

# inflexion point

Beyond commonsense

PASSION + INNOVATION

PAVAN SONI



Consulting and Workshops  
on  
Innovation | Strategy | Creativity

**Dr. Pavan Soni**

Innovation Evangelist and Founder

Inflexion Point Consulting

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[www.InflexionPoint.net](http://www.InflexionPoint.net)

# About Dr. Pavan Soni

- PhD from [IIM Bangalore](#) (Corporate Strategy & Policy)
- Former [Innovation Evangelist](#) at Wipro (6 years)
- Only Indian to be shortlisted for the [Financial Times and McKinsey Business Book of the Year Award- 2016](#)
- Bachelor of Engineering- [MBM Engineering College Jodhpur \(Branch Topper\)](#) and PGDIE- [NITIE Mumbai](#)
- Recipient of '[On-the-Job Achiever Award](#)'- Lakshya- CII Mumbai in 2007 for the work on Innovation
- Consulted with 20 of [Fortune 500](#) companies
- Associated with [CII](#), [NASSCOM](#), [BCIC](#) and [EBG](#)
- Columnist at [HT Mint](#), [YourStory](#), [Inc42](#), [Entrepreneur](#), and [People Matters](#)
- Five times [TEDx](#) speaker
- Coach at [NSRCEL of IIM Bangalore](#) and [Founder Institute](#)
- Advisory Board member at [World Trade Center](#)

READING | WRITING | TEACHING | COACHING

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Talk on Innovation Culture

Innovation Jam

Creative Problem Solving

Design Thinking for Managers

Strategic Thinking for Radical Growth

Mentoring Programs

Indicative clients

The team

A few cases

# Presentation overview

# Talk on Innovation Culture

90-120 min. | 100+ people

## Session objectives:

- ✓ How do you foster an innovation culture?
- ✓ How do build personal and team creativity?

## Target audience:

- ✓ Mid-level managers
- ✓ Individual performers

## Topics covered:

- ✓ Seven habits of highly creative individuals
- ✓ Five traits of the world's most innovative companies
- ✓ Managerial practices of encouraging creativity and innovation

## Indicative engagements



On Technologies at Bosch



On Innovation Culture at 3M



Idea Management at CII

# Innovation Jam

4 hrs. | 50-100 people

## Session objectives:

- ✓ Understanding the approach to creativity
- ✓ Learning the methods of problem solving
- ✓ Building creative confidence

## Target audience:

- ✓ Mid-level managers
- ✓ Individual performers

## Topics covered:

- ✓ The process model of creative problem solving
- ✓ Tools and frameworks of problem identification and framing
- ✓ Methods of ideation
- ✓ Preparation and presentation of a business plan

## Indicative engagements

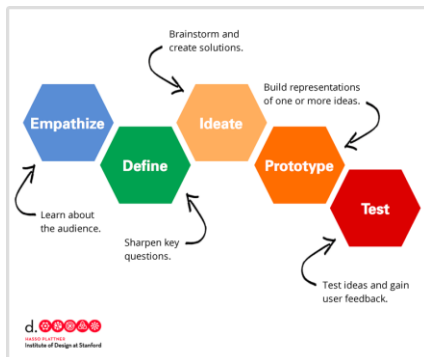



**Deloitte.**

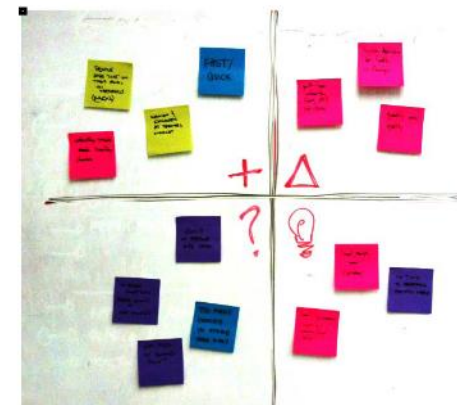
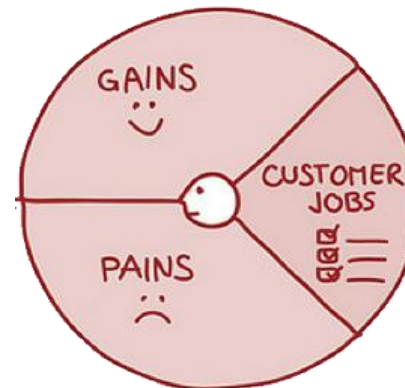
**NIIT**  
technologies



