

# Flipcarbon UniverCT

Capability Transformation



# About US



**Flipcarbon** is a Strategic Consulting firm, founded in **2014**, delighting clients and making a difference across **42+ industries** for a **decade**.

We have successfully partnered with over **200 clients** impacting topline, bottom-line and business sustainability.

Working closely with **CXOs**, we tackle complex challenges and deliver accelerated results, ensuring that strategies are seamlessly executed from the boardroom to the operational level. Focused on creating agile, future-ready enterprises, we empower industry leaders to **drive innovation** and achieve sustained **competitive advantage**.

Our expertise spans Organizational & People Strategy, Corporate Finance & Strategy, Business Transformation and Resilience, and Manufacturing & Operations.



# Why Flipcarbon UniverCT?



## Adaptability

Ensure that the organization is equipped with the skills and knowledge necessary to navigate a BANI world changes effectively.



## Innovation

Foster creativity, problem-solving skills, and a mindset of continuous improvement.

Enable the organization to compete well for not just its present but also its future.



## Talent Development

Help employees acquire new skills, advance their careers, and contribute more effectively to the organization's success while building a positive self image.



## Strategic Alignment

Align training with the organization's strategic objectives, ensuring that the development of capabilities is directed towards achieving specific business goals around top line, bottom line or long-term sustainability.

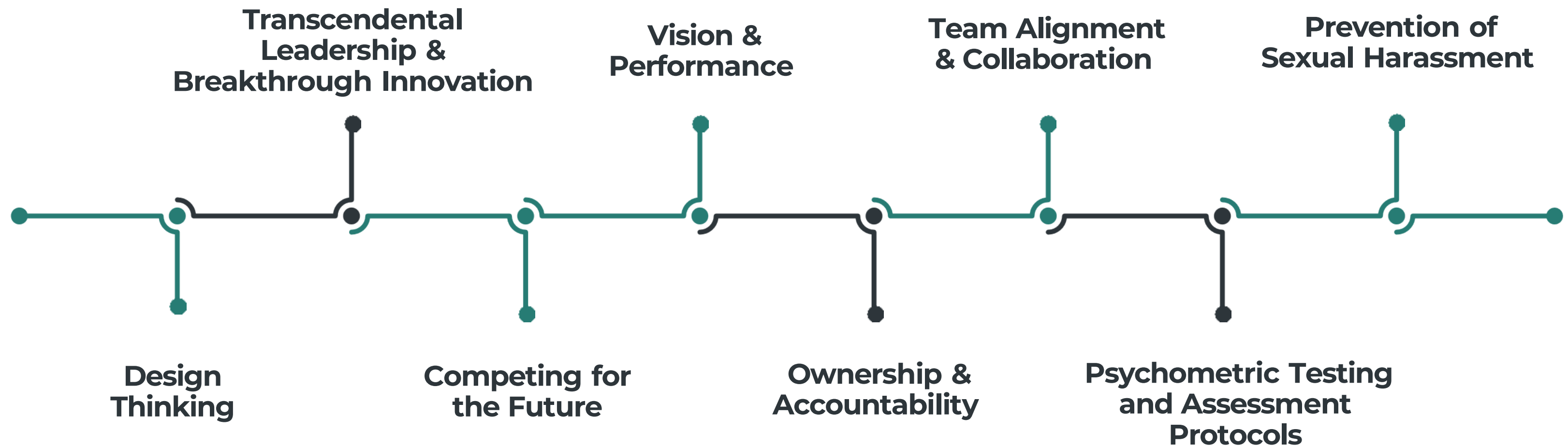


## Competitive Advantage

Differentiate yourself from competitors by building unique strengths and capabilities.

Attract talent through a career focused strategy.

# Our Signature Solutions



Specific programmes are curated for the client basis the aligned objectives and program design will typically emerge from a combination comprising two or more solutions.

# UniverCT Signatures

## Design Thinking

1

- Develop a deep empathy for your customers and their needs.
- Understand future trends and identify new frontiers.
- Develop your creative thinking and innovation Skills.
- Become agile and embrace change.
- Design solutions that have a positive impact on the world.

## Transcendental Leadership & Breakthrough Innovation

2

- Focus on higher values and purposes, inspiring teams through empathy, vision, and a commitment to social impact.
- Commit to personal growth, enhancing emotional intelligence and team connection.
- Assess initiatives' effectiveness and impact on organizational outcomes.
- Chase breakthrough opportunities.

