SKILL SPRING

EMPOWERING PEOPLE. ACCELERATING GROWTH

Driving Measurable Performance Through Capability Building

(Through Upskilling)



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Targeted
Addressing the right performance gaps.

Measurable
Driving outcomes that matter.

People-Centric
Building future-ready capabilities.

Sustainable
Creating lasting impact for organizations.

Why Organizations Struggle to Achieve Business Performance

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Despite investing in people, most organizations don't see the results they expect.
The real challenge lies in **hidden capability gaps** that slow performance and growth.

THE BUSINESS PROBLEMS

- Stalled growth and missed targets
- Low employee engagement and productivity
- High attrition and talent gaps
- Inefficient processes and execution bottlenecks
- Compliance risks and inconsistent behaviors

THE UNDERLYING GAPS

- Unclear capability needs and weak diagnostics
- Skill gaps in critical roles and functions
- Generic training with low relevance and application
- Limited behavior change and transfer of learning
- Lack of measurement and visibility of business impact

THE BUSINESS IMPACT

- Revenue growth remains flat
- Rising operational costs and rework
- Low workforce confidence and morale
- Slower innovation and competitive disadvantage
- Higher risk of non-compliance and reputational damage

THE RESULT



Organizations invest in learning, but outcomes don't move.

The gap between learning and performance continues to widen.

The real issue isn't effort—it's the absence of a diagnostic-first, outcome-driven approach to capability development.

This is where SkillSpring makes a measurable difference.

How SkillSpring is Equipped to Solve Your Business Challenges

We combine deep diagnostics, expert partnerships and proven delivery capabilities to turn capability gaps into measurable business outcomes.

OUR 4-POINT APPROACH

01 DIAGNOSE

- We start with PRISM capability diagnostics to uncover real gaps and root causes.
- Data-led insights drive focused and relevant interventions.

02 DESIGN

- We co-create customized solutions aligned to your business priorities.
- Right blend of learning strategies, tools and experiences.

03 DELIVER

- Engaging, interactive and application-focused learning.
- Delivered by experts who bring real-world experience.

04 DEMONSTRATE

- Measured through IMPACT5 to ensure visible behavior change and business results.
- Continuous feedback loops for sustained impact.

From deep diagnosis to measurable impact, we build capabilities that drive real business performance.

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OUR STRENGTHS THAT MAKE THE DIFFERENCE

80 – 100 Empaneled Experts

A blend of Facilitators, Consultants and OD Specialists, empaneled through a rigorous, multi-step evaluation process to ensure quality, relevance and impact.

Extensive & Trusted Network

Our expert network brings combined experience of delivering and facilitating programs across 100+ organizations from diverse industries and functions.

Proven Program Delivery

200+ customized programs delivered across leadership, capability, behavioral, functional and compliance domains.

Professionals Reached

15,000+ professionals trained and empowered to apply learning and drive performance.

Learning Impact Delivered

5,000+ hours of engaging learning experiences that create lasting impact.

★ Our robust team and delivery capability enable us to run multiple programs simultaneously across functions, locations and business units—without compromising on quality or outcomes.

PRISM: Our Proprietary Capability Intelligence Platform

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PRISM is our AI-powered diagnostic engine that uncovers the real root causes, identifies critical capability gaps and prioritizes actions for maximum business impact.

One Platform. Multiple Inputs. Intelligent Insights. Clear Actions.

MULTIPLE DATA INPUTS

Business Metrics
KPIs, Performance Data, Dashboards

Employee & Stakeholder Insights
Surveys, Interviews, Focus Groups, 360° Feedback

Assessments & Psychometrics
Skill Assessments, Behavioral Assessments

Interviews & Observations
Manager, Employee, Customer Inputs

Operational & External Data
Process Data, Market Insights, Industry Benchmarks

PRISM

CAPABILITY INTELLIGENCE ENGINE

AI-POWERED. DATA-DRIVEN. HUMAN-CENTRIC.



PRISM transforms fragmented data into clear intelligence—helping organizations make smarter decisions, faster.

PRISM IN ACTION

Faster Diagnostics
Real-time insights in days, not weeks.

Scalable by Design
Built to assess large, diverse workforces across functions and geographies.

Precision Insights
Pinpoints root causes and capability gaps with clarity.

Action-Ready Outcomes
Prioritized recommendations that drive measurable business results.