## Indicative methods



WHAT (what are they doing in the photo?)	HOW (how are they doing it?)	WHY (why are they doing it this way? Take a guess!)
-little girl picking root vegetables	-she's smiling, even though it looks bigger than her, it looks fun	-somehow it's been made into a game...gardening is fun...getting messy is fun to her?
		



# Creative Problem Solving

1 day | 35-40 people

## Session objectives:

- ✓ Techniques of creative problem solving
- ✓ How to reach from insights to compelling ideas
- ✓ Deep dive into creativity methods

## Target audience:

- ✓ Mid-level managers

## Topics covered:

- ✓ The process model of creative problem solving
- ✓ 7 methods of ideation
- ✓ Personal and group creativity tools and methods
- ✓ Shortlisting techniques
- ✓ Framing and selling ideas

## Indicative engagements



**Reliance**



**THERMAX**



## Indicative methods

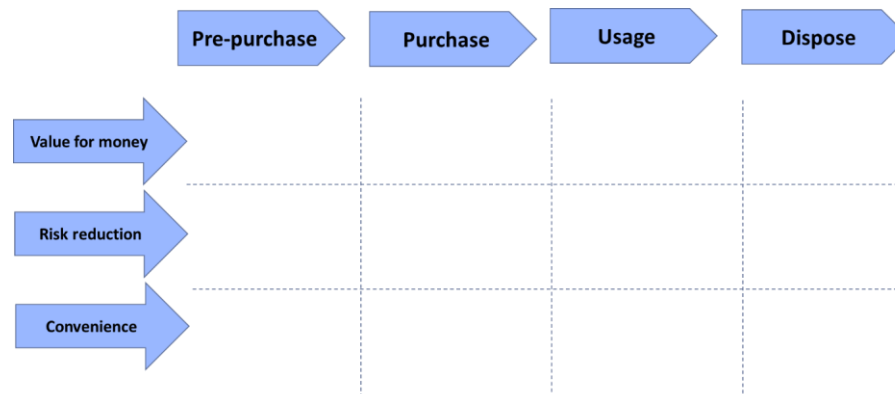
Subtraction

Division

Multiplication

Task  
unification

Attribute  
dependence



# Design Thinking for Managers

2 days | 35-40 people

## Session objectives:

- ✓ Understanding the tenets and process of Design Thinking (DT)
- ✓ Adopting techniques of emphatic problem solving in day's job
- ✓ How to be more methodical in problem solving

## Target audience:

- ✓ Mid and senior managers

## Topics covered:

- ✓ The five-stage model of DT
- ✓ Four tenets of DT
- ✓ 10 techniques of problem identification and solutioning
- ✓ Prototyping and testing techniques
- ✓ From ideas to business plans

