



Creating a High Performance Culture

Fit for Human Beings to Excel

Change the way we manage,
Change the way we perform

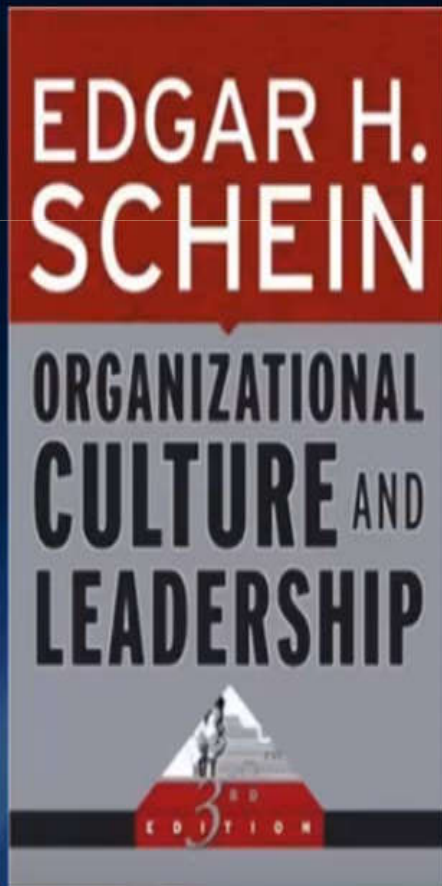
What Top CEOs have to say about Organizational Culture



Click picture to access Video

What is Org. Culture?

Edgar Schein's Organizational Culture in Leadership



CULTURE

A pattern of **basic assumptions**, invented, discovered, or developed by a given group as it learns to **cope** with its problems of **external adaptation** and **internal integration** that has worked well enough to be **taught to new members** as the correct way to perceive, think, and feel in relation to those problems

