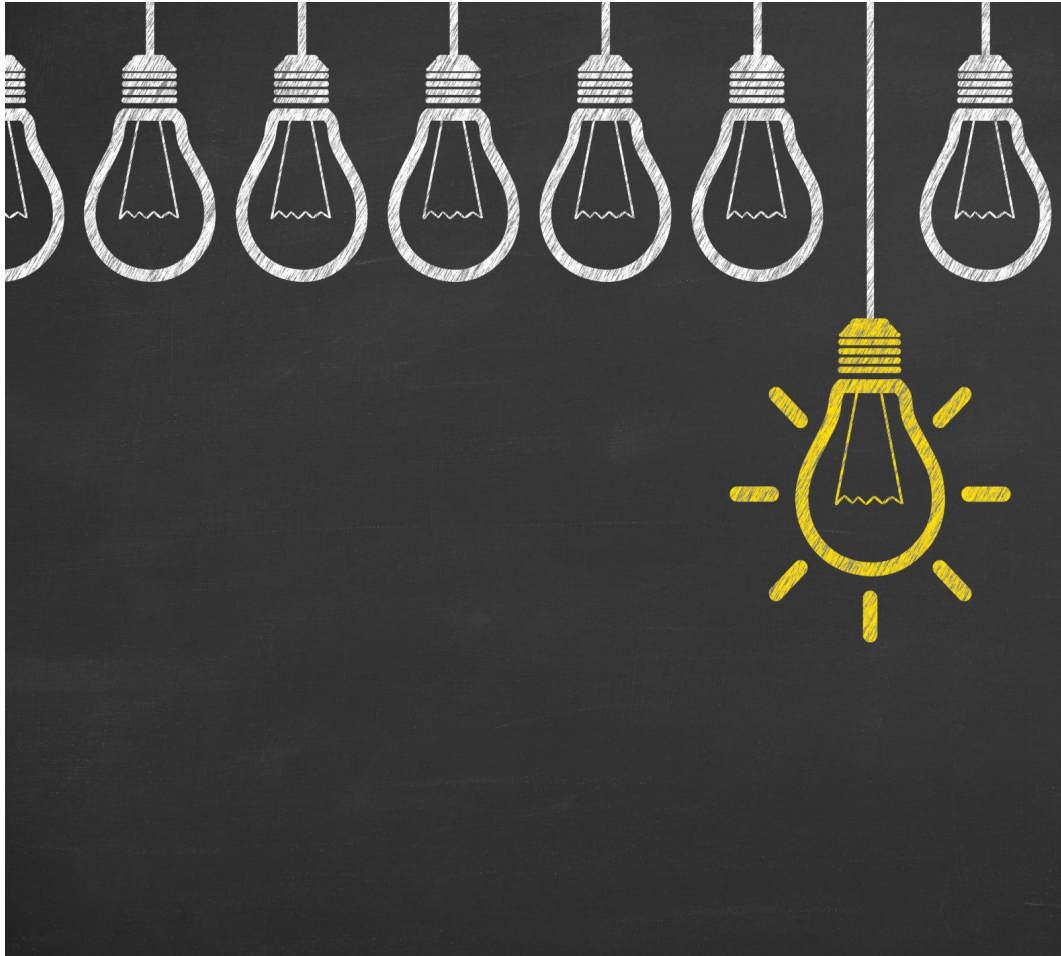
In addition to training, we offer consulting and coaching services that help leaders to look at their challenges in a different light. We offer client-specific solutions

Coaching & Mentoring: we offer one-on-one coaching and mentoring for senior executives, as well as, for leaders in transition

Mentoring for CXOs in the areas of strategic mindset, Digital disruption and process and cultural change

Koinvent has also created specialized offerings for Small and Medium Enterprises (SME)

Team Koinvent

We are a team of highly experienced industry professionals with 100+ years of global experience, dedicated to making a difference through challenging the minds of leaders and managers.

