OptiMist

Evolving Perspectives

**Corporate Consulting I Leadership Intervention I Training I Coaching & Mentoring**

**TURNING INSIGHTS INTO ACTION**

# Who We Are

OptiMist is a **human development and culture consulting firm** that works at the intersection of insight and action.
We work with corporates to **develop the human side and sysem of work by aligning teams with organization goals** — the part that determines how strategy is lived, decisions are made, and cultures evolve.

Through coaching, training, and culture interventions, we **build leadership capability, strengthen human systems, and support change** that is sustained — not symbolic; which is to say, we don't do quick fixes. We design thoughtful, long-term interventions that build capability, connection, and momentum over time.

Work should feel meaningful — not mechanical.
At OptiMist, we **help organizations strengthen their culture from the inside out**, aligning people around shared purpose, values, and direction.

OptiMist

**O** **Outlook**
Vision. Openness, and the belief that change begins with how we see the world.

**M** **Momentum**
Movement. Action. Turning intention into impact.

OptiMist is where *the two meet*.
Optimism, here, is not wishful thinking. It is clarity paired with action.
At OptiMist, we believe real change happens when insight drives movement - and movement reshapes systems.

Organizations don't change through programs alone.
They change through people, systems and everyday behaviour.

# Our Services

## LEADERSHIP & TEAM INTERVENTIONS

When alignment, ownership, and leadership behaviour matter

- Build leaders who think beyond roles and titles
- Strengthen team trust, clarity, and accountability
- Shift mindsets and behaviours that shape culture
- Designed as long-term OD interventions, not events

**Outcome**: Better decisions. Stronger teams. Healthier cultures.

## ONE-DAY & OUTBOUND PROGRAMS

Learning that happens through doing

- High-energy, interactive sessions with simulation activities.
- Practical tools participants can use immediately.
- Builds collaboration, resilience, and leadership presence.
- Structured reflection that connects experience to work reality

**Outcome**: Insights that stick — and show up back at work.

## ASSESSMENT & DEVELOPMENT CENTER

Focused learning. Immediate application.

- Assess skills, behaviors, potential & role-fit.
- Identify gaps and create targeted IDPs
- Enable promotion, succession & leadership decisions

**Outcome**: Talent insights, targeted development plans, and a stronger, future-ready leadership pipeline.

# Our Services

## COACHING & MENTORING

Personal growth that drives professional impact

- One-on-one or group coaching for clarity, confidence, and performance
- Mentoring relationships that offer perspective and direction
- Supports leaders through change, transition, and growth phases

**Outcome**: Stronger individuals who lead with intention and impact.

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## SELF-ENROLLED WORKSHOPS

Growth for those who choose it

- Open programs for individuals seeking self-development
- Focus on leadership, self-awareness, communication, and mindset
- Designed for real-life application — not academic learning

**Outcome**: Personal clarity. Skill-building. Sustained self-growth.

## PMS & CORPORATE CONSULTING

- Design KRAs, KPIs, and goal cascades aligned with organizational strategy.
- Establish objective rating, review, calibration, and performance governance mechanisms
- Enable, implement and monitor performance through continuous improvement.

**Outcome**: A sustainable culture that drives performance and business results.

# Why Our Approach Works

**WE DESIGN FOR BEHAVIOUR, NOT ATTENDANCE**

Our programs are built around how people actually think, decide, and act at work — not how frameworks look on slides.

What this means: Learning shows up in meetings, decisions, and everyday interactions.

**CONTEXT COMES BEFORE CONTENT**

Every intervention is shaped by the organization's reality — its people, pressures, and systems.

What this means: No generic programs. No copy-paste solutions.

**EXPERIENCE LEADS. REFLECTION ANCHORS.**

Whether in workshops, outbound programs, or coaching, experience is followed by structured reflection that converts insight into clarity.

What this means: Participants don't just feel something — they understand it.

**WE STAY WITH THE CHANGE**

Real change takes time. Our work is designed as a process, not an event.

What this means: Momentum continues after the session ends.

**WE WORK ACROSS LEVELS — NOT JUST IN SILOS**

Leadership, teams, and individuals are developed together, not separately.

What this means: Alignment strengthens culture instead of fragmenting it.

Focused expertise enables more thoughtful and effective solutions.

# Our Journey

*& many more....*

**30+ INTERVENTIONS**

**100,000+ LIVES**

**250 + ORGANIZATIONS**

**2000+ WORKSHOPS**

**150 + HOURS OF OBT**

# Our Core

**POOJA DHRUV**

**Co-Founder & Lead Facilitator**

Our work is known for depth and rigour — helping leaders and teams move beyond surface-level interventions to examine behaviour, decision-making, and alignment within real organizational contexts. By combining structured thinking with practical application, they have supported clients in navigating complexity, strengthening leadership capability, and embedding change that sustains over time.

**RUSHMIK RAUT**

**Co-Founder & Corporate Consultant**

We partner with organisations to diagnose complex business and people challenges and architect solutions that align strategy, leadership, culture and systems. Our consulting approach transforms ambiguity into clarity, insight into decisive action, and capability into measurable performance. By combining strategic thinking with behavioural and organisational insight, we enable leaders to navigate complexity, strengthen execution, build resilient cultures and create sustainable organisational advantage.

# Crafting customized solutions to meet your business needs

OptiMist
Evolving Perspectives

*#BeAnOptiMist*

## Get in touch with us .... !


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