## Competing for the Future

3

- Assess if senior managers have a unified view of industry changes over the next decade and how it compares to competitors.
- Evaluate the percentage of time spent on internal concerns, focusing on long-term strategic thinking.
- Time spent building a shared future perspective with colleagues versus individual viewpoints.

# UniverCT Signatures

## Vision & Performance

# 4

- Improve the individual's level of awareness.
- Coaching for high performance.
- Improving customer satisfaction and retention.
- Motivation and encouragement.
- Strategic thinking.
- Goal alignment and performance management.

## Ownership & Accountability

# 5

- Balance between learning zone and Performing zone.
- Collaboration & teamwork.
- Effective Visioning and continuity of individual impact.
- Ownership & Accountability.
- Ability to negotiate basis the TKI framework.

## Team Alignment & Collaboration

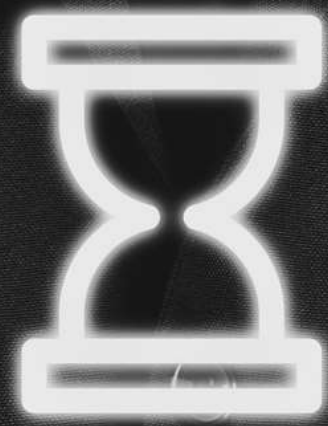
# 6

- Commitment to individual and team goals.
- Navigate chaos and ambiguity with confidence.
- Overall Effectiveness and Efficiency.
- Build trust within your team by acknowledging the presence and contribution of others.
- Design outcomes, not outputs.
- Women in leadership.

# UniverCT Signatures: Why Psychometric Tests & Assessment Protocols are required?



# UniverCT Signatures: Our Psychometric enablement Tools





# UniverCT Signatures: Assessments

Utilize assessments, simulations, games and exercises to recognize and develop key competencies and skills necessary for success in a particular industry, allowing individuals to reach their full potential and organizations to achieve their goals.



01

## Designing the framework & determining the tools.

### Ideation:

- Setting objective
- Competency framework development
- Creating tools & in basket exercises
- Structuring & scheduling the program

## Conduct & Assess

### Implementation:

- Assessors & assessees training
- Participant's engagement & sessions
- Conducting In-house & outdoor exercise
- Feedback gathering
- Closure

## Determining through analysis & result

### Analysis & Result:

- Data & tabulation
- Interpretations & insights
- Competency mapping - graphs & comparative analysis
- Result & recommendation
- Future strategic & action plans

02

03

# UniverCT Signatures: Why POSH is required?

LEGAL COMPLIANCE

ETHICAL  
RESPONSIBILITY

DIVERSITY, EQUITY AND  
INCLUSION

BRAND REPUTATION

EMPLOYEE MORALE AND  
PRODUCTIVITY



# UniverCT Signatures: POSH Enablement

We provide a holistic solution to implement and comply with POSH. Our long-standing experience in tackling peculiar issues at the workplace along with our comprehensive understanding of the Act since it first got notified makes us ideal for POSH services.

## ● One Time Services:

- Scripting POSH policy in compliance with the Prevention of Sexual Harassment at Workplace Act, 2013
- HR policy, service rules and appointment letter to reflect POSH-related misconduct
- Formation of IC committee
- Detailed POSH Training for ICC members
- Employee Awareness Training
- Provide Training Kit for Internal Use

## ● Ongoing Service:

- Quarterly IC Committee Meeting
- Minutes of the meeting to be shared with the Board members
- Online refreshers training for new joiners and others (Maximum for 25 employees)
- Distribution of posters and notices
- Case Handling
- Annual Return Filing

# UniverCT

## LITE

# What is UniverCT Lite?

Flipcarbon **UniverCT** in general is a **revenue anchored premium offering**. Our programmes aim for direct impact on the top-line, bottom-line and sustainability of a business and have premium pricing.

- However, we are appreciative of the fact that on occasions our clients need a **specific solution for specific objectives** without the need to anchor the programme back to revenue, profitability or sustainability.
- In such cases, we offer **UniverCT Lite**. These are pre-designed, rapid deployment offerings.
- The sales and delivery cycles are short, and the volume is sufficiently high to meet your objective of fast, cost-effective deployment while ensuring that our resource commitments are justifiable and **UniverCT** stays profitable.