2

Our Process

Program Design Steps

Design

→ Program design using a globally accepted frameworks (BLOOM)

→ Finalization of content and delivery approach

Understand

→ Initial discussion with stakeholders

→ Requirements gathering, diagnostics and gap analysis

Deliver & Measure

→ Delivery of the program

→ Feedback & Follow-up for reflection, effectiveness, ALP, coaching

Program Management

1 **Planning** — Program plan is prepared and shared within a week of confirmed PO. The same is communicated every time for any modifications

2 **Scope & Responsibility** — Scope and responsibility of both the parties are clearly defined and signed off by the client and Koinvent

3 **Coordination** — One Sr. Partner is assigned by Koinvent as PoC. He along with program coordinator, will do all the coordination. The client is expected to assign a PoC as well

4 **Reporting** — Progress report of actual against planned tasks will be sent to identified stakeholders at predefined frequency

5 **Deliverables** — Program plan, scope & responsibilities, analysis of inputs, content design & delivery, feedback analysis, assignments design

6 **Escalation** — From client side to steering committee of three Sr. Partners of Koinvent. Client to specify escalation path within their org

7 **Risk management** — Risk will be identified as part of the program plan and mitigation mechanism will be agreed with client

8 **Success factors** — Timely execution of deliverables, feedback from stakeholders, participation, post-session assessments

Measurement of Learning Effectiveness

We use a 4-stage framework* to evaluate the effectiveness of our trainings:

Stage	1. Reaction	2. Learning	3. Behavior	4. Results
What	How did the learners respond to the training?	What did they learn in terms of skills and knowledge?	What behaviour changes did they exhibit after the training?	What was the impact of training on the business as a whole?
How	*Pre- and post training surveys*	*Polls, quizzes and workout outcomes*	*Projects, 360 feedback, coaching sessions*	*Business targets vs achievements*

*based on Kirkpatrick model*

3

Our Unique Offerings

Generative AI for Leaders

- 'What is Generative AI' explained in simple terms
- Generative Ai use-cases
- Challenges of introducing AI in industrial environment, workarounds
- AI use-cases in different industries and what you can learn from them
- **BENEFITS**: Leaders will learn how to become intelligent users of new technologies to solve business problems