WHY PRISM IS A GAME-CHANGER

Proprietary & Advanced
Purpose-built diagnostic engine designed by L&D and analytics experts.

AI-Powered Intelligence
Advanced analytics and behavioral science uncover patterns humans miss.

End-to-End Capability View
Connects data to business impact, capability gaps and learning priorities.

Secure & Scalable
Enterprise-grade platform ensures data safety, privacy and scalability.

Built for Impact
Not just insights – delivers prioritized actions for real, measurable outcomes.

PRISM is the missing link between data and capability transformation. | Diagnose better. Decide smarter. Deliver greater impact.

Business Impact Areas We Solve

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We go beyond training. We solve your most critical business challenges to drive measurable outcomes that matter.

Sales Growth
Win more, grow pipeline and convert faster.

Business Outcome
Revenue growth, higher win rates

Customer Experience
Delight customers and build lasting loyalty.

Business Outcome
Higher CSAT, retention and repeat business

Leadership Excellence
Build leaders who inspire, align and drive results.

Business Outcome
Stronger leadership pipeline, better team performance

Productivity & Efficiency
Optimize workflows and achieve more with less.

Business Outcome
Higher productivity, lower operational cost

Employee Engagement
Create a culture of purpose, ownership and trust.

Business Outcome
Higher engagement, lower attrition

Operations Excellence
Streamline processes and improve operational agility.

Business Outcome
Better SLA attainment, improved efficiency

Talent & Capability
Build future-ready skills and career readiness.

Business Outcome
Stronger bench strength, internal mobility

Compliance & Risk
Strengthen compliance and reduce business risk.

Business Outcome
Reduced compliance risk, audit readiness

Data & AI Enablement
Turn data into insights and drive intelligent decisions.

Business Outcome
Better decision-making, data-driven growth

Change & Transformation
Drive change adoption and sustainable transformation.

Business Outcome
Faster adoption, sustained change

From strategy to impact—our diagnostic-led approach ensures we solve the right business problems, with the right capabilities, in the right way.

Outcome Focused.
Impact Driven.
Built for Your Business.

We focus on business impact areas that matter—so every solution we deliver creates measurable and lasting value.

OUR CAPABILITY PORTFOLIO

A clearer structure for HR, L&D and business leaders to identify **the right intervention** quickly.

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TRAINING FAMILY	PROGRAMS / MODULES
BEHAVIOURAL CAPABILITIES	First-Time Manager Foundation; Second-in-Line Leadership Acceleration; Effective Leadership; Change Leadership; Workforce Engagement & Ownership Mindset; Coaching Skills for Managers; Delegation & Empowerment; Decision Making for Managers; Personal Accountability & Ownership
FUNCTIONAL CAPABILITIES	Strategic Revenue Accelerator; Sales Excellence; Agile Project Mastery; Process Excellence Fundamentals; Data-Driven Decision Making; Client Engagement Excellence; Customer Centricity; Precision Productivity Mastery; Systems Thinking; POSH, DEI & Compliance Awareness
SOFT SKILLS & WORKPLACE EFFECTIVENESS	Communication Skills; Presentation Skills & Storytelling; Collaboration & Team Management; Negotiation Skills; Workplace Etiquette & Professionalism; Active Listening; Feedback Skills; Conflict Management & Difficult Conversations; Strategic Influence & Stakeholder Management; Time Management & Personal Effectiveness
IT & DIGITAL ESSENTIALS	AI for Everyone – Introduction & Application; AI for Managers & Teams; AI for Effective Use at Work; Microsoft Office Suite Programs (Word, Excel, PowerPoint, Outlook & More); Basic Data Literacy for Non-Technical Users

BEHAVIOURAL CAPABILITIES

BEST-FIT AUDIENCE: Managers, emerging leaders and senior managers.

BUSINESS OUTCOME: Stronger ownership, manager effectiveness, people alignment and change readiness.

FUNCTIONAL CAPABILITIES

BEST-FIT AUDIENCE: Sales, operations, delivery, customer-facing teams, HR/OD and business.

BUSINESS OUTCOME: Improved revenue conversations, productivity, customer centricity, process discipline and execution.

SOFT SKILLS & WORKPLACE EFFECTIVENESS

BEST-FIT AUDIENCE: All employees, early-career professionals, frontline teams, support staff and project teams.

BUSINESS OUTCOME: Better communication, collaboration, stakeholder handling, conflict resolution and professionalism.