Prof. Edgar Schein – Creating Corporate Cultures

Creating Corporate Cultures - Prof. Edgar Schein: Key note speech part 1

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Keynote: Edgar H. Schein

 The New Leadership: Culture Management and Helping

Master Class Berlin, 14-15 October 2018
Bertelsmann Stiftung Leadership Series

BertelsmannStiftung

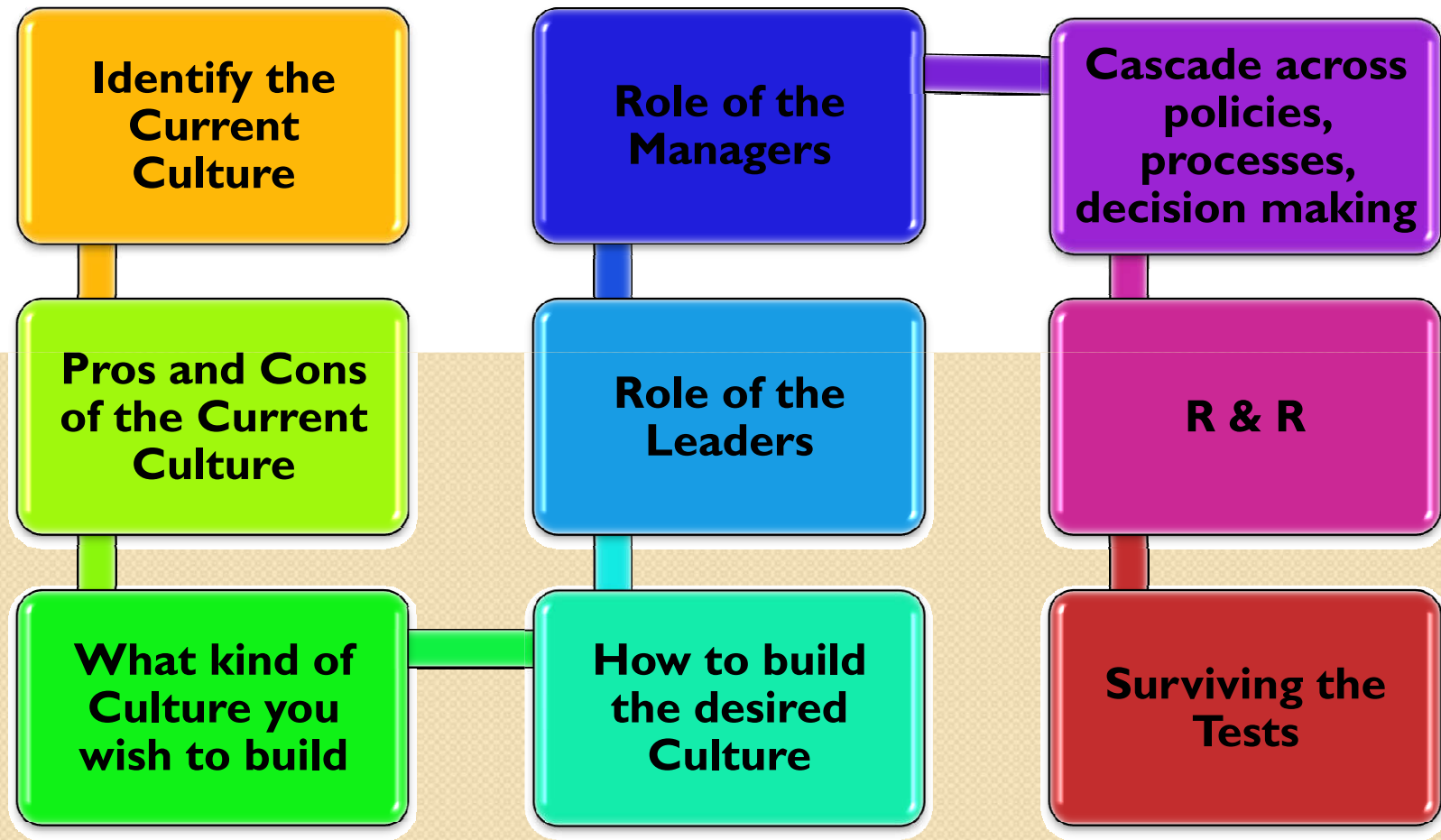
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BS

What can we do for you - with you?

- We can help you identify the current culture in the Organization?
- We can work with you to explore and articulate the kind of culture you are committed to build
- We partner you in identifying and on boarding the key partners (employees and associates) in the game.
- We partner you in the whole journey of articulating, on boarding, implementing, institutionalizing the desired Organization Culture

Culture Building



MANAGEMENT INNOVATIONS

We are a professional consulting organization with focus on people and organizational transformation

CORE VALUES:

1. Commitment to Client Success
2. Competent Contribution
3. Long Term Relationship
4. Result Orientation

PURPOSE:

Transforming Organizations to cause an empowered Society

Founder Consultant – Manoj Onkar



- ☐ 24 Yrs. Experience
- ☐ OD Expert
- ☐ Strategy Consultant
- ☐ Organization Builder
- ☐ Leadership Development Champion
- ☐ Master Coach
- ☐ Master Trainer
- ☐ Committed Learner

- Setting up schools and educational institutions for Calorx & Zydus Cadila
- Training, Certifying ,Coaching and managing delivery quality of :
 - 125 B2B Trainers and Coaches,
 - 100+ B2C Trainers and Coaches and
 - 200 + School Teachers
- Establishing Landmark Education Gujarat Operations (B2C)
- Rebuilding NIS Sparta Operations in India (B2B)
- Consulting and Executive Coaching SMEs
- Core Ideology and Vision Workshops for companies and organizations
- In-depth Strategy Implementation Consulting

Important Assignments:

- **Calorx (Delhi Public School & Others)**
- **Zydus Cadila**
- **NIS SPARTA (Reliance Group)**
- **LANDMARK WORLD WIDE**



Key Associates

Ferdi D'Souza, U.K



- 30 Yrs. Experience
- International Consultant
- World Leader in Personal Transformation
- Leadership Development Champion
- Master Coach & Trainer

Important Assignments:

- Setting up Landmark Education Operations in India. Landmark Education is World's largest personal transformation organization
- Delivered Training and Consulting World wide

Companies Worked with:

Chevron – Kazakhstan
GDF Suez – UK
Conoco Phillips – UK
Talisman Sinopec – UK
BHP Billiton Aluminium – SA
Network Rail – UK
Standard Life – UK
Exim Bank of India – UK

INDIA:

Lava International
Team Computers
Innov
Vijay Fire group of companies
Naukri.com
TechAhead

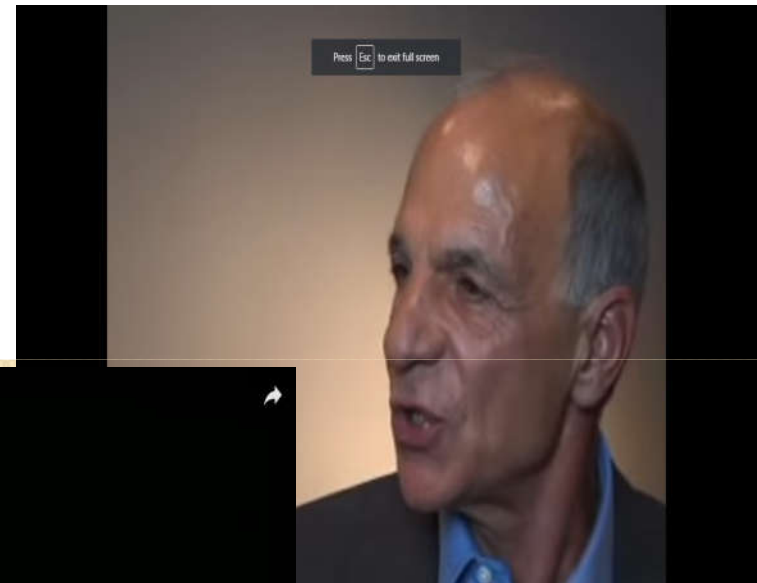
Corporate Partner

- **B Con Japan**
- * 50 Year Old Training and Consulting Company with 400 Trainers
- Dedicated Training and Consulting Products for Organizational Development including
- 1. **LIFO** (Life Orientations – For Breakthrough in Teamwork and Communication)
- 2. **THE** (The Human Element – Advanced Version of FIROB, for people and organizational transformation and leadership Development)
- 3. **ITS** – Innovative Thinking System – Transforming People into idea generators and breakthrough project creators
- 4. Climate Surveys and other OD Tools

Other Associates

- We have an associate team of 100+ trainers and consultants across India specializing in various industries from Telecom, Pharma, Education, Retail, Automobile and many more
- We also have a chosen associate team comprising of senior consultant and trainers in US, UK , Japan, Philippines and Singapore who can deliver services globally
- Our Corporate Associate team includes companies specializing in globally approved training programs, gamification companies, psychometric tools, OD tools etc.,

The Science of Ontology (Ref. Landmark Forum)



Theory U by Prof. Dr. Otto Scharmer of MIT

Otto Scharmer on the four levels of listening



"THE SUCCESS OF AN INTERVENTION Press Esc to exit full screen
INTERIOR CONDITION OF THE INTERVENOR"

Walter O'Brien
Former CEO of the Innovative HeartWare Company

DOWNLOADING
FAST PATTERNS

SUSPENDING
SEEING
WITH PAST BYES

REDIRECTING
SENSING
FROM THE FIELD

LETTING GO

PERFORMING
BY OPERATING FROM THE WHOLE

EMBODYING
PROTOTYPING THE NEW
BY LINKING HEAD, HEART, HAND

ENACTING
CRYSTALLIZING
VISION AND INTENTION

LETTING COME

PRESENCING
CONNECTING TO SOURCE

OPEN MIND

OPEN HEART

OPEN WILL

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MANAGEMENT INNOVATIONS



MANAGEMENT INNOVATIONS

Vision to Implementation

Thanks for the Opportunity

We appreciate the opportunity to discuss our offerings with you and look forward to working together to create extra ordinary results for your organization

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