Designed for Leaders, VPs, heads of Business units, Functions, and their next in line
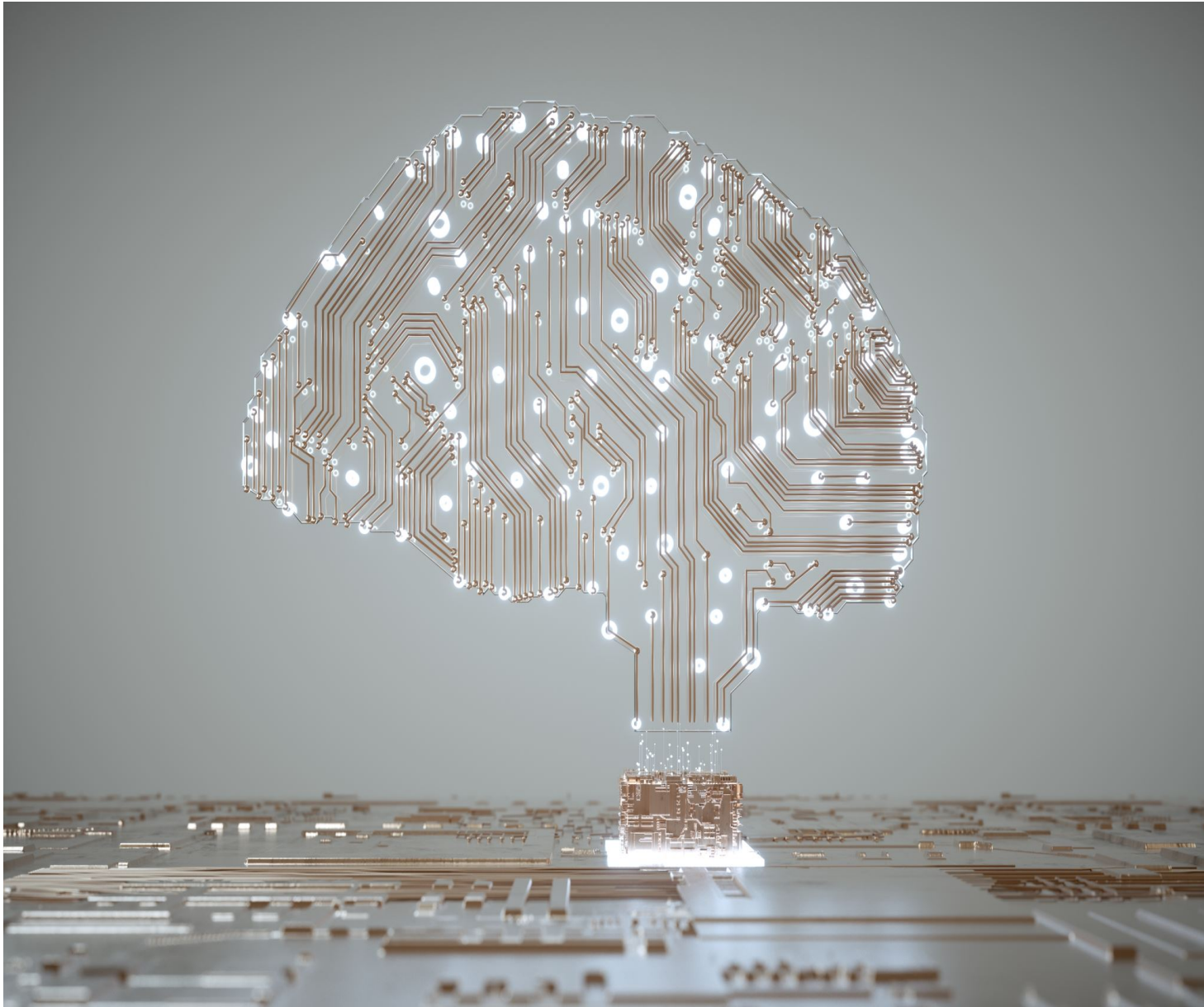
Growth Mindset & Business Transformation

- Fixed and Growth mindset
- Three key elements of growth mindset
- 5 simple steps to build growth mindset in the organization
- Case studies of companies that have implemented growth mindset principles
- **BENEFITS**: Leaders will understand how to create a growth mindset for themselves and for their teams

Designed for Senior leaders, VPs, heads of Business units, Functions, and team leaders

PoC Journey: From Ideas to Execution

- Typical life cycle of Proof of Concept (PoC) projects in large companies
- Sources of ideas and how to evaluate them
- Agile prototyping, feedback, and iterative improvements
- Development of value proposition
- Pitching your ideas to decision makers, business perspective and financials
- **BENEFITS**: Prepare your mid-level and senior executives to translate their ideas into business benefits

