

FUEL YOUR INNOVATION PIPELINE

DEVELOP THE IDEAS AND THE PEOPLE WHO PROPEL THEM

Organic growth requires talented individuals who can ignite and build a culture of innovation. It also requires people who understand your strategy and the real costs and challenges of doing something new - people who "think like an owner."

Mohr Collaborative fuels growth by unlocking the potential of promising leaders. Our programs embed leadership skills development inside real experience driving new opportunities for growth. A proven approach that satisfies high-potential talent's need for challenging opportunities and continuous feedback.



Traditional leadership development programs promise improved performance, but their impact is hard to measure. For over 10 years, Mohr Collaborative has delivered performance improvements, *plus* real impact in revenue, cost savings and increased talent retention. The results pay for the program many times over.



CONTACT MOHR COLLABORATIVE TO LEARN HOW WE ACCELERATE AND BUILD CAPACITY FOR LONG-TERM ORGANIZATIONAL SUCCESS.

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The MOHR Holistic Approach to Sustainable Growth

Team Coaching

Coaches monitor and guide team effectiveness, and mentor teams through project completion.



Individual Coaching

Performance feedback from highly trained coaches - typically reserved only for executives.

Skills Development

As they identify opportunities to grow revenue or reduce costs, build their case, and get buy-in, participants develop skills such as strategic thinking, data analysis, effective communication & organizational awareness.



Innovation Projects

Teams receive critique and guidance from executives and coaches while developing solutions that generate revenue, reduce costs and increase efficiency.

Participants Leave Prepared to Replicate Their Success Across the Organization - Fueling Your Innovation Pipeline with Ideas, and the Ability to Drive Them



A Single Solution for Leadership and Innovation



We coach teams simultaneously on leadership, innovation and teamwork. They leave our programs experienced, prepared and motivated to change the way they approach their work. Our coaches draw on deep industry knowledge, experience innovating inside the enterprise, and proven coaching and leadership training expertise - a unique combination.

Our programs help teams:

- Learn and practice design thinking
- Translate strategic business objectives into solvable challenges
- Challenge the status quo
- Proxy the C-level perspective
- Craft a compelling story
- Think bigger and get out of their comfort zone
- Weigh organizational and personal career impact against project feasibility
- Balance day-to-day imperatives with the challenge of innovating
- Navigate between conflicting input from senior executives
- Proactively mitigate risks and not assume that difficult questions will be answered by someone else



The results we have seen from individual innovation projects have paid for the cost of putting 50 people through the program many times over.

*-Learning and Development Executive,
Fortune 100 Corporation*

A sample of Innovation Projects generated from Mohr Collaborative's programs that have delivered real impact and long-term value.

Accelerated growth in new markets:

A bank had, for some time, provided services to fund managers who distributed their funds internationally. The continual work of improving those services kept them competitive but was not significantly growing the business. We coached a team in our program to take a design thinking approach. From interviews with "extreme" clients and their customers, the team gained insight into customer priorities, and framed a new challenge: "How might we help our clients better serve their offshore investors?" That led them to compete on transparency, education and thought leadership (rather than operational efficiency that allowed little opportunity to differentiate). Within one year of delivering their project, the work of the team resulted in eight new clients for the service earning about \$5 million in annual revenue.

Improving the customer experience:

"How might we eliminate the risks involved when small retailers pay their large distributors (our clients) in cash?" We coached the team on two elements critical to their success. First they needed to understand how best to leverage the very diverse strengths of their team members, which at first seemed anything but complementary. Second, they needed to understand the needs of multiple stakeholders, including tiny retailers in developing markets, that a global institutional business didn't usually consider. The team delivered a proposal for a mobile phone-based real-time electronic payment platform allowing retailers to settle invoices instantly. This led to a pilot the following year and eventually rolled out to multiple countries and is still a preferred solution in the market.

New products and services:

A team saw opportunity in the rapidly growing demand by retail investors in Hong Kong for RMB-denominated products. We coached them through the difficult challenge of testing complex solutions in a highly regulated and highly uncertain market. By focusing on the needs of end users and regulators, the team made a compelling case and their recommendation led to the \$66.25 million IPO of The China Select Fund, the first ever Hong Kong retail fund to access the investment expertise of China's largest asset manager.