



Impact Showcase · FY 2025-2026

# What Did Your Last Leadership Programme Return-on-Investment?

Because ours returned ₹160 Crore - in named, attributed, manager-signed outcomes. Not reaction scores. Not estimated impact. Documented return.

₹160 Cr+

Commercial Return

*Manager-Signed*

>170:1

Programme ROI

*Tier 1 return*

250+

Senior Leaders

*Multi-sector FY25-26*

9.41/10

Programme NPS

*Benchmark: 8.5-9.0*

98%

Leadership Effectiveness

*360° validated*

100%

Manager-Signed

*All cohorts*



THE PROVENTUSHR PREMISE

# Leadership by Design. Not by Default.

*"Most leadership development produces satisfied participants. ProventusHR produces documented business outcomes."*

- 01 Bespoke architecture - Built from the business problem inward - never from a content catalogue outward.
- 02 Evidence-first design - Every outcome is manager-validated, contextually attributed, and co-signed.
- 03 ExperienceLearning™ - Immersion precedes explanation. Commitment replaces compliance.

## The ProventusHR Difference

Every programme we design is built from the organisation's business problem inward, not from a content library outward. What participants encounter in a ProventusHR engagement is irreducibly specific to them: their sector, their transitions, their operating tensions, and their evidence mandate.

Every figure is manager-validated, contextually attributed, and co-signed. None is extrapolated or drawn from reaction data alone.

### 14+ Industries Served

BFSI · IT & ITES · Manufacturing · Engineering Services · Pharma · Logistics · Aviation · FMCG · Defence  
· Professional Services · Energy · Automotive · Media · Education

### FY2025-2026 Evidence Portfolio

*Manager-validated · Contextually attributed · Co-signed · No extrapolation*



## IMPACT AT A GLANCE

Consolidated Outcomes · FY2025–2026 · Manager-Verified Evidence

**₹160 Cr+**

Documented Commercial Return

*Named · Attributed · Manager-Signed*

**>170:1**

Conservative Programme ROI

*Tier 1 return vs investment*

**1750+**

Senior Leaders Developed

*All engagements FY25–26*

**9.41/10**

Average Programme NPS

*Benchmark: 8.5–9.0*

**98%**

Leadership Effectiveness

*Stakeholder-observed, 360° validated*

**92%**

Positive Psychometric Movers

*Across assessed cohorts*

**93%+**

Average Programme Attendance

*All modules and cohorts*

**100%**

Manager-Signed Showcases

*Every cohort · every participant*





## THE EXPERIENCELEARNING™ DESIGN ARCHITECTURE

# Experience First. Explanation Second. Evidence Always.

The ExperienceLearning™ framework rests on a principle that most development models invert: experience must precede explanation. Frames emerge from inside the person rather than being applied from outside - the difference between intellectual agreement and behavioural commitment.

### 01

#### IMMERSE

Leaders are placed inside the leadership situation through cinematic reflection, simulation, or live case - before any conceptual framework is offered.

### 02

#### REFLECT

Structured facilitation surfaces the personal patterns, assumptions, and default behaviours the immersive experience has made visible.

### 03

#### APPLY

Workbook commitments translate reflection into named, time-bound workplace experiments. Application is a design requirement, not an aspiration.

### 04

#### COMMIT

Individual coaching anchors accountability. Application evidence becomes the substrate for the manager-signed Impact Showcase.

*Delivery: REEL|Life™ cinematic reflection · Experiential simulations · Structured workbooks · Peer Brown Bag reflections · Individual Lead Coaching*





DOCUMENTED COMMERCIAL RETURN · FY2025-2026

Consolidated Outcomes - Anonymized · Manager-Signed · Contextually Attributed

Category	Representative Outcome	Leadership Capability
New Mandate Generation	₹32 Cr+ Urban infrastructure mandate via advisory-led positioning	Stakeholder influence · Executive presence
New Mandate Generation	₹9.49 Cr+ Industrial client Q4 new orders, structured commercial approach	Relationship structuring · Commercial mindset
Project & Contract Value	₹60 Cr+ Project value award recognition (single mandate)	Executive alignment · Stakeholder navigation
Project & Contract Value	₹19.2 Cr Aviation MRO reconciliation through root-cause analysis	Decision effectiveness · Cross-functional influence
Revenue Growth	+155% Revenue uplift - participant-attributed, manager-signed	Commercial structuring · Prioritisation
Cost Averted	₹12 Cr R&D rework avoided through early intervention	Problem-framing · Decision quality
Cost Averted	₹11 Cr Multi-bank LC clearance via stakeholder navigation	Stakeholder mapping · Influence w/o authority
Client Retention	Long-standing account retained through advisory-led shift	Trust-building · Credence positioning



