



COMPANY PROFILE

We believe in

Co-creating people-centric success by building leadership capacity that drives sustained growth, empowers organizations to perform seamlessly through transformation, and delivers lasting impact through creative excellence.

zunavish

vivify your business and people

INTRODUCTION

ABOUT OUR COMPANY



OUR STORY

In 2020, amidst the uncertainty of a global pandemic, Zunavish Consulting was born with a bold vision: **to empower businesses and people to thrive together**. Starting with women who had lost their jobs or were on career breaks, we built a **foundation of resilience and determination**. Their "never give up" spirit inspired our journey, helping us transform challenges into opportunities and slow, consistent growth into a legacy of purpose. Today, nearly five years strong, **we stand proud—steadfast in our mission to vivify businesses and people, and unwavering in our commitment to creating impactful, people-centric success.**



Derived from **Sanskrit**, our name reflects our purpose: "**Zuna**" **symbolizes growth, and "Vish" signifies people**. At Zunavish, we understand the intricate dynamics of organizations and design customized solutions to enhance productivity, align people strategies with business goals, and transform cultures. From **building leadership pipelines to optimizing talent management, we deliver exceptional results by crafting transformative experiences that unlock potential and drive sustained growth.**

Together, we co-create a future where businesses and people flourish, achieving success that lasts.

OUR VISION

To be the trusted partner in delivering exceptional experiences by strengthening and empowering people ecosystems

OUR MISSION

To prioritize what truly matters to our clients, enabling better business outcomes and lasting success..



CEO'S DESK

At Zunavish, our journey is driven by **a singular belief: true transformation begins with people.** As the CEO, I am deeply committed to creating a world that celebrates neurodiversity and inclusivity—not just in representation but in thoughts, ideas, and approaches. **Inclusivity is the cornerstone of innovation, and by embracing diverse perspectives, we enable organizations to unlock their full potential.**

My focus has always been on **developing leadership capacity in a way that inspires self-reflection and growth.** Whether through coaching or experiential interventions, I believe that leaders must first transform themselves before they can truly transform others. This philosophy is at the heart of my book, *Unmasked Leadership*, where I explore the **journey of rediscovering oneself as a leader to leave a lasting legacy.**

At Zunavish, we are not just about driving change; we are about creating a culture where leaders and organizations evolve together, fostering sustained growth and impactful transformation.

Warm regards,
Kiran Aidhi

“We empower organizations to unlock their true potential by harnessing the capacity of their leaders to drive meaningful transformations.”

CO-FOUNDER'S DESK

At Zunavish, I believe **culture is the heartbeat of any organization**—a resilient, strong culture can propel businesses to unmatched success. By fostering cultural assimilation and building a foundation of trust, we create environments where people and organizations thrive. **A transparent and open culture, anchored in psychological safety, empowers individuals to speak up, innovate, and contribute without fear, driving growth and resilience.**

Unconscious and conscious biases, however, can silently erode this foundation. Raising awareness and training teams to navigate these biases unlocks the full potential of people and organizations.

At Zunavish, we are committed to building workplaces where trust, inclusivity, and collaboration empower organizations to perform better and lead with confidence in today's competitive landscape.

Warm regards,
Charmaine Albequerque

“When an organization's culture is strong, transparent, and anchored in trust, it becomes a foundation on which both people and businesses flourish.”