Designed for executives, technical / domain leads, and Product development and delivery teams
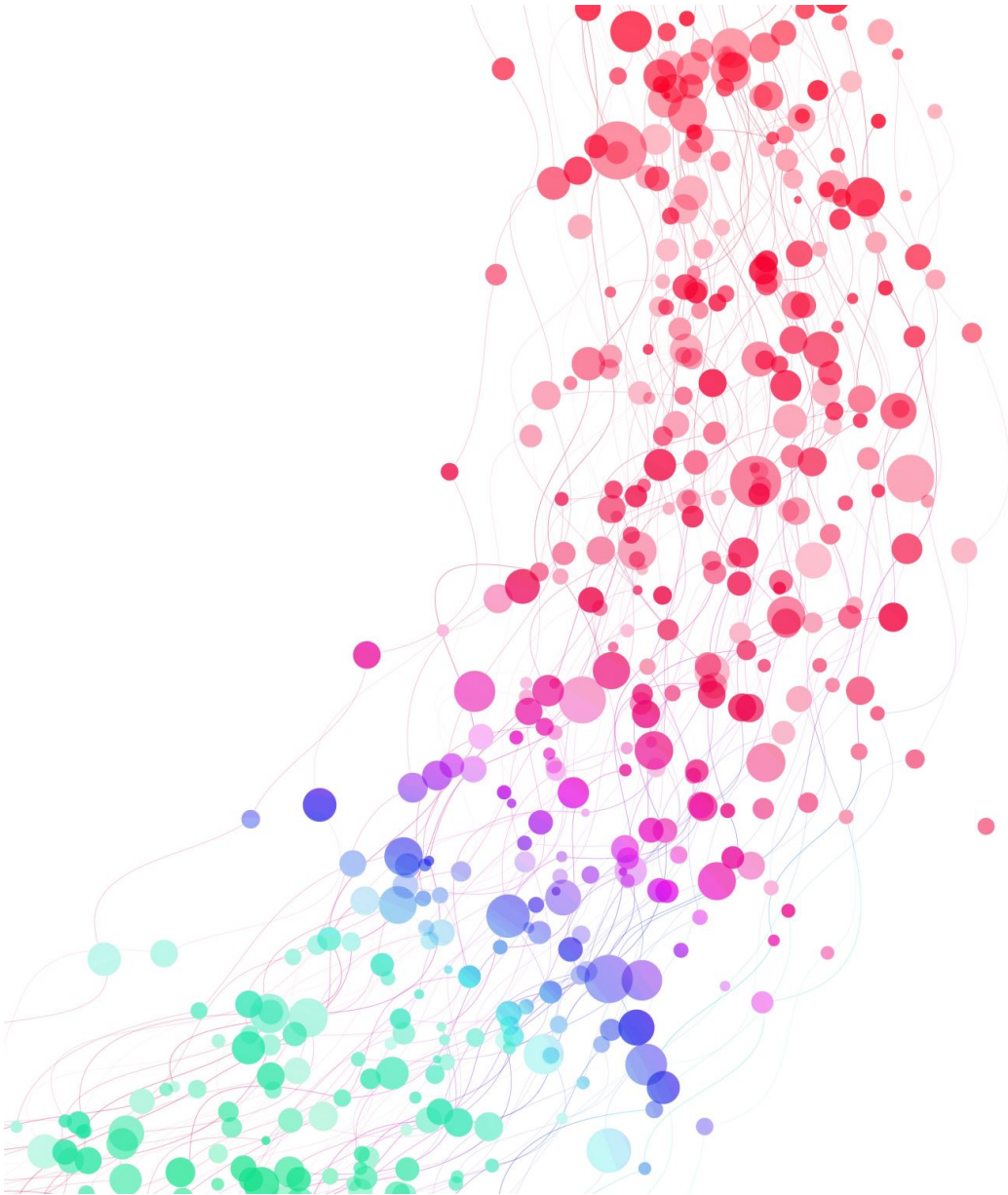
Innovation and Design Thinking

- Understanding Design Thinking philosophy, methodology and tools

- Building customer centric mindset through Design Thinking

- Ideation techniques for innovative solutions

- How organizations are using Design Thinking for disruptive offerings

- **BENEFITS**: Participants will be able to leverage Design Thinking to come up with innovative solutions to business problems

Designed for Business Unit Heads, Function Heads, Executives and their reports and Design Engineers

Critical Thinking and Decision Making

- Become aware of various cognitive biases and how to overcome them
- Three key elements of critical thinking
- 5 simple steps to build critical thinking mindset
- Various tools for structured decision making for effective business results
- **BENEFITS**: Leaders will understand the key steps in critical thinking & decision making and how to apply them in business situations