## THREE-TIER RETURN ON INVESTMENT

Conservative evidence-based ROI across commercial, operational and people dimensions

# >170:1

Conservative Tier 1 ROI against total programme investment

*₹160 Crore in documented commercial outcomes against a programme investment of ₹60 lakhs - across multiple cohorts delivered over five months.*

### Tier 1

#### COMMERCIAL

- ◆ ₹160 Cr+ named, attributed, manager-signed
- ◆ >170:1 ROI against total programme investment
- ◆ New mandates · retention · revenue uplift · cost averted

### Tier 2

#### OPERATIONAL

- ◆ SPI improved 0.72 → 0.93 on live infrastructure mandate
- ◆ 40–50% faster reporting via leader-initiated automation
- ◆ 50% client escalation reduction · 75% effort reduction

### Tier 3

#### PEOPLE & CULTURE

- ◆ +20% productivity · 0% vs 8% team attrition
- ◆ Engagement Grand Mean 87 vs 81 org average
- ◆ Learning culture 3.6× higher than peer manager teams





OPERATIONAL IMPACT · SELECTED EVIDENCE

## Behaviour-to-Outcome Traceability Across Active Projects

Metric	Baseline	Outcome	Notes
Schedule Performance Index (SPI)	0.72	<b>0.93</b>	<i>Civil infrastructure mandate - within 2 months</i>
SPI (ahead of schedule)	—	<b>1.14</b>	<i>Separate mandate, same cohort</i>
Resource utilisation, 30-member team	89%	<b>97%</b>	<i>Three-month window post-programme</i>
Client escalation rate	Baseline	<b>-50%</b>	<i>Structured delegation across portfolio</i>
Commissioning turnaround time	7 days	<b>3 days</b>	<i>Pan-geography service delivery</i>
Loop diagram preparation effort	100%	<b>-75%</b>	<i>AI-VBA automation - leader-initiated, zero IT</i>
Reporting cycle time	Baseline	<b>-40-50%</b>	<i>Participant-built Power BI dashboard</i>
First-time-right submission rate	Baseline	<b>+30%</b>	<i>Multiple project submissions, same cohort</i>
Gross margin, logistics mandate	10%	<b>34.9%</b>	<i>Business acumen and commercial structuring</i>
Customer feedback score, intl. client	—	<b>80%</b>	<i>Tracked 12 months post-programme</i>



### STAKEHOLDER-OBSERVED BEHAVIOURAL CHANGE · PRE AND POST 360°

Independent specialist provider · Calibrated to client values and competencies · All gains from above-average baselines

**92%**  
Positive Psychometric Movers  
*Across assessed cohorts*

**98%**  
Completers with Measurable Gains  
*Pre-post matched data*

All gains recorded from above-average baselines (4.24–4.38 / 5.00). Movement at high baselines is structurally harder to produce - a stronger signal of genuine behavioural shift, not regression to the mean. Multiple leaders moved from Blind Spot to Agreement status.

Capabilities	Pre	Post	Gain
Business acumen · Strategic agility · Decision quality · Org agility · Change navigation	4.24	4.36	<b>+0.12</b>
Conflict management · Influence without authority · Stakeholder navigation under pressure	4.38	4.44	<b>+0.06</b>
Drive for results · Developing others · Managing vision and purpose · Building effective teams	4.24	4.32	<b>+0.08</b>