# UniverCT Lite Programmes

- 
- ✓ First-time Manager
  - ✓ Negotiation skills
  - ✓ Game based team building
  - ✓ Communication skills
  - ✓ Crucial conversations
  - ✓ Emotional intelligence
  - ✓ Time management and prioritization
  - ✓ Conflict resolution strategies
  - ✓ Decision making and problem solving
  - ✓ Supervisory development
  - ✓ Project management fundamentals
  - ✓ Coaching and mentoring for managers
  - ✓ Stress management and resilience building
  - ✓ Diversity, Equity and Inclusion
  - ✓ Effective delegation techniques
  - ✓ Public speaking and presentation skills
  - ✓ Building trust and collaboration in teams
  - ✓ Change management and adaptability
  - ✓ Customer-centric thinking and relationship building
  - ✓ Handling difficult conversations and feedback

# Our Leadership



**ALOK RANJAN**  
Chief Executive Officer  
*Business Transformation & Resilience  
Expert*



**PRABHASH NIRBHAY**  
Partner & Founder  
*Business Transformation & Resilience  
Expert*



**ABHIMANYU KUMAR**  
Partner  
*Organisation & People Strategy Expert*



**DEEPAK KEWALRAMANI**  
Partner & Co-Founder  
*Corporate Finance & Strategy Expert*



**RAJESH SAHAY**  
Partner  
*Business Transformation & Resilience Expert*



**BHASKAR BANERJEE**  
Associate Partner  
*Corporate Finance & Strategy Expert*



**SURANJAN DASS**  
Associate Partner  
*Manufacturing, Supply & Operations Expert*



**NIYATI RAO**  
Business Head – Western India  
*Organization & People Strategy Expert*



# Our Leadership



**Hina Agarwal**  
Principal Consultant  
*Corporate Finance & Strategy*



**PARTHA ROY**  
Principal Consultant  
*Organization & People Strategy*



**SONIYA MITTAL**  
Principal Consultant  
*Organization & People Strategy*



**MANALI GODAMBE**  
Principal Consultant  
*Organization & People Strategy*



**SUPRIYA KAMBLE**  
Principal Consultant  
*Organization & People Strategy*



**ASHUTOSH BHATTACHARYA**  
Senior Consultant  
*Manufacturing, Supply & Operations*



# Our Facilitators



**Adhir Mathur**  
Facilitator & Coach



**Aakanksha Singh**  
Facilitator & Coach



**Vasundhara Kaul**  
Facilitator & POSH  
Expert



**Vinay Babbar**  
Facilitator & Coach



**Yogesh Kabir**  
Facilitator



**Juhi Gupta**  
Facilitator & POSH  
Expert



**Konica**  
Facilitator & Psychologist



**Sukanya Pari**  
Facilitator

# Select Clients



# SELECT INTERVENTIONS

## SELECT INTERVENTIONS

**Business Need:** A leading manufacturer and marketer of sugar and bio-products EID Parry needed:

- Enhanced Trust between team members.
- Interpersonal conflict.
- Confusion and overlapping responsibilities.
- Competing instead of collaborating.

**The Solution:** The current situation made us understand their problem and we conducted Team Building Training to sort out their:

- Perspectives on the common things.
- Well-being and internal relationships.
- Facilitated peer learning.
- Focused on self, team, work management, and collaboration.

Ownership &  
Accountability



**Business Need:** A Global Agribusiness and food company Bunge sought:

- To develop effective communication and active listening skills for improved leadership.
- Build trust and credibility with team members to enhance leadership effectiveness.
- Learn delegation and conflict resolution techniques to handle managerial responsibilities.
- Motivate and empower team members to create a cohesive and high-performing team.

**The Solution:** To address the problem statement, we recommend a 3 Day Session + 1 day Boot Camp:

Our Road Map:

- Employee surveys
- 3 Day Workshop
- 1 day Bootcamp
- 4 Weeks Post Training 1 day Bootcamp Post Reflection Survey

Ownership &  
Accountability



## SELECT INTERVENTIONS

**Business Need:** The organization were facing a critical challenge in fostering effective collaboration among its teams, leading to a decline in overall productivity and efficiency. The prime focus was:

- Low team cohesiveness
- Lack of mutual trust
- Less commitment to team goals
- Low effectiveness and efficiency

These unresolved issues were having a damaging impact on the organization's performance and competitive positioning.

**The Solution:** "WE COLLABORATE" A program aimed at assisting participants in removing obstacles, getting past their concerns, and working together in a sincere manner.

We also recommended the Thomas PPA & leadership profiling as our methodology to teach team members how their roles relate to those of their peers and fellow team members and how to work together to achieve goals.

Team Alignment &  
Collaboration



**Business Need:** A large global firm, needed to discover the next set of big opportunities in the business while focusing on delivering the already robust order book. The goal was to instill behaviors that drive breakthrough innovation, strategic thinking, market alignment and growth mindset, transforming the leaders to better adapt to evolving client needs.