## Indicative engagements

amazon

asianpaints

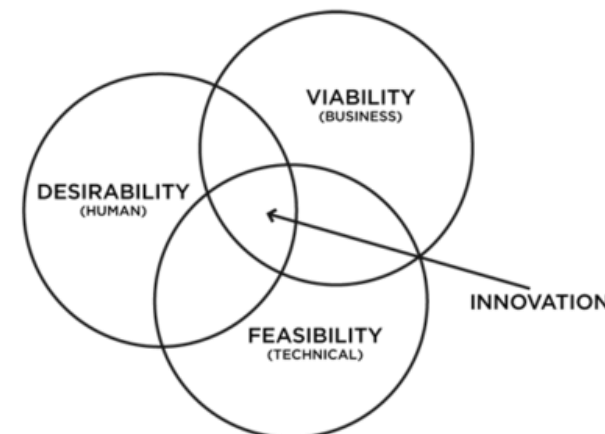
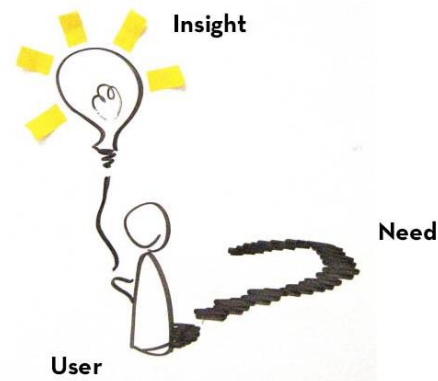
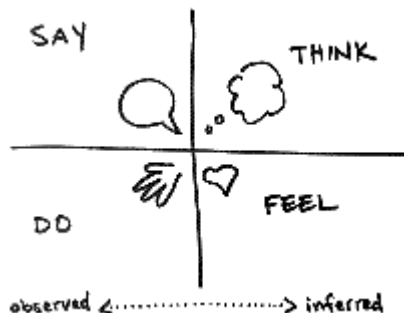
Flipkart



Honeywell

vmware®

## Indicative methods





# Strategic Thinking for Radical Growth

2 days | 35-40 people

## Session objectives:

- ✓ How to build a strategic mindset
- ✓ Learning the frameworks and discipline of strategic planning

## Target audience:

- ✓ Mid and senior managers

## Topics covered:

- ✓ What is and what is not strategy?
- ✓ Industry and trends analysis
- ✓ Competition and alternates analysis
- ✓ Firm-level competence assessment
- ✓ Formation of business models and plans

## Indicative engagements

**BARCO**

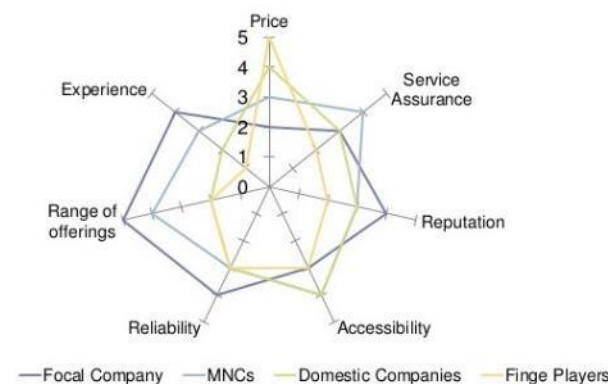
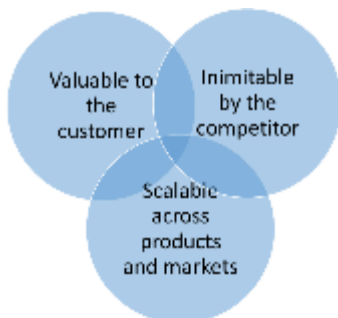
**Capgemini**  
CONSULTING TECHNOLOGY OUTSOURCING

**ERICSSON**

**TITAN**  
COMPANY

**wipro**

## Indicative methods





# Mentoring Programs (2-3 months)

2 days | 35-40 people

## Session objectives:

- ✓ How to weave the insights from the workshop to one's role
- ✓ Contextualizing the insights to the organization