IT & DIGITAL ESSENTIALS

BEST-FIT AUDIENCE: All employees, managers, support teams, HR, sales, operations and business users.

BUSINESS OUTCOME: Faster documentation, smarter AI use, better presentations, improved productivity and data awareness.

CUSTOMIZED to your context and goals

EXPERIENTIAL learning with real-world application

MEASURABLE impact with clear outcomes

FUTURE-READY skills for today and tomorrow

OUTCOME-FOCUSED built for business impact

The SkillSpring Transformation Journey

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A proven, end-to-end approach that turns insights into **measurable business impact.**

From Insight to Impact. Every Step Matters.



01 BUSINESS CHALLENGE
Understand your priorities, goals and pain points through deep discovery.

02 PRISM DIAGNOSTIC
Leverage our AI-powered PRISM Capability Intelligence Engine to uncover root causes and capability gaps.

03 CAPABILITY INSIGHTS
Get clear, data-driven insights on what's holding performance back and what will move the needle.

04 PRIORITIZED FOCUS AREAS
Align on the most critical capability gaps and business priorities for maximum impact.

05 CUSTOMIZED LEARNING JOURNEY
Co-create targeted interventions, blended learning experiences and practical tools that stick.

06 APPLICATION & COACHING
Enable on-the-job application with coaching, nudges and reinforcement for lasting change.

07 MEASURE IMPACT
Measure progress across IMPACT5™ to track behavior change, results and ROI.

08 CONTINUOUS IMPROVEMENT
Continuously refine capabilities using PRISM for sustained business outcomes.

Powered by PRISM. Delivered by Experts.

One integrated journey to build capabilities that drive performance and business impact.

PRISM
CAPABILITY INTELLIGENCE ENGINE

We don't just deliver learning.
We drive capability transformation that creates measurable business impact.

Right Insights | Right Capabilities | Right Outcomes | Real Impact

Our Leadership Team

Leadership with blend of strategic vision and operational excellence to build and a scalable, impactful training organization.



POOJA SHARMA

CO FOUNDER & CHIEF
LEARNING & DEVELOPMENT OFFICER

Pooja Aman Sharma is regarded as one **of India's most impactful corporate trainers**, with a proven track record in Diversity, Equity and Inclusion (DEI), POSH compliance, leadership, and interpersonal skills development. Her programs have **empowered 20,000+ professionals** across leading organizations, making her a sought-after facilitator for culture-building and leadership transformation.

With **over 5,000 hours of classroom and virtual training,** Pooja brings unmatched depth in translating inclusive values into measurable workplace outcomes. She is recognized for designing interventions that not only shape leaders but also strengthen organizational culture and governance.

Pooja is at the forefront of building **future-ready leaders and inclusive workplaces.** With her ability to inspire, engage, and deliver impact, she continues to be an invaluable partner for organizations committed to growth through people and culture.



GAURAV MAHAJAN

CO FOUNDER &
CHIEF EXECUTIVE OFFICER

Gaurav Mahajan is a distinguished **business leader with over two decades of expertise** in driving strategic growth, enabling sales excellence, and leading enterprise-wide transformations.

He has held leadership roles at global organizations such as AB InBev, Nielsen, and Mindtree, where he **spearheaded high-impact initiatives** that **reshaped businesses and delivered sustained growth.**

Beyond corporates, he has partnered with Indian startups, helping them scale from the ground up and accelerate topline growth.

Known for aligning workforce capabilities with business priorities, Gaurav designs **ROI-focused solutions** that deliver measurable results. Gaurav combines strategic vision, execution excellence, and a commitment to continuous learning to drive lasting impact.

Inspired by initiatives like "Skill India Movement", he founded Skill Spring to embed the belief that learning is an ongoing journey. With core strengths in **strategy, growth, and transformation,** he is shaping Skill Spring into a trusted partner for organizations seeking sustainable success and purposeful scale.

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Let's Build Measurable Capability Together

Thank you for your time and consideration.
We look forward to partnering with you to **drive capability, growth and impact.**



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Ready to get started?
Let's discuss how we can help you achieve **measurable outcomes.**

BOOK A CALL

Schedule a discovery call with our experts today.

NEXT STEPS

- Understand your goals
- Explore the right solutions
- Build a roadmap for impact

Empowering people. Accelerating growth. Creating **measurable impact.**