**The Solution:** We assessed the organization's market attractiveness and readiness to ensure leadership strategies aligned with business demands. We designed the "Transcendental Leadership" program, a six-month journey aimed at embedding these changes.

It began with a psychometric assessment and pre-reflection exercises, followed by a 2-day intensive workshop to develop the capability to both compete for the present as well as compete for the future. This was reinforced by ongoing group coaching.

Transcendental  
Leadership

**CONFIDENTIAL**

## SELECT INTERVENTIONS

**Business Need :** MSN Laboratories a growing pharma company, where the general managers & the teams needed to be on the same page, and that required:

- Addressing disengagement and Attrition.
- Emphasis on a global mindset rather than a department mindset
- Promotion of internal negotiation and team cohesiveness.
- Empathy and non-violent communication.
- An understanding of negotiation principles.
- Skills to negotiate upward effectively.
- Emphasis on a cultivated win-win negotiation approach

**The Solution:** We designed a comprehensive Negotiation Skills Workshop which helped in:

- Building Trust and Collaboration.
- Bridging Departmental Divides.
- Understanding Negotiation Dynamics.
- Evolving upward Negotiation Strategies.
- Shifting to Win-Win Solutions.

Team Alignment &  
Collaboration



**Business Need:** The Global Healthcare Technology Giant GE and having team members stationed in different geographies required the team to be more aligned and cohesive.

**The Solution:** we designed and delivered “WE COLLABORATE” A program in which team members understand the linkage of their role with that of their peers/team members and how to build cross-cultural cohesiveness to achieve the team goals through action learning methodology.

Individual peer review reports were also shared with the participants for individual development & improvements.

Team Alignment &  
Collaboration



## SELECT INTERVENTIONS

### Business Need:

A major retail and commercial bank, Royal Bank of Scotland had individual ownership. The business identified the need to dismantle the Us vs We culture that Employee Satisfaction Surveys tend to propagate.

**The Solution:** Customized program designed - Flipcarbon Intellectual Property called "We P.E.R.F.O.R.M." based on the principle that:

"The greatest distance between I and We is the emergence of They."

Participant-led, immersive learning sessions provided an opportunity for employees to experiment and practice their behaviour in a controlled and safe environment which further allowed them to create their own learning pathways.

Vision &  
Performance



**Business Need:** An e-commerce automation solution Adyogi aimed at a culture of workplace safety and aimed to prevent hostility or discrimination. Adding to that, the CEO wanted the implementation of the POSH as a fundamental aspect of the business's mindset.

**The Solution:** We divided our approach into three phases:

Phase 1: We Scripted POSH policy in compliance with the Prevention of Sexual Harassment guidelines. Also, updated HR policies, rules, and appointment letters for POSH-related misconduct. We established the ICC Committee to resolve the harassment complaints and conducted thorough POSH Training for ICC members and leadership, we provided an Internal Training Kit.

Phase 2: We conducted a new joiner POSH Orientation. There were 2 trainings a year and we circulated the awareness mailers and videos.

Phase 3: We had Quarterly Committee Meeting MOM - (JAN / APR / JUL /OCT) also, we had quarterly HR & Leadership Meeting.

POSH  
Implementation



## SELECT INTERVENTIONS

**Business Need:** A World-Leading Design, Engineering, and Project Management Organization Atkins faced challenges in achieving its 2025 Vision and Mission objectives. There was a need for better management development, workplace culture, and teamwork. These challenges hindered the organization's ability to support its growth aspirations.

**The Solution:** We fostered an engaging learning environment with a blend of indoor and outdoor activities. Two-day workshop for two different batches was aligned with the organization's vision.

The modules were divided into four parts with thorough recaps. Topics Covered: Visioning Ownership & Accountability Collaboration & Teamwork Executing.

Competing for  
the Future



AtkinsRéalis

**Business Need:** A Global Leader with more than 50 years of experience in the sustainability advisory sector, operating across a diverse range of industries was struggling to understand the current dynamics and alignment among their team members.

This was leading to communication problems, silos, and a lack of collaboration. This was impacting the organization's ability to achieve its goals.

**The Solution:** We adopted a comprehensive:

- **Belbin Team Roles:** It helped us to construct a balanced and effective team, capitalizing on the diverse strengths of the team members.
- **Thomas:** This was used to delve deeper into the personality attributes of team members.

Team Alignment &  
Collaboration



ERM



# Contact Us

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