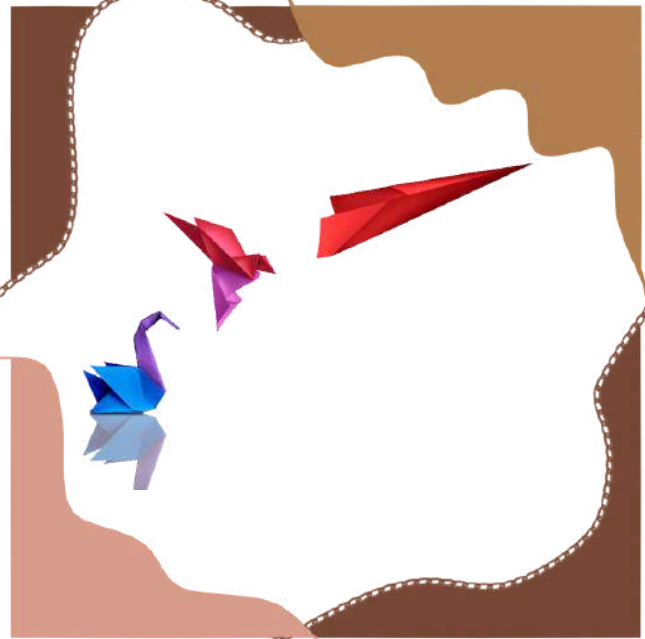
JOURNEYS WE UNDERTAKE FOR OUR CLIENTS



ORGANIZATION CULTURE



LEADERSHIP CAPACITY



DIVERSITY, EQUITY, INCLUSION AND BELONGINGNESS

TRANSFORMATIONAL HR / PEOPLE PRACTICES



JOURNEYS WE UNDERTAKE

ORGANIZATION CULTURE

Certainly! Choosing the right culture journey model depends on your organization's unique context and goals. However, here are three popular models that can guide your efforts:

1. Kotter's 8-Step Change Model:

Developed by John Kotter, this model emphasizes the importance of creating a sense of urgency, building a guiding coalition, communicating the vision, empowering employees, generating short-term wins, consolidating gains, anchoring new approaches in the company culture, and continuously iterating. It's a structured approach suitable for large-scale or rapid cultural transformations.

2. Quinn Model of Organizational Culture:

Robert Quinn and Kim Cameron's model categorizes organizational cultures based on two competing dimensions - flexibility and stability, and control and mission orientation. This gives you a framework to diagnose your current culture and identify areas for change. For example, a clan culture characterized by flexibility and a focus on mission might need to incorporate more structure and control to achieve operational efficiency.

3. Denison Culture Model:

Daniel Denison's model focuses on four key dimensions of organizational culture: adaptability, mission alignment, involvement, and consistency. It provides a practical framework for assessing your culture's strengths and weaknesses in these areas and developing targeted interventions to improve. For instance, a culture lacking in involvement might benefit from initiatives that enhance employee communication and participation in decision-making.

Here are some additional considerations when choosing a culture journey model:

Size and complexity of your organization: Larger or more complex organizations might require a more structured model like Kotter's, while smaller ones might benefit from the flexibility of the Quinn or Denison models.

Pace of desired change: If you need rapid cultural transformation, Kotter's model might be a good fit. For more gradual change, the Quinn or Denison models might be more suitable.

Level of employee engagement: If you already have a high level of employee engagement, you might find the Denison model most helpful. If engagement is low, you might need to start with a model like Kotter's that creates a sense of urgency and builds momentum.

Remember, no single model is perfect, and you might need to adapt or combine elements from different models to fit your specific needs. The key is to choose a model that provides a clear roadmap for your culture journey and engage your employees in the process.



JOURNEYS WE UNDERTAKE

LEADERSHIP CAPACITY

Imagine **scaling a mountain**. At the base, **eager novices take their first steps**, navigating the rocky terrain with newfound responsibility. Further up, **seasoned climbers tackle steeper slopes**, honing their strategic approach to conquer new heights. Finally, **at the summit stand weathered explorers, gazing across the horizon, their vision shaping the path for all those below**. This is **the metaphor that defines your organization's leadership journey**.

Our leadership development program is **not a singular ascent, but a series of carefully carved routes designed to empower individuals at each stage of their leadership climb**. Whether you're a new manager taking your first tentative steps, a seasoned climber navigating the complexities of senior leadership, or a bold explorer joining the C-suite summit, there's a path tailored to your specific needs.

This leadership journey is not just a personal ascent; it's **an investment in the collective success of your organization**. By empowering individuals at each stage, you **build a pipeline of talented leaders** who can overcome challenges, adapt to change, and drive innovation. It's about building a mountain-scaling team, where **collaboration and learning fuel the climb**, and the magnificent view from the summit is shared by all.

