

WanderLuxe

Where wanderers meets luxury

Presented By: Handsomes



Executive Summary

InnovateX



Leadership Transition

Cultural Shift

Training

InnovateX's Ethos & Commitments

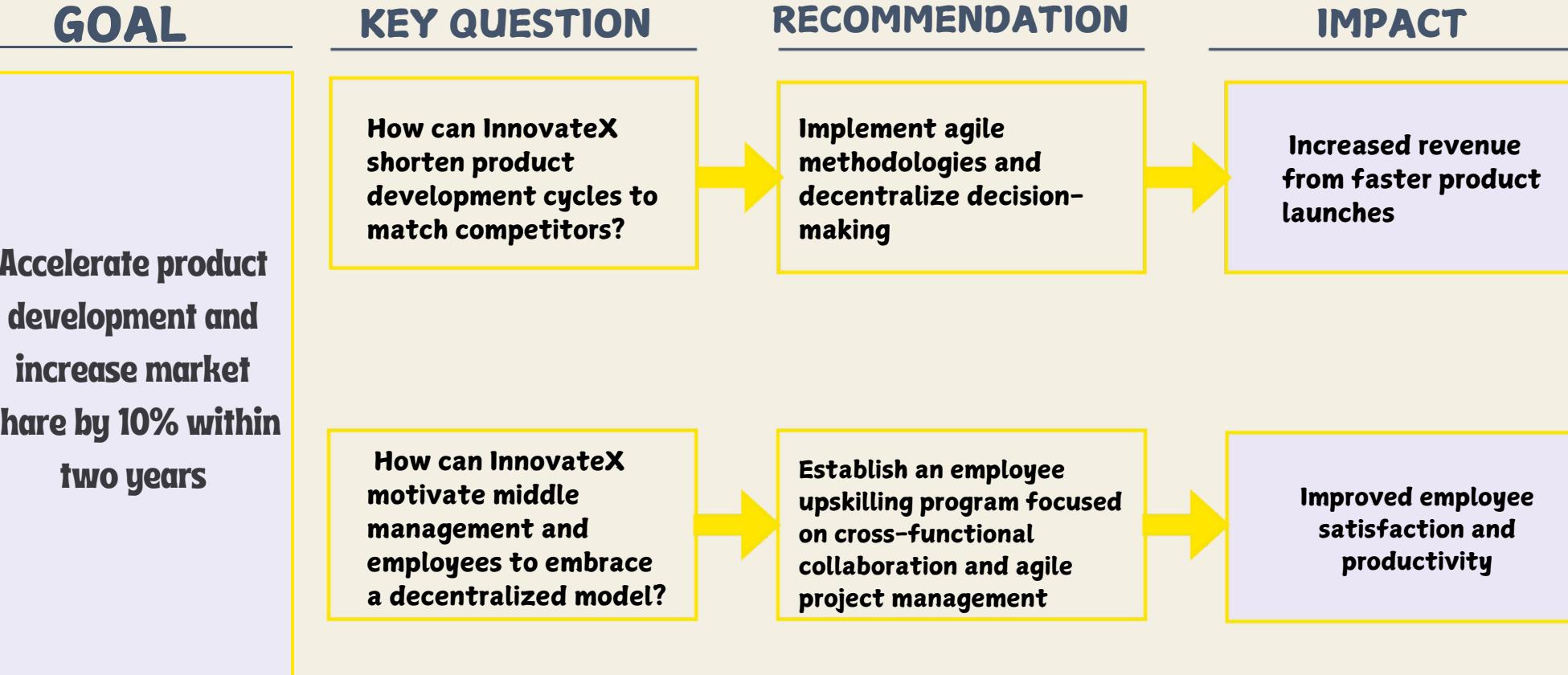
Empower cross-functional teams to drive innovation at a competitive pace



Foster a culture that values middle management as mentors, aligning team efforts with strategic goals.

Meet client demands for faster, customizable solutions without compromising quality.

Commit to continuous development and support, ensuring employees have the skills needed to succeed in a fast-paced environment.



McKinsey 7S Framework

- Strategy:** Develop a new strategic plan that emphasizes agility, faster product development cycles, and responsiveness to customer needs
- Structure:** Transition from a traditional linear structure to a more decentralized, cross-functional team structure to enhance collaboration and decision-making speed.
- Systems:** Implement agile project management methodologies (like Scrum or Kanban) to streamline product development processes and foster rapid iteration.
- Shared Values:** Clearly articulate the company's vision for innovation and adaptability, ensuring alignment with the organization's core values
- Style:** Encourage a participative leadership style where managers act as coaches and mentors, guiding teams through the transition rather than controlling them.
- Staff:** Assess current workforce skills and identify gaps related to agile methodologies, technology, and cross-functional collaboration.
- Skills:** Identify critical skills necessary for success in a fast-paced, innovative environment, such as data analytics, software development, and user experience design.



Key Challenges

- 12% drop in sales last year due to delayed product launches.
- 45% of employees feel unprepared for decentralized decision-making
- Key clients demand a faster pace in innovation or risk switching to competitors.

Solution

So after analyzing the Company we came up with a solution that is to use a app or website that gives points to employees based on performance which they can use it to redeem various gifts such as iPhone, Mac or other exiting things

Key Features of the App

Point-Based Performance System

Rewards Catalog

Leaderboard

Performance Feedback

Training and Development

Transparent Scoring Criteria

01

Collaborative Leadership Style

- Decentralized Decision-Making
- Accountability with Clear Goals

02

Resistance and Build Buy-In

- Engage Middle Management
- Communicate Vision and Benefits

03

Decentralize tasks, assign roles

- Empower Cross-Functional Teams
- Clarify Leadership Roles in the New Model

04

Employee Training and Upskilling

- Provide Agile and Digital Training
- Continuous Learning Programs

05

Recognize and Reward

- Implement a Recognition Program
- Encourage Innovation

MEET OUR TEAM

Shivpratik

Chinmay

Dhairyash

Swayam

“
THANK YOU
FOR YOUR ATTENTION
”