### ENGAGEMENT & RETENTION

**87**  
Grand Mean Engagement  
*vs 81 org avg*

**95%**  
Survey Participation  
*vs 93% org avg*

**14%**  
Cohort Attrition  
*vs 23.69% peer group*

**98%**  
Leadership Effectiveness  
*360° validated*

**240%**  
R&R Penetration  
*vs 170% peer teams*



## PARTICIPANT EXPERIENCE

Programme NPS and Facilitation Quality · Consolidated Cross-Programme Picture

**9.41/10**

Average Programme NPS

*Benchmark: 8.5–9.0*

**4.81/5**

Average Facilitation Score

*All sessions and cohorts*

**<0.20**

NPS Variance Across Events

*Structural consistency signal*

**84%+**

Methodology Directly Applicable

*Contextual to role, by design*

### Feedback Dimension

Score / 5

Signal

Facilitation: Knowledge of Subject

**4.84 / 5**

*Perfect 5.00 reached in multiple individual session events*

Facilitation: Relevant Examples & Content

**4.81 / 5**

*Range 4.77–4.92 · consistently highly sector-contextual*

Facilitation: Responsiveness to Questions

**4.80 / 5**

*Consistent across all cohort compositions and locations*

Facilitation: Engagement & Involvement

**4.80 / 5**

*Energy sustained across multi-month, multi-module journeys*

Implementation Confidence (end-of-programme)

**4.95 / 5**

*Trajectory: 4.60 → 4.95 across three measured phases*

Culture Programme NPS (coaching-intensive cohort)

**85 / 100**

*15 points above the 70+ world-class threshold*



## OUR EVIDENCE STANDARD · SIX CRITERIA

*"Anyone can report learner satisfaction. Very few can demonstrate a causal chain from programme participation to signed commercial outcomes. That chain is what ProventusHR builds into every engagement."*

01

### Named

Every outcome is attributed to a specific, identifiable participant and their named business situation - not to a cohort or category.

02

### Contextual

The business situation, project, mandate, or relationship must be identified. Generalised claims are not accepted as evidence.

03

### Attributed

The leadership behaviour, tool, or capability shift applied must be explicitly identified by the participant and confirmed by the manager.

04

### Manager-Reviewed

The participant's reporting manager reviews the complete evidence record prior to submission, raising challenges where the linkage is unclear.

05

### Manager-Signed

The reporting manager co-signs the Impact Showcase before it is submitted or presented to any senior leadership audience.

06

### Publicly Presented

Outcomes are presented at a Closing Plenary attended by reporting managers and senior leadership, who may challenge or validate on the spot.



## IMPLICATIONS FOR LEADERSHIP INVESTMENT

# What Clients Can Take Away

Four evidence-based principles for organisations investing in senior leadership development.

## 1 Capability journeys must be architected, not assembled.

A sequence of events rarely creates enduring change. The evidence points to the value of an integrated architecture where immersion, reflection, coaching, application, and manager validation reinforce one another.

## 2 Bespoke design materially improves transfer.

Contextual dilemmas, role-relevant application, and business-linked evidence make the learning credible for senior leaders. The closer the design is to the work, the higher the probability of action.

## 3 Measurement must begin at design stage.

Impact is easier to evidence when the mandate identifies what participants should do differently, how managers will observe it, and what business signals will be tracked after the intervention.

## 4 Leadership development can carry a rigorous business case.

When designed around live organisational work, a leadership journey can produce measurable value beyond capability scores: commercial return, operational recovery, retention, engagement, and stakeholder confidence.



INDUSTRIES SERVED

14+ sectors · Calibrated to operating language, commercial pressures, and leadership transitions specific to each industry

BFSI	IT AND ITES	MANUFACTURING	ENGINEERING SERVICES	PHARMACEUTICALS	LOGISTICS	AVIATION
FMCG	DEFENCE & GOVT	PROFESSIONAL SERVICES	ENERGY	AUTOMOTIVE	MEDIA & PUBLISHING	EDUCATION

Every conversation begins with the business problem.

If you are building or redesigning a senior leadership capability journey and are looking for a partner who designs from your context, measures to your evidence standard, and holds itself accountable to outcomes you can sign off on - we invite you to start a Discovery Conversation.

rk@ProventusHR.com · +91-97733 31559 · www.ProventusHR.com

All company and participant identifiers have been anonymised. Full evidenced records available under confidentiality terms upon request. Outcomes drawn from manager-validated Impact Showcases, FY2025-2026.