So, join us on this leadership journey. We'll provide the **map, the tools, and the support you need to reach your full potential and pave the way for a thriving organization**.

Be it, ***First-Time Managers*** who need to develop core leadership skills, build self-awareness, and learn to manage people effectively. Or ***Mid and senior level leaders*** where the focus shifts to honing strategic thinking and building influence. Or ***C-Suite Leaders*** who take on the transformational dimension; our leadership journeys are carefully curated for your organization.

Unwavering Support from Zunavish in:

- **Tailoring the journeys** to the specific needs and context of your organization.
- **Using a blend of learning methods**, including classroom training, workshops, coaching, and mentoring.
- Providing **opportunities for executive coaching, group coaching, peer learning and knowledge sharing**.
- **Measuring the impact of the leadership development** program to ensure its effectiveness.

Developing these **leadership journeys can significantly enhance your organization's talent pipeline and ensure a smoother transition for leaders at different stages of their careers**.

Remember, leadership development is an ongoing process, and these journeys should be a starting point for continuous learning and growth.



JOURNEYS WE UNDERTAKE

DIVERSITY, EQUITY, INCLUSION AND BELONGINGNESS (DEIB)

Unveiling the Tapestry: Imagine your organization as a vibrant tapestry, composed of diverse threads—each representing unique perspectives, backgrounds, and experiences. **Building a thriving workplace requires weaving these threads into a unified whole, a process that mirrors the Diversity, Equity, Inclusion, and Belonging (DEIB) journey.** This journey unfolds across three key stages, each with its own challenges and opportunities.

Weaving the First Threads: The Beginner's DEIB Stage

For organizations just starting, the **focus is on building awareness and setting a solid foundation.** **Leadership champions** ignite the spark, openly discussing DEIB's importance and setting clear goals. **Training and workshops** unravel unconscious biases, fostering empathy and understanding. Inclusive **policies and practices** ensure equity throughout the employee lifecycle, while **regular feedback loops creating trust and guiding improvement.** At this stage, **every thread woven builds the groundwork for a resilient culture.**

Strengthening the Weave: The Mid-Journey Challenge

Organizations in the mid-journey often find that initial efforts need refinement to achieve tangible results. **Data analysis and employee feedback reveal gaps and roadblocks,** enabling a focused approach to adapt and enhance existing programs. Transparent communication keeps everyone informed, while **celebrating small milestones** reinforces the importance of the journey. This stage is about **defining the pattern and ensuring every initiative aligns with the organization's DEIB vision.**

Mastering the Tapestry: Scaling DEIB Excellence

For organizations with a strong DEIB foundation, the challenge is to **innovate and scale** their efforts. Introducing **bold new programs,** such as mentorship initiatives or employee resource groups, deepens inclusion. **External advocacy** through partnerships amplifies the impact beyond the organization. **Data-driven strategies** ensure ongoing progress, while **fostering a culture of continuous learning keeps the tapestry dynamic and resilient.**

A Shared Commitment to Success

The DEIB journey is not a linear path but an ongoing commitment. At every stage, intentional efforts, adaptability, and shared dedication strengthen the fabric of your organization. By weaving an inclusive and thriving culture, every voice and perspective becomes part of a collective masterpiece—where diversity is celebrated, equity is ensured, inclusion is embraced, and belonging thrives.



JOURNEYS WE UNDERTAKE

TRANSFORMATIONAL HR / PEOPLE PRACTICES

Transformational People Practices go beyond traditional approaches, **fostering a people-centric culture that enhances engagement, productivity, and growth.** By integrating advanced tools, data insights, and a focus on employee well-being, organizations **unlock their full potential.**

People Analytics: Data-Driven Insights

Modern organizations **leverage data to optimize workforce strategies, identifying trends in performance and retention while forecasting future needs.** Analytics **into actionable insights, enabling impactful decisions aligned with business goals.**

