



Leadership in the New Era

A three and a half day special event designed for executives, business owners and organizational leaders to explore and design what is really possible in causing a breakthrough in leadership and performance.

Vanto Group's proprietary methodology allows for dramatic and sustainable shifts in individual and organizational performance.

Grounded in this methodology, the event is designed for attendees to apply this cutting edge approach in their current work and business and alter the environment in which they do business.

You will gain access to:

- Bringing forth a new kind of leadership required for new times
- Hidden assumptions that limit organizational velocity
- Effectively leading teams and causing coordinated action
- The language of high performance and how to apply it
- Altering the business environment, free from the constraints of the past

Leadership in the New Era is designed for individuals and teams seeking a competitive edge.

This event is led by **Steve Zaffron**, Vanto Group Founder, and **Balvinder Singh Sodhi**, Vanto Group Country Manager – India.

Dates:	November 21-24, 2017
Times:	Nov 21-23: 9:00 a.m. to 7:00 p.m. Nov 24: 9:00 a.m. to 1:00 p.m.
Location:	New Delhi, India
Pricing:	Rs 200,000 per person Rs 190,000 per person for groups of 5 or more Rs 175,000 per person for groups of 10 or more (taxes are additional)

Seating is limited. Early registration is recommended.
Price includes course materials, lunch and refreshments.

Ready to create breakthrough in leadership and performance?

Email akariwala@vantogroup.com to register

"I think what we have achieved is quite phenomenal. The barriers amongst the people in the organization as well as amongst the various verticals have either vanished or diminished. We have been able to create a culture of integrity and alignment."

Sanjay G Ubale, Managing Director & CEO, Tata Realty & Infrastructure Limited

"One of my US based companies is now fast forwarding towards a valuation of over \$ 100 million by shifting its ordinary products to 'disruptive & extraordinary solutions' to emerging markets. I completely owe this to [Vanto Group] and the technology that Vanto delivered to me."

R S Shanbhag, Founder & CMD, Valuepoint Group of Companies

"Through the intervention of Vanto Group, we have created a culture where our people have quality work life and at the same time they deliver extraordinary business performance."

Anu Manglani, Founder, Meena Bazaar

"In the last decade, with the support of [Vanto Group], we have created an extraordinary culture where integrity, trust, teamwork, alignment, strong relationships and working for the fulfillment of the unprecedented future we set out to achieve are the key tenets of our organization."

Suresh Rayudu Chitturi, Vice Chairman & Managing Director, Srinivasa Farms Pvt. Ltd.

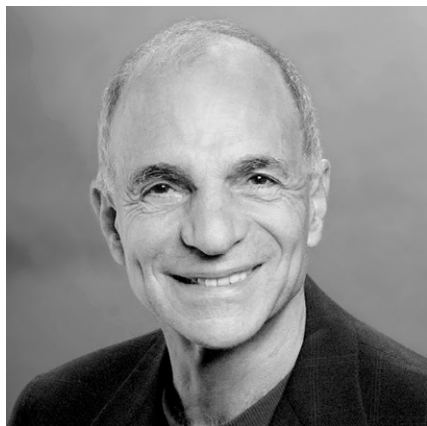
"We have been able to become world-class in many areas of Big Data Analytics. Our products and services are being rapidly adopted by the biggest Fortune 100 companies of the world."

Praveen Kankariya, Founder & Chief Executive Officer, Impetus Technologies, Inc.

Event Leaders

Steve Zaffron

Founder and Head of Research & Development, Vanto Group



As an internationally respected leadership authority, Steve Zaffron is noted for his ability to deliver provocative new perspectives on competitive advantage, organizational change, and transformational leadership. As the founder of Vanto Group, a consulting firm that designs and implements large-scale initiatives to elevate organizational performance, Zaffron has directed major corporate initiatives with dozens of Fortune 500 companies worldwide. He has spoken at the Harvard Business School, the Simon School of Business at the University of Rochester, and the Marshall School of Business at the University of Southern California. His groundbreaking book, *The Three Laws of Performance* (coauthored with David Logan), explores the underpinnings in performance in business and articulates a new theory about what underlies breakthrough results.

Balvinder Singh Sodhi

Country Manager – India, Vanto Group



Balvinder Singh Sodhi is Vanto Group's Country Manager for India. He specializes in synthesizing business and finance expertise with a focus on designing and implementing mission-critical initiatives to drive growth agendas and achieve sustained breakthrough performance. He also provides individual consulting to extend leadership capability, rapidly improve organizational performance, and seize growth opportunities. His strategic and practical insights have guided business leaders in technology, financial services, retail, manufacturing, education, and commercial infrastructure.

Sodhi has special expertise working with large family-owned businesses, and proven ability in creating and synthesizing family councils to achieve highly effective, coordinated business environments.

Prior to joining Vanto Group, Sodhi held senior positions in Information Technology in India for more than 15 years. He was Microsoft's Financial Controller for the Indian Sub-Continent, and Finance Controller with NIIT, an international provider of premier IT education.

Balvinder Singh Sodhi is a meritorious fellow member of the Institute of Chartered Accountants of India. He holds a degree in Commerce, with honors, from Delhi University, India.