



Let's Innovate

RETHINK WORKFORCE TRANSFORMATION

*what
are you
solving
today?*

Less about upskilling.
More about building problem-solving
muscle for an uncertain world!

DXANDBEYOND.COM



WORLD HAS CHANGED

Has your workforce?

Forget AI for a moment.
Technology is only the catalyst.

Real challenge businesses are facing today
is solving *never-seen-before problems!*

- Markets change faster
- Customer expectations shift continuously
- AI rewrites how work gets done, values created
- Known 'rules of engagement' gets invalid
- Business models evolve overnight

KNOWN PATTERNS AREN'T GOOD ENOUGH ANYMORE!

Yet many businesses are still trying
to solve today's challenges with
yesterday's ways of solving!

Tomorrow's problems won't yield to
yesterday's thinking. It's time to
rethink **how we innovate.**

- New mindset.
- New skills and capabilities.
- New Leadership thoughtleadership
- New methods & measures.
- New ways of solving and OS

At **DX&Beyond** that's exactly what
we are solving!

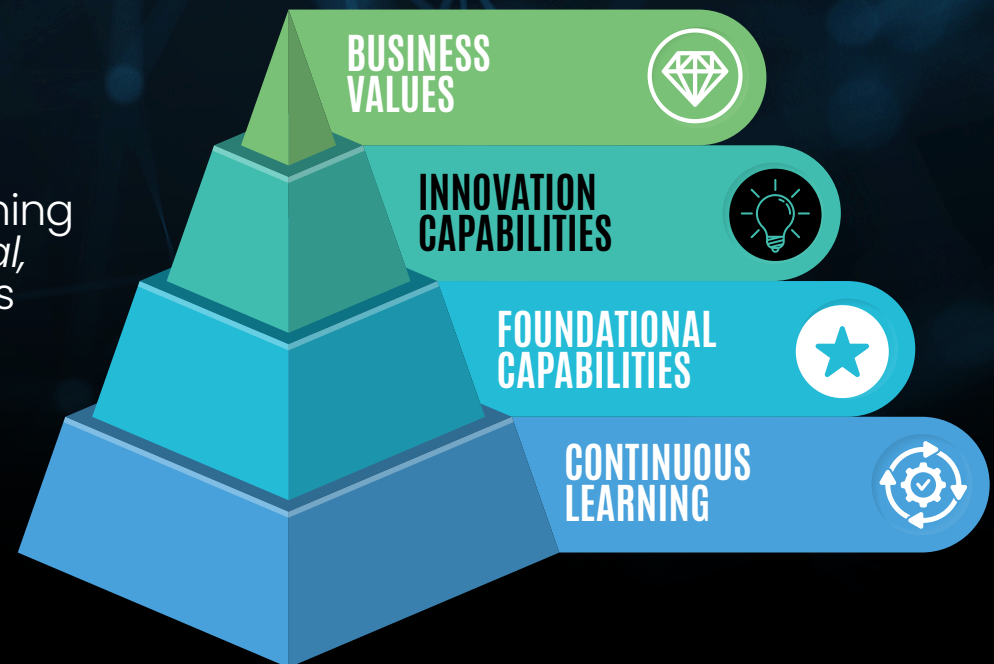
THE NEW ADVANTAGE

Today's Competitive Advantage is in making Innovation a demonstrable organizational behavior!

Along with Continuous on-the-job learning and foundational capabilities (*technical, functional*), **'Ability to Innovate'** ensures impactful value creation!

Key is to build a workforce that:

- Solve complex problems
- Collaborate across silos
- Challenge assumptions
- Navigate ambiguities
- Turn uncertainty into opportunity



INNOVATION ISN'T ANOTHER CAPABILITY

It's The Capability that keeps every other
capability relevant.

Across world's leading workforce reports,
the capabilities rising fastest are
remarkably consistent:

PROBLEM SOLVING

ANALYTICAL THINKING

CREATIVE THINKING

RESILIENCE & FLEXIBILITY

SYSTEMS THINKING

HUMAN-CENTRICITY

AI & TECH LITERACY

LEADERSHIP & AGILITY

COLLABORATION

Individually these are skills.

**Together, they become an organisation's
Innovation Capability.**

Innovation doesn't happen because
a few people attend Design Thinking
workshops, or a Systems Thinking
training.

It happens when leaders create the
environment where:

- Managers coach *differently*
- Employees solve *differently*
- Teams collaborate *differently*

Innovation then becomes part of
how work gets done. **A behavior
change that makes learnings stick!**

WE HELP YOU ACROSS YOUR JOURNEY

ASSESS

Innovation Maturity
& Readiness across
cohorts

BUILD

Innovation Leads,
Intrapreneurs, AI
Literacy

SUSTAIN & MANAGE

Innovation Governance
& Ops, Momentum,
Continuous Sprints



DISCOVER

The frictions employees
actually live with, their
ambition & aspirations

ACTIVATE & SOLVE

Employee-led Innovation,
Innovation Challenges to put
the learning into real action!

SIGNATURE INTERVENTIONS

INTERVENTION

WHAT IT SOLVES

**SPRINT ZERO:
OPPORTUNITY
NAVIGATION**

Gives leadership a structured way to agree which people/capability problem to solve first, instead of running on scattered pet projects.

2 – 3 weeks

**IGNITE – INNOVATION
PRACTITIONERS'
COHORT**

Transforms middle managers into innovation leaders and coaches, enabling them to independently design, lead, and scale innovation with their teams.

8 – 12 weeks

**INTRAPRENEUR
DEVELOPMENT**

Gives high-potential talent a real mandate to build something inside the organisation, so they don't leave for a startup to get one.

6 – 12 weeks

**MOONSHOT MINDSET
BOOTCAMP**

Enable & Empower employees to break away from BAU-trap & incrementalism and to structurally go for bigger value creation.

3 – 5 weeks

**EMPLOYEE-LED PROBLEM
SOLVING: BRING IT HOME**

Turns validated EX, CX, process & Ops and Cross-functional collaboration frictions & opportunities into a working solution the team co-builds and owns

8 – 12 weeks

SIGNATURE WORKSHOPS

Workshops don't solve problems. But an immersive one works as a solid initiation event!

- 1 The Problem Clarity Sprint**
"Stop solving the wrong employee problem brilliantly."
- 2 Co-create Your Employer Promise**
"Co-create an authentic, differentiated EVP - not Employer Slogan"
- 3 The Innovation Culture Design Lab**
"Culture doesn't need inspiration. It needs design."
- 4 The Future-back Strategy Sprint**
"Build your talent strategy from 2030, not from last year."
- 5 The Employee Lens Intensive**
"Your employees know what they need. The gap is on your side."



WE ARE INNOVATION SPECIALISTS

Not a tech vendor. Not a training firm. Neither a do-everything consultancy!

We are a Tech-enabled Business Innovation Consultancy. We work at the intersection of AI-powered & Empathy-led Human Creativity, Design-led Innovation Strategy, and Creative Problem Solving to help businesses solve today's pains, unlock future bets; and build internal teams!

**ACROSS INDUSTRIES.
ACROSS DOMAINS.
ACROSS PROBLEM SPACES.**

CUSTOMER EXPERIENCE

EMPLOYEE EXPERIENCE

WORKFORCE TRANSFORMATION

PROCESSES & OPS

PRODUCTS & PLATFORMS

FRACTIONAL INNOVATION LEADERSHIP

INNOVATION OPS AS A SERVICE

BRANDS THAT TRUST US

TECHNOLOGY SERVICES

TECH mahindra  LTIMindtree

PHARMA & LIFE SCIENCES

Dr.Reddy's  aragen 

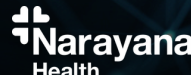
FINANCIAL SERVICES

TransUnion  NPCI 

TELECOM

 amdocs

HEALTHCARE SERVICES

 Narayana Health  IKS HEALTH  cloudnine fertility

WE HELP CREATE IMPACT

Create meaningful
tractions. Not theatre!