Employee Sentiment: Listening and Responding

Understanding employee sentiment is crucial for **fostering engagement.** Regular feedback through pulse surveys and AI tools provides real-time insights, helping **organizations build trust and create an environment where voices are heard, and actions reflect employee needs.**

Performance Management: Driving Growth

Performance management has evolved into continuous, development-focused feedback. **Aligning individual aspirations with organizational objectives and recognizing contributions empowers people to grow, succeed, and drive impact.**

Employee Wellbeing: Supporting Resilience

Prioritizing mental, emotional, and financial wellness fosters productivity and engagement. Flexible work policies, supportive environments, and comprehensive resources help people **thrive and contribute meaningfully.**

Retention Management: Nurturing Loyalty

Proactive retention strategies, including personalized development paths and meaningful recognition, build trust and loyalty.

A focus on retention ensures people feel valued, reducing turnover and enhancing organizational stability.

Transformational People Practices prioritize individuals, integrating analytics, sentiment, and wellbeing into every aspect of work. By focusing on people and leveraging strategic insights, organizations create thriving, resilient teams prepared to lead and excel in an ever-changing world.



FURTHER GROWTH ENHANCERS

**EMPLOYEE
ENGAGEMENT
SURVEYS**

**FUTURE SKILLS
READINESS
SURVEY**

**PRODUCTIVITY
SURVEY**

**LEADERSHIP
EFFECTIVENESS
QUOTIENT**

**ORGANIZATION
HAPPINESS
QUOTIENT**

**COACHING
READINESS
QUOTIENT**

**SENSITIZATION
SESSIONS ON
DEIB**

**COMMUNICATIONS
SKILLS WITH
CULTURAL
ASSIMILATION**

**ASSESSMENT AND
DEVELOPMENT
CENTRES**

**HR / PEOPLE
PRACTICES
AUDITS**

**EMPLOYEE AND
EMPLOYER
BRANDING**

**CHRO / CPO
ON
REQUEST**

PRELUDE TO MARQUEE PROGRAMS



zunavish

"Empowering HR Teams to Drive Outstanding Business Success"

Unlock the full potential of your HR team with our comprehensive, hands-on training academy designed by industry veterans.

With our faculty having combined experience of over 50 years in People Practices and a curriculum that bridges the gap between academic theory and real-world practice across every stage of the employee lifecycle.

<p>Level 1 (1-3 years)</p> <p>IGNITE Core Mastery & Skills Launchpad</p> <p>Highlighted Topics:</p> <ul style="list-style-type: none"> • Effective Recruitment Strategies • Engaging Onboarding Experiences • Performance Management - 1 of 3 • Employee Retention Fundamentals 	<p>Level 2 (3-7 years)</p> <p>ACCELERATOR Mid-Career Mastery & Innovation</p> <p>Highlighted Topics:</p> <ul style="list-style-type: none"> • Advanced Talent Acquisition and Retention • Designing Development Programs • Strategic HR Planning and Analytics • DEIB Interventions 	<p>Level 3 (7 years+)</p> <p>TRAILBLAZER Towards Strategic Leadership & Global Influence</p> <p>Highlighted Topics:</p> <ul style="list-style-type: none"> • Strategic Workforce Planning • Leadership Development Interventions • Culture Journey • Succession Planning and Organization Design
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All levels include practical sessions on Chat GPT, Gemini, Co-pilot for each stage of employee life cycle.



PROGRAM OFFERS

Unlock the potential of your students with our transformative leadership program, custom-designed to meet their unique needs and backgrounds.

We offer institutions training solutions that equip young minds with essential skills, knowledge, and attitudes for professional success. Call us to help your students become not just job-ready, but future-ready, and lead the way in their career!

DELIVERY METHODOLOGY

<p>Instructor-led Training</p>	<p>Educative Video</p>	<p>Role plays</p>
<p>Activities / Discussions</p>	<p>Presentations & Projects</p>	<p>Assessments</p>

WE GUIDE STUDENTS TO

- Rise above the crowd as a distinguished student.
- Set yourself apart during placement opportunities.
- Kickstart your corporate journey as a valuable contributor.
- Enhance your company's success as a key asset.