Designed for Senior leaders, VPs, heads of Business units and Functions

Talent Transformation

- Understand the "new normal" for your sector or your business
- Managing talent in hybrid work environment
- Understand the challenges of new environment
- Build framework and processes that would make people more effective in the new environment
- **BENEFITS**: How to create a mindset to aspire leaders to transform challenges into opportunities

Designed for Senior HR leaders, VPs, heads of Business units and senior managers

Building Insights for Outstanding Customer Experience

- Empathizing to understand consumers
- Knowing and using Empathy tools
- Leveraging digital technologies for information gathering
- Separating symptoms from problems
- Developing consumer insights
- Leveraging insights for exceptional solutions
- **BENEFITS**: Learn to design products and services that would make difference to users

Designed for functional heads, product / service designers, and executives

4

Recent Programs

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Client

An Indian MNC

Audience

Senior Leadership Team

Digital Transformation for Leaders

Objectives

Understand the global mega trends that are shaping today's world
Industry 4.0 what it is and why it is important
Basic understanding of the underlying technologies
Challenges and opportunities in creating strategic alternatives

Topic Covered

Introduction and overview
Rapid changes in personal, social and business environment,
Primer on technologies such AI, ML, IoT etc.
Digital transformation framework, case studies covering different industries
Digitalization project action plan using action learning template

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Transformed.**

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Client

A US headquartered Fortune 500 company

Audience

Senior Leadership Team, Design Managers and Engineers.

Design Thinking & Innovation

Objectives

Building innovation culture among leaders, managers and designers
Understanding new and upcoming technologies and integrate them in the design solutions
Creating customer centric mindset among the design engineers and managers
Leveraging Design Thinking for ideation and innovation

Topics Covered

Design Thinking philosophy and concept
Empathy to gain consumer insights
Building culture of innovation & using ideation techniques,
Digital Technologies & Technology Roadmapping,
Hands on workshop to solve live business problems

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Client

A US headquartered Fortune 500 company

Audience

Senior Leadership Team

Strategic Thinking Mindset

Objectives

Moving from Operational Thinking to Strategic Thinking mindset
Understanding the big picture and business environment
Analyzing trends and Thinking critically about Opportunities
Connecting the dots and creating strategic alternatives
Applying strategic thinking to business situations using various case studies

Topic Covered

Operational Thinking to Strategic Thinking,
Understanding trends and the macro environment,
Analyzing the business environment & competitive landscape ,
Understanding product and solution distinctiveness,
Elements of strategic technology management,
Understanding the Customer and building strategic alternatives,
Understanding trade-off and structured decision making, Applying Strategic Thinking

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Client

A Europe based high tech company

Audience

Senior Leadership Team

Innovation & Growth Mindset

Objectives

Changing from the fixed mindset to growth mindset
Analyzing trends and identifying growth opportunities
Thinking innovative solutions for business growth
Applying innovation and growth mindset using various case studies

Topic Covered

Survey to find out current growth mindset index, Challenges faced due to fixed mindset, Building growth mindset, process orientation and innovative thinking, Building innovative mindset, Creating innovation culture, How successful companies build growth mindset.

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5

Our customers and their testimonials…

Our Customers

Quotes from Some of Our Customers...

"
Very pleased to have gone through this rigorous and extensive course on Design Thinking and Innovation.

Thanks for excellent course framework and delivery.
"

Anand Joshi
VP, Whirlpool

"
Appreciate your early engagement to understand our expectations

Very enriching sessions. Vast experience brought in by Koinvent team was invaluable
"

Manoj Nair
Director, Cummins India

"
A topic such as mind set ..is difficult to cover in a few hours but the KOINVENT team did a great job of conducting the session with practical examples, with relevant videos and examples.
"

Vijay Chari
Director & India Head
Radiometer

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