## Target audience:

- ✓ Participants of the previous workshops

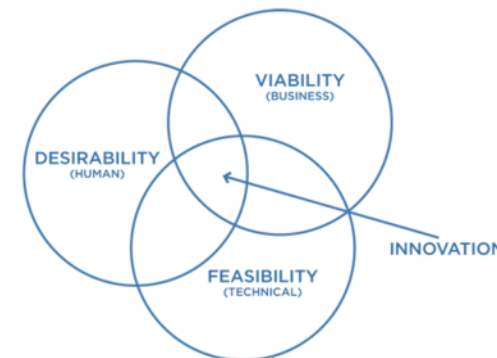
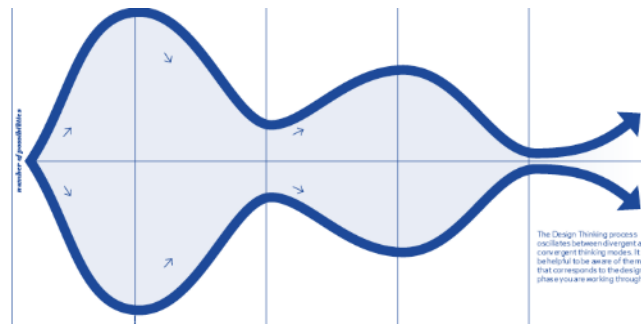
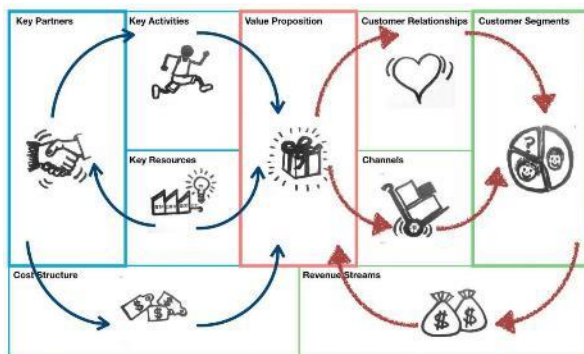
## Topics covered:

- ✓ How to apply the concepts to one's role in the organization
- ✓ Customizing the insights and learning from the sessions
- ✓ Methods of measuring the progress
- ✓ Need gap analysis of further interventions

## Indicative engagements



## Indicative methods



# The team



**LR Natarajan Iyer**

- Former Executive VP and Head of Innovation at Titan
- Visiting Professor – IIMs
- Featured in HBR/McKinsey M-Prize
- 40 years of experience

**Leadership | Culture**



**Rajiv Upadhyay**

- Marshall Goldsmith Stakeholder Centered Coaching
- Coach on Emotional Intelligence, Executive Presence
- 26 years of experience

**Emotions | Teaming**



**Khyati Shah**

- Former head of Innovation and Industrialization at leading tech companies
- EGMP from IIM Bangalore
- 18 years of experience (10 years in Silicon Valley)

**Creations | Systems**



**Nimisha Jashnani**

- Inclusive product design
- Unconscious bias
- MBA from TAPMI
- World Diversity and Inclusion Congress Award 2017.
- 11 years in banking, IT and education.

**Design | Diversity**



Product  
design ideas

## Problem Statement

Generate ideas with the support team in improving internal customer satisfaction.

- ✓ Brainstorming session and massive ideation exercise
- ✓ Team building and group presentations.
- ✓ 500+ ideas and ten models on how to serve internal customers in a better manner.

**Over 500 people influenced so far...**





Building a  
culture of  
creative  
problem  
solving

- ✓ 1000 + ideas
- ✓ 40 mid-level executives.
- ✓ 120 minutes
- ✓ 10 business cases

## Opportunity Statement

Techniques and mechanisms that will enable creativity in each of the teams as an ongoing way.



**High impact business ideas**



# Flipkart



Strategic  
acumen

## Problem Statement

Building strategic acumen for emerging leaders to build and implement strategies

### Coverage

- Industry and ecosystem analysis
- Firm's competence analysis
- Mapping of opportunities to new competence creation
- Business Model Canvas

### Outcome

- Elements of developing a strategic mindset
- Personal and team level priorities and planning



**20+ Directors and VPs**



## Problem Discovery Techniques

### Problem Statement

Building capabilities for problem solving and problem definition

### Outcome

- Clear identification of business and technology problems
- How to present a business case

**300+ Senior Manager touched**





## Corporate clients (indicative )