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Evolving STUDENTS INTO LEADERS

ESL Program for Undergrads
40 hours of power packed interventions



PRELUDE TO MARQUEE PROGRAMS



Program Outline

To develop *faculty members into transformative leaders* who can effectively nurture and bring out the best in their students, shaping them into responsible citizens, impactful leaders, and compassionate individuals.

The program can be structured as a *semester-long series*, with each module spanning 4-6 hours, *culminating in a project or a presentation.*

Faculty

Development Program

Sculpting the Sculptors

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Brings to you

ZEN
TELLECT

*Let's Co-Crete a smarter, more
compassionate, and innovative world!*



PRELUDE TO MARQUEE PROGRAMS

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ECHELON CXO™

UNLEASHING INNER MASTERY, RESULTING IN STRATEGIC BRILLIANCE

ECHELON

The word "Echelon" derives from the French term *échelon*, meaning "rung of a ladder" or "step," rooted in the Latin scale, symbolizing progression and ascent. Historically, it has represented levels of authority, expertise, or influence within a hierarchy, often associated with exclusivity and advancement.

In the context of the Echelon CXO Program, it embodies the transformative journey of leaders striving to reach the pinnacle of excellence. It reflects a commitment to personal growth, mastery of leadership, and the drive to create lasting impact. Echelon signifies not just a level of achievement but the deliberate climb toward authentic leadership and strategic brilliance.

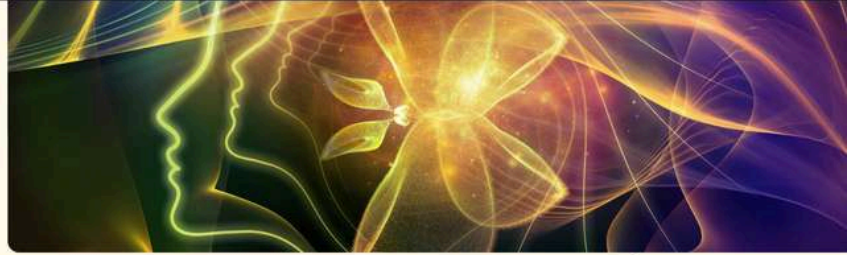
KEY TENETS OF THE PROGRAM

The Echelon CXO Program is a transformative journey designed to empower leaders through deep self-mastery, strategic brilliance, and operational excellence.

By combining immersive self-work practices, cutting-edge leadership strategies, and peer-driven collaboration, this program equips CXOs to navigate complexities with clarity and confidence.

From inner child healing to crafting competitive business models, participants will unlock their full potential through experiential labs, mentorship from global leaders, and a hybrid learning experience.

With a focus on authentic leadership and future-ready strategies, Echelon CXO offers an unparalleled opportunity to redefine impact and elevate organizational success.



PROGRAM VISION

This program is a year-long journey to provide CXOs with lifelong support through peer groups, mentors, and coaches. It emphasizes "Use of Self" through intensive self-work and equips leaders to navigate the complexities of modern organizational ecosystems.

PARTICIPANTS FOR ECHELON CXO™

This program is tailored for visionary leaders and decision-makers ready to elevate their impact. Ideal participants include:

- Chief Executive Officers, Founders and Managing Directors.
- Chief Operating Officers and Business Heads.
- Chief Financial Officers and Strategy Leaders.
- Chief Human Resources Officers and Talent Leaders.
- Senior Vice Presidents and General Managers driving strategic initiatives.