200% 

EMPLOYEE ENGAGEMENT

3x 

FASTER TIME
TO DEFINE

21% 

ATTRITION REDUCTION

250% 

TAT IMPROVEMENT

60% 

IDEA TO
IMPLEMENTATION RATIO

47/3 

47 INITIATIVES LAUNCHED
UNDER 3 WEEKS

BETTER TRACTION WITH INNOVATION-READY WORKFORCE

- Employees solving problems, not waiting for permission
- Leaders coaching instead of directing
- AI adoption improving because people think differently
- Faster experimentation
- Higher engagement
- Better cross-functional collaboration

FASTER TRANSFORMATIONS

- Faster time-to-define, align, decide, and deliver across functions.

INNOVATION WASTE REDUCTION

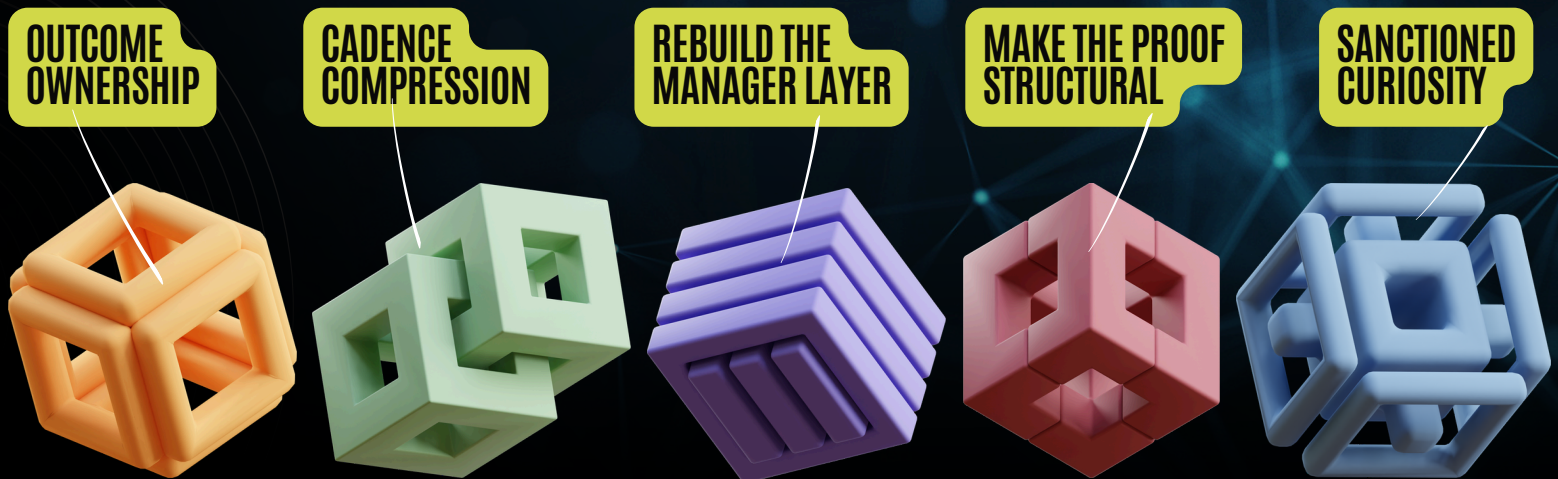
- Stop wasting resources on misaligned projects and focus only on high-impact opportunity spaces.

BUILD A CULTURE OF INNOVATION

- Turn sporadic, often individual efforts into a persistent, organizational behavior.

CAPABILITY ARBITRAGE PLAYBOOK

Our POV: 5 strategic levers to create velocity that help establish a Human-Business Ops System.



[Download Capability Arbitrage Playbook](#)

MEET YOUR PLAYERCOACH

Pinaki is a Business Innovation practitioner and thought leader with 28+ years of Global, cross-industry experience spanning corporates, GCCs, public institutions, and NPOs across India and globally.

As **Founder of DX&Beyond and PlaeryCoach.me**, he works as an Innovation PlayerCoach... not from the sidelines, but shoulder-to-shoulder with leaders and teams to convert innovation intent into measurable operating capability.

He has led over **55,000 person-hours of innovation workshops and programs**, engaging leaders and teams across BFSI, healthcare, manufacturing, IT services, BPO/KPOs, pharma & life sciences, and telