

BUSINESS COACHES

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Dinkar Rao, Founder

GROVAL SELECTIA

**BUILDING THE FUTURE
READINESS OF THE BUSINESS
LEADERS**

₹150



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According to Dinkar Rao, the Founder of Groval Selectia, a business coach can substantially reduce the leadership bandwidth required for mentoring people and building a growth mindset. A business coach is a powerful influencer who creates catalysts in the organisation to drive business growth. A business coach can substantially enable the fundamental aspects of business thinking and attitudinal changes needed for business growth. A coach can support shaping habits that can build significant success, motivate efforts required for desired results and shape individual growth plans. Groval Selectia builds the future readiness of organisations to navigate through disruptive economic changes.



Dinkar Rao, Founder

COVERSTORY

Most importantly, Groval Selectia provides candid and insightful feedback to the participants involved in the change management initiatives, which helps them to build their capabilities. Groval Selectia is a part of Groval Euler’s group founded by Dinkar Rao, an eminent International Coach. The Founder, Dinkar, has enabled more than 12000 business professionals from over 300 companies across the globe in his consulting career spanning more than 17 years.

The crux of Groval Selectia’s activity is to build a sense of urgency around the business objectives. Because of their coach’s stature, it is easy for people to connect with their coach and create an alignment swiftly.



Here is an image that shares Groval Selectia activities in a nutshell -

The Seven initiatives GrovalSelectia has enabled for various local and global companies.

Empowering Senior Executives to Achieve Business Goals

The primary purpose of executive coaching is to influence people by providing direction and motivation to accomplish the mission and improve the organisation. Without developing top-level management, all efforts to build people down the line can be a waste of time and resources. This makes top-level management coaching important as businesses understand the executive level’s perspective and challenges. Executive coaching aims to clarify ideas and build momentum around the action.

As businesses are looking to mentor individuals in leadership roles to expand their leadership potential to flourish in individual and organisation performance,

Groval Selectia emerges as a reliable partner that helps businesses coach their executives to achieve business goals and maximize their potential. “Our ultimate mission is to hire the right people and coach them to meet your organisation’s strategic objectives,” states Dinkar Rao, Founder of Groval Selectia.

Besides executive coaching, Groval Selectia offers a wide range of services, including hiring sales team members and advisory services to build future-ready business teams.

Supporting Hiring the Right People Across the Organisation

GrovalSelectia enables a good mixture of logical and intuitive parameters to select the right person for a business initiative. This right person could be within the organisation or outside the organisation. “Groval Selectia provides a neutral yet assertive voice to your thoughts and considerations,” Says Dinkar.

It is essential to get the people relevant to your business’s context. Groval Euler’s Selectia brings 'Willing' and 'Right' people to positively impact a business. The wrong selection of a candidate is a source of immense suffering for the organisation and its people. Most hiring decisions get often clouded by complicated processes that bypass our innate intelligence, objectivity and common sense. While psychometry and other tools are necessary, we first need to assess our business situations and the aspired outcomes from the people.

The essence of the research stage is to provide a thorough audit report that will help clients to start the hiring process. The impact assessment measures the benefits and ROI of hiring the right sales leader. The company’s sales experts support hiring the right and willing sales leaders for the organisation.

Upskilling high-potential people through Executive Coaching

Without developing top-level management, all efforts to build people down the line can be a waste of time and resources, making it essential to understand the perspective of the executive level, challenge the view, create synergy and come out with thoughts and action. Executive coaching aims to clarify ideas and build momentum around the action. The success of executive coaching lies in the points that are mutually agreed upon by the coach and the coachee. Implementing the action points builds the team’s morale and enables a higher probability of achieving business results.

When coaching and mentoring senior leaders, Groval Selectia follows some unique and creative practices that help businesses bring strategies to real life by focusing on specific areas of high importance. The essence of coaching

is to know where the time is being invested and build their efforts to secure their business goals. Ultimately, Leaders are accountable for business goals in the short and long term; And this accountability needs to be treated with the required seriousness.

The primary framework is to build an inspirational executive management program. To achieve this, the company works on four pillars. The first one is to understand the ability of the executive to formulate the strategy, lead and implement the strategy, manage the operational dynamics, and manage the stakeholders.



Our ultimate mission is to hire willing people and coach them to meet your organisation's strategic objectives

Developing Cross-Functional Business Leaders for a Better Future

The company builds enabling systems and a relevant culture for a Growth mindset. It also guides the owners, CEOs and Managing Directors of the SME and MSME & Enterprises to make efficient and effective organisations. They encourage them to build high-performance cross-functional teams for sustainable growth. Be a sounding board in enabling decisions for selection, hiring, promotion and reorganisation of the talent Workshops and Enablement Engagements.

The company also helps businesses efficiently serve their customers and shareholders by improving sales planning, people management and systematic competence building. To achieve this, the experts at GrovalSelectia follow structured and systematic assessments. They analyse the executives' ability to make decisions, manage people, manage tasks and motivate them to action orientation.

With the help of effective performance appraisals, businesses can align their people with organisational goals. The company believes that the right leaders will create the correct result. As a part of their training program, the company trains managers to build synergies, retain and attract talent, and motivate others in the team.

Honing and training first-time Managers can be a crucial priority for growing companies. Such initiatives become critical as organisations need better people leaders over some time. Besides being good Individual contributors, for first-time managers, it is essential to lead by example. Team members must view their managers as capable and decisive leaders; Building Influence and gravitas could need systematic coaching. While being collaborative and

harmonious is essential, it is also necessary to take tough decisions in the team's interest.

Groval Selectia's approach focuses on building fearless, authentic, entrepreneurial and decisive first-time Managers.

Creating a Vibrant Workplace

A vibrant workplace can be cultivated through conscious decisions. This Program draws inspiration from the scientific developments in psychology, modern management, and quantum physics to enable participants to open up to the possibility that we can consciously and sub-consciously create a vibrant workplace. The key lies in knowing ourselves well before we set expectations from others.

The company uses CUVA (Connect-Understand-Value-Appreciate) approach. This approach helps build healthier collaborations – Leadership roles are becoming increasingly demanding as more work is conducted remotely, traditional company boundaries become more porous, and people tend to work in isolation; hence, partnerships within the organisations are becoming more necessary. Building a team remains as challenging as ever. Energetic, ambitious, and capable people are always a plus, but they often represent different functions, products, lines of business, and geographies and compete for influence, resources, and promotion.

Nurturing Business Partnerships

Groval Selectia is also involved in building and nurturing strong business partnerships. A business partnership is an agreement to form and nurture an amicable business relationship and moves forward on agreed goals. Predicting the future of business relationships based on a scientific method can be handy in various situations. While it is essential to know each other well, learning to use mutual strengths to make business strategy happen is equally important. The company's training builds compatibility, chemistry, commonality and result focus.

Groval Selectia encourages organisations to build relationships with partners from time to time, ensuring that partners are not disrespected and treated on par with employees. They also help train their partners to build capabilities and knowledge about products and offerings. A solid emotional connection can be made between the people and the partners through highly responsive customer-service practices. Organisations can align their partners to the values of the organisation.

The company's vision is to build around 200 catalysts for its clients by 2025. The Catalysts developed by GrovalSelectia can positively challenge the situations and take the organisation to the next level, both culturally and from a business point of view. Catalysts act as prime movers for building future-ready organisations. 