PROGRAM OUTCOMES FOR ECHELON CXO™

Upon successful completion of the Echelon CXO Program, participants will:

- **Master Self-Leadership:** Cultivate self-awareness, resilience, and emotional intelligence to lead authentically and purposefully.
- **Foster Collaborative Leadership:** Inspire and align diverse teams, manage stakeholder relationships effectively, and navigate complex interpersonal dynamics.
- **Build Resilient Organizations:** Create value-driven businesses that thrive in evolving markets and adapt to changing environments.
- **Drive Strategic Innovation:** Formulate forward-thinking strategies that integrate digital transformation and business innovation.
- **Enhance Decision-Making:** Apply critical thinking and problem-solving frameworks to address challenges with clarity and precision.
- **Strengthen Financial and Operational Expertise:** Develop a deep understanding of financial strategies and operational efficiency for sustainable success.
- **Adapt to the Business Environment:** Lead confidently through uncertainty by embracing adaptability and staying ahead of market trends.

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ECHELON CXO™

UNLEASHING INNER MASTERY, RESULTING IN STRATEGIC BRILLIANCE

PROGRAM DESIGN AND STRUCTURE



CORE FOCUS AREAS

Use of Self: Intensive Self-Work

- Cultivate self-awareness through **inner child healing** and **behavioral transformation for authentic leadership**.
- Unlock limiting patterns to align personal and professional goals with **purpose**.
- Build **emotional strength and clarity** to lead with confidence and composure in complex environments.

People and Organizational Leadership

- **Inspire collaboration and manage power effectively** to drive team commitment.
- Prioritize and **build lasting relationships** to navigate organizational complexities.
- Apply **organizational psychology** to lead with a holistic, long-term perspective.

Culture Catalysts:

- **Design and embed** a culture that aligns with organizational vision, values, and purpose, fostering a sense of belonging and mission among employees.
- Build an **adaptive, diverse, and inclusive culture** that embraces innovation, collaboration, and continuous learning to thrive in a rapidly changing environment.
- **Cultivate a leadership mindset at every level**, ensuring that behaviors, decisions, and communication consistently reinforce the desired cultural ethos.

Strategic and Operational Expertise:

- Leverage AI, automation, and innovation to craft **agile, future-ready business models**.
- Align financial, operational, and human capital strategies with **ESG principles for lasting resilience**.
- Design **scalable processes to adapt swiftly to market shifts**, supply chain challenges, and customer needs.

Critical Thinking and Decision Making:

- Employ **creative frameworks to tackle complex challenges** with clarity.
- Leverage **mental models to enhance objectivity and decision-making**.
- **Prepare for uncertainty** by simulating and analyzing strategic options.

INTERVENTIONS THROUGH THE YEAR

- **Senior Mentorship Circles:** Monthly dynamic mentorship clusters where participants rotate mentors to gain diverse perspectives and insights from various industries.
- **Peer Pods:** Quarterly problem-solving sprints where peer groups tackle real-time business challenges, presenting actionable solutions for collaborative learning.
- **On-Demand Expert Consultations:** Access to a pool of subject matter experts for rapid, specific guidance on business or leadership issues.
- **Micro-Learning Capstones:** Weekly bite-sized video lessons, case studies, and actionable tools delivered via an interactive app to reinforce key learnings.
- **AI-Driven Personalized Insights:** Regular feedback reports generated through AI analytics on individual leadership progress and areas for improvement based on program interactions.
- **Leadership Hackathons:** Bimonthly virtual hackathons focusing on innovative solutions for contemporary leadership dilemmas.
- **Global Perspective Forums:** Monthly virtual panels with international leaders to provide global insights and trends impacting leadership and strategy.

This year-long plan is designed to ensure participants evolve as self-aware, impactful leaders capable of transforming themselves, their teams, and their organizations.

FURTHER DETAILS

The Echelon CXO Program is designed to provide an unparalleled leadership development experience. The fees covers premium accommodations, all meals, airport transfers, curated local experiences, and comprehensive program resources. With a limited group size of 15 participants, the program ensures personalized attention and an exclusive peer network for maximum impact.

FOR EXPLORATION DISCUSSION PLEASE CALL - 91 88861 22226
OR WRITE TO KIRAN@ZUNAVISH.COM

INDICATIVE CLIENT LIST





THANK YOU

WE ARE EAGER TO EMBARK ON A SUCCESSFUL JOURNEY TOGETHER

Please feel free to reach out to us should you require additional details or have any queries.

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