

# KNOLSKAPE launched the 'Leadership Signature Program' with Axis Bank to create a leadership ecosystem at all levels!

## CHALLENGE

Axis Bank was looking to build a leadership ecosystem that can act as a distinctive cultural pillar across various levels in the organization. With the objective of ensuring that at least 25% of the leaders are developed within the organization, the bank embarked on a strategic capability building initiative with KNOLSKAPE.

## SOLUTION

Axis Bank had created a 'leadership playbook' to enable leadership transformation across levels of the organization. In order to build awareness of the leadership playbook among the senior leadership, identify the strengths and weaknesses, and select the focus areas to build capability, the Leadership Signature Program for Senior Vice Presidents was launched by KNOLSKAPE as an integral part of the AXIS Leadership Academy.

The Leadership Signature Program aimed at providing:

- > Well-designed simulations giving learners the chance to 'learn by doing' in a 'risk-free' environment.
- > Customization of Simulations to reflect leadership signature awareness and further enhancement of application and impact of learning.
- > Detailed analytics and reports on every component of the leadership ecosystem.

## KNOLSKAPE'S VALUE ADDITION

The Leadership Signature Program consisted of 4 stages detailed below:

- > The **Leadership Signature Awareness** benchmarked leaders on leadership behaviors using KNOLSKAPE's psychometric tools.
- > In the **Deep Immersion** phase, participants used KNOLSKAPE simulations as a learning tool to observe the impact of their decisions without causing any real consequences.
- > The **Thought Leadership sessions** (Connecting the Dots) by world renowned Speakers Ravi Venkatesan & Prof Raj Raghunathan enabled the participants to appreciate the importance of a paradigm shift for successful adaptation to a different mindset, skill-sets and strategies aligned to the leadership ecosystem.
- > The **Leadership Signature Reflections** provided a comprehensive report with detailed analytics that classified each leader's behaviors in the Novice, Emerging, Competent, Proficient, or Role Model category, and provided guidance in terms of improvement of these areas post the program.

## CLIENT TESTIMONIAL

*"Thank you Rajiv Jayaraman and the KNOLSKAPE team for their commitment to excellence and helping us successfully develop and drive Leadership Capabilities with new age methodologies. It's truly a game changer"*

**– Aroti Akash Tugnait**  
**Deputy Vice President, L&OD at Axis Bank.**

## IMPACT

Axis Bank was able to measure the current standing of its leaders in each of the **leadership behaviors** in the Leadership Ecosystem.

The overall average simulation feedback was found to be **90%**

Talent analytics through individual Leadership Signature Reports have provided the participants an opportunity to work on their developmental areas through **individual coaching and support.**