



## | SUCCESS STORY

# KNOLSKAPE helps a Leading Indian Automobile Manufacturer with **Leadership Booster Shot**

## Client Overview

<b>Industry:</b> Automobile	The client is a <b>leading automobile company</b> which believes that tastes and demands keep on evolving with each new generation of Indians. However, this has not been looked at by the organization as a challenge, but as an inspiration to go beyond traditional boundaries of car-making. <b>Infusing design and technology</b> is one such step it has taken to make its cars meet new age expectations smoothly.
<b>Headquarters:</b> New Delhi, India	
<b>No. of Employees:</b> Approx. 16259	

## Objective

- » The company recognized the **need for strong analytical decision-making capabilities** in middle managers to support business growth.
- » Another challenge the client was facing of that of the **need to develop coaching capabilities** of assistant general managers for increased team productivity.

## KNOLSKAPE's Solution

- » KNOLSKAPE designed and executed this leadership program for the leaders in order to help them **make better decisions** for their teams and the organization at large.
- » **Simulation-based** classroom workshops were held followed by case analyses exercises.
- » The focus was on **coaching for empowerment and motivation, business acumen, and decision making**.

## KNOLSKAPE's Value-Add

- » In its strategic approach, KNOLSKAPE meticulously **aligned their simulations with the unique design of the organization's specific needs**. This involved a careful mapping of simulations to the distinct learning objectives and requirements of the program, ensuring an **effective learning experience**.
- » Resources and expertise from KNOLSKAPE were **consistently available** to support organizational learning initiatives.
- » Recognizing the significance of leadership at the executive level:
  - » Group coaching interventions were **tailored** for the mid-managers.
  - » These interventions addressed unique challenges and provided **personalized strategies for leadership development**.
- » Complementing the leadership learning experiences, facilitator-led workshops on were introduced:
  - » Workshops focused on refining aspects such as **communication style, decision-making, productivity and leadership aura**.
  - » Skilled facilitators added a human touch, ensuring a **comprehensive and impactful learning journey**.



## Impact

- » **Enhanced ability** to identify trends, patterns and links between cause and effect.
- » **Improved** Business Decisiveness and outcome predictions.
- » **Augmented proactiveness** in coaching and performance management.



## About KNOLSKAPE

At KNOLSKAPE, we help organizations and leaders become future ready through experiential learning. With a diverse range of Simulation Courses and Experiential Journeys in areas such as Culture, Digital Transformation, and Leadership, we enable CXOs, Managers, and Individual Contributors to keep up with the pace of innovation and adapt to change. Our programs are designed to equip learners with practical skills and knowledge that can be immediately applied in their roles, leading to improved performance and better business outcomes.

Founded by Rajiv Jayaraman, KNOLSKAPE is a global leader in talent transformation solutions, offering a comprehensive suite of services to help organizations enhance their talent development approach and build business resilience. Our Talent Intelligence services leverage data analytics and psychometric assessments to provide valuable insights on the workforce skills and competencies, while our coaching services empower leaders and professionals with hyper-personalized programs to drive individual and team performance. Additionally, KNOLSKAPE's proprietary platform, Genie, has been developed to offer customized simulations that align with the specific learning requirements of different organizations.

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