



FUTURE ~ FLUENCE®

Sense. Breakthrough. Scale.

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Is Your Business Growth Stalling, in these Rapidly Changing times? — Despite Your Best Efforts?

We know how frustrating it is to see potential, yet you can't unlock.

We get it !

Future~Fluence®

Partner with us for strategic business acceleration.

We'll help you become a high-performance organisation that adapts and scales confidently — so you can lead with clarity, and build a business, that thrives in any market.

In a time of rapid change, standing still is the most dangerous course of action.

~ Brian Tracy

Write to us : solutions@futurefluence.sbs

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Everything Starts from A Discovery Session reach out :
solutions@futurefluence.sbs

A Note for You.

Whether scaling a startup, growing an SME, or transforming a company — as an Indian business leader, you know that change is relentless. Standing still is not an option.

This profile explains —

- How we partner with leaders, to move them from feeling stuck to leading with clarity.
- Every section answers one question : "How does this help me grow and scale?"

FUTURE~FLUENCE® Value

Accelerate Business Growth Without the Growing Pains

Why Even Great Leaders Are Getting Stuck ?

Your market is changing faster than ever.
Customers demand more.
Competition pressures are relentless.
Technology shifts constantly.
Disruptions come from outside the industry.



Most leaders feel the same squeeze:

- ⊙ You can see the opportunity. You have the team. But something isn't working.
- ⊙ Growth has plateaued. Execution falters. Or, you're scaling so fast that systems are breaking.

One cause: Business management issues
+ inability to adapt faster than change.

The danger

How FUTURE~FLUENCE® helps →



Without the right strategy, systems, and leadership capability:

10% to 15% Indian large companies

90% of Indian startups

45% to 60% SME across industries

30% to 50% Non--profits

...FAIL

FUTURE~FLUENCE® Value

Accelerate Business Growth Without the Growing Pains

FUTURE~FLUENCE® Promise: Clarity and Growth

We partner with leaders and teams to do four things:

1. **CLARIFY** → Turn chaos into clear direction.
2. **BUILD** → Create systems that scale with you.
3. **EMPOWER** → Develop leaders who execute independently.
4. **PROTECT** → Prepare systems and teams for risks before they hit.



The result?

- ◆ You can move your enterprise from stuck to scaling.
- ◆ From fire-fighting to strategic.
- ◆ Instead of adapting after disruption hits, you're ready when it comes.

WHY WORK WITH US

Your Growth Partner—in Rapid Change and Uncertainty

You're an Indian business leader, facing unprecedented change.

You need a partner who understands your context, your constraints, and your ambitions.

We are that partner.

We're built for Indian companies scaling in India's economy.

We understand market volatility, talent challenges, and the speed required to stay competitive.

Most consultants arrive, advise, and leave you to figure it out.

We do something different.

How We Partner With You

We listen first. Then we work alongside your team — not instead of them.

- We help you sense change before it hits
- We execute solutions WITH your team, not for them
- We build your capability so you scale independently

one principle front and center : Real transformation uses YOUR leadership, YOUR context, and YOUR people. It doesn't create dependency — it creates capability that lasts.

Our Compass

VALUES

Our A C E Values

★ AUTHENTIC ★ COMMITTED ★ EFFECTIVE

VISION

Build a thriving ecosystem of Indian businesses that adapt fast and scale strong—addressing the failure rates that plague startups, SMEs, and non-profits.

PROMISE

Tailored solutions, hands-on partnership, and the capability for you to lead growth on your own terms.

HOW WE HELP YOU

From Stuck to Scaling — Building Capability That Lasts

Whether you're a 20-person startup or a 2,000-person enterprise, we work the same way. Alongside your leadership team, .

We don't hand you a strategy deck and leave.

We co-create solutions with your people, combine Indian-market insights with global best practices, and embed practical systems they can execute independently.

In 90-day cycles, you see real progress and we work in that cycle. After we leave, your organisation stays capable.

WHAT YOU CONTROL – We show you how dynamic systems work , then :

- ✦ Your Leadership: Sets pace and budget. Owns outcomes;
- ✦ Your Team: Identifies constraints in real-time. Makes decisions faster;
- ✦ Your Resources: Allocated strategically, no waste;
- ✦ Your Future: Built on capability, not consultant dependency !

Three Pronged Approach

We strengthen clients through three focused areas:

1. CLARIFY & ALIGN

Vision → Strategy → Execution
Aligned leadership. Aligned teams.
Clear customer value.

2. LEAD & DECIDE

Build leadership capability at all levels. Faster decisions. Better execution. Self-organizing teams.

3. DELIVER & MEASURE

Remove constraints. Build accountability. Measure what impacts. Sustain gains.

WHAT WE CAN DO FOR YOU

Four Services. One Goal : Help You Grow.

SERVICE 1 : BREAK THROUGH THE CEILING

Stuck. Your growth has plateaued. You've hit a ceiling and can't seem to break through.

We diagnose the hidden constraints—in operations, talent decisions, or leadership at all levels — then remove them. Using rapid assessments and proven methods, we identify bottlenecks fast and guide you to fix them faster.

In 90 days: Improved throughput. Faster execution. Renewed confidence across your team.

Typical cases : SMEs Facing Growth Plateaus (50-500 employees)

SERVICE 2: BUILD LEADERS WHO DELIVER

Leadership Style needs adapting. In rapid changing situations, how Leadership is exerted, makes the difference between good and great.

Effective Leadership development in your context. We develop your leaders at every level—from founder-CEOs mastering delegation, to managers becoming strategic thinkers, to supervisors driving execution. Coaching, peer learning, and AI sparring support, super-customised to build each leaders to inspire, adapt, and deliver.

In 90 days: Better decisions. Inspired teams. Self-managing leaders at every level

Typical cases : All Businesses

More →

Real Work,
Real Results



WHAT WE CAN DO FOR YOU

Four Services. One Goal : Help You Grow.

SERVICE 3: SCALE WITHOUT THE CHAOS

Growing fast creates problems. Processes break. Systems buckle. Suddenly you're firefighting.

We help you build systems that grow WITH you — not AGAINST you. From founder-led chaos to structured growth, we design operational frameworks and team capabilities that prevent bottlenecks before they form. Build once. Scale forever.

In 90 days : Stronger systems. Confident scaling. Less firefighting.

Who : Fast-growing SMEs (1-100 employees) / Large Company Units

SERVICE 4: TRANSFORM FOR YOUR NEXT PHASE

Evolution. Your business is ready to evolve. **New markets.** New business models. Digital ops. **Succession.** Change is coming — you need clarity.

We partner with your leadership to re-imagine strategy, operating systems, and market positioning for sustainable growth. Minimal disruption. Maximum adoption. Your team stays aligned and committed.

In 90 days: Clear transformation roadmap. Aligned leadership. Early wins building momentum.

Typical cases : Established businesses (200+ employees)

Real Work,
Real Results



FUTURE~FLUENCE® ACADEMY



Build the Skills Your Leaders Need to Thrive

In rapid change, adaptability isn't optional. It's survival.

Future~Fluence® Academy equips leaders and professionals with the capability to conquer disruption and drive sustainable growth—without falling behind.

THREE LEARNING PATHS

TOP LEADERS & EXECUTIVES Learn to:

- ★ Clarify vision in ambiguous times
- ★ Lead resilient, self-managing teams
- ★ Shape adaptive strategies that hold
- ★ Navigate complex, multi-generational workforces

Outcome: Leaders who inspire and adapt.

FOR WORKING PROFESSIONALS Build :

- ★ Critical future personal skills for change
- ★ Systems thinking (not just tasks)
- ★ Agility in professional demands
- ★ Decision-making capability

Outcome: Professionals who lead in their roles

FOR EMERGING TALENT

- ★ Versatility adaptability across roles
- ★ Strategic thinking, not just execution
- ★ Systems integration connecting silos
- ★ Leadership essentials for the future

Outcome: Future-ready professionals

POWERED BY AI : LEARNING THAT STICKS

Every program uses AI to personalize your learning.

- ✓ **Byte-sized modules:** learn when you can.
- ✓ **Role-playing simulations :** practice real scenarios.
- ✓ **Adaptive assessments :** measure actual growth.
- ✓ **AI sparring :** get feedback, improve thinking.

THE FUTURE~FLUENCE® DIFFERENCE

Where Purpose, Performance and Profitability Align

What Makes Us Different ?

Enabling Independence, Not Dependency

What We Do Not Do

- ✗ Leave you dependent on consultants
- ✗ Hand you the strategy and frameworks then disappear
- ✗ Give you some cookie cutter frameworks
- ✗ Focus on pretty decks, and documents over results

What We Do

- ✓ Build capability into your team that lasts after we leave
- ✓ Work alongside you in 90 days cycles for real implementation
- ✓ Customise solutions in your context to solve your constraints – whether SME, Large Enterprises or Startup
- ✓ We focus on successful outcomes you can measure.

THE PHILOSOPHY BEHIND IT ALL

Most consultants create dependency. We do the opposite.

We're a next-generation Indian consultancy that helps organizations thrive in disruption – from 10-person startups to 1,000-person enterprises. **Your Success is Our Success.**

Every engagement must make you stronger. That's our measure of success.

Why?

Because true success isn't about creating another consultant dependency. It's about enabling you to lead, execute, and scale on your own context, with your own leadership, overcoming your own constraints.

TESTIMONIALS

What people said !

Aparna is a talented and dedicated professional with a strong understanding of organizational structure . She strives for excellence in all her delivery and possesses a rare combination of technical skills, creativity, and problem-solving ability. ... At SAIL, Aparna demonstrated a deep understanding of HR, Execution Excellence, Team working and was able to effectively communicate and collaborate with cross-functional teams for an intervention we co-designed.



~ Jagdish Arora (Director Projects & Technical : NALCO)



"I can highly recommend their programme that is highly and effectively attuned to leadership and teamwork challenges of today's corporates"

~ Alp Altun, EGM Transformation IAG Asia, Singapore

"With the desire to grow our recruitment team, I decided to work with Aparna. She has the ability to successfully source and recruit candidates with the most challenging requirements, while always keeping the India context in mind, both the hierarchical as well as a cultural perspective."



~ Jasper Fortuin (COO Asia & Middle East/Managing Director India) WorldEmp)



"Follower-ship does not mean being a doormat but taking responsibility for SHARED GOALS. Skillful followers are self starters who can think independently, and solve problems." ... Satisfied with the programme for highlighting good follower-ship for people in the field.

~Mr Saurin Patel, CEO, Michigan Engineers

TESTIMONIALS

What people said !



Aparna has conducted some very effective training sessions for young executives and group heads at Ormax Media in 2023. The team has benefited significantly from these sessions, and from the perspective they have gained. development, has been invaluable.

~ Shailesh Kapoor (Founder & CEO, Ormax Media Pvt. Ltd. Founder & CEO)

Thank you so very much for the splendid conduct of the programme It was very obvious from the response that a very favourable interest was generated which in fact led them to research new things on their own....



~ Nevil Malao, Vice President, All Ports – Operations JM Baxi Group



..... pleasure working with Aparna on several projects , ... Her deep knowledge, ability to connect with the people, and dedication to delivering high-quality sessions have significantly contributed to the success of our projects. with a clear understanding and the confidence to apply it in their roles.

~ Sanjay Gothivrekar (VP – Head of Asia Pacific for Digital Application and Platform Business : Atos IT Solutions and Services)

"Aparna was my mentor & coach during the Growth and Transformational Leadership Program. Aparna's methods are thought provoking, which helps to understand self and brings out distinguishing positive qualities in you. It was an amazing learning experience.

**~ Yogesh Kamath
Program Director SAP S/4HANA : Tata Consultancy Services**



We loved the final tying up all the concepts. And help with implementation.

~ Begoña Valero, Participant YPO workshop, Singapore

IMPACT STORIES

REAL RESULTS: HOW WE CREATE IMPACT Three Stories of Transformation

BUILDING CULTURE ACROSS BORDERS India Meets Australia in Insurance [SBI General and IAG]

THE CHALLENGE: An Indian PSU bank launching a joint venture with an Australian company. Two cultures. Two ways of working. Sales teams confused about expectations and processes.

WHAT WE DID: Over multiple interventions across India, we realigned teams around common ways of working. We addressed culture gaps, regional knowledge differences, and rebuilt sales leadership trust across the organization.

THE RESULT: United sales teams. Clear expectations. Faster decision-making. Evolved a successful joint venture instead of a culture clash.

FROM STAGNANT TO SCALING A Family-run Logistics Company 2nd generation. [PRC LOGISTICS]

THE CHALLENGE: A family-run logistics company was profitable but stalled. The second generation wanted to scale, but legacy systems and practices blocked growth. The young leaders lacked confidence in execution.

WHAT WE DID: Over two 90-day cycles, we worked with top decision-makers on business strategy and HR management. We built their capability and confidence in leading change.

THE RESULT: Embracing strategic direction. Confident leadership. Real momentum toward the scaling vision. From stuck to accelerating.

DEVELOPING 440 LEADERS FOR GROWTH Global Technology Giant's Senior leaders' Re-alignment to new environment. [TCS World wide - remote advisory]

THE CHALLENGE: A global technology giant wanted 440 senior leaders (15+ years experience) to identify new business opportunities and develop go-to-market strategies. They needed to think like entrepreneurs, not just execute.

WHAT WE DID: We mentored leaders through the entire process—from opportunity identification through business plan development to boardroom pitches.

THE RESULT: 440 leaders developed viable business ideas with clear strategies. Many approved for implementation. Leaders shifted from operational thinking to strategic leadership.

And then some!

CORE TEAM



Aparna Prakash Ranadive
Co-Founder & Managing Partner



Cdr Indrajit Pakrasi (Retd)
Co-Founder & Managing Partner

OUR SENIOR CONSULTANTS AND ADVISORS

Dr. Shashi Buluswar,
Senior Advisor

A globally recognized leader in sustainability, transformative technologies, and social innovation.



Aloke Banerjee

Senior Consultant & Advisor

A renowned business turnaround specialist with over three decades of leadership across diverse sectors



Vipul Tamhane

Senior Consultant –
Risk & Regulatory Compliance



Shruti Pakrasi

Advisor - an accomplished
Organizational and Counseling Psychologist



REACH US



FUTURE ~ FLUENCE®

Sense. Breakthrough. Scale.

READY TO ACCELERATE YOUR GROWTH?

Let's Talk

A free discovery session.

We'll listen to your situation, ask the right questions, and give you honest feedback about what's possible.

TALK TO US +91 – 9820230068 / 9869289736

WRITE TO US solutions@futurefluence.sbs

OUR PARTNERS

OUR PARTNER ECOSYSTEM

We collaborate with leading organizations to deliver integrated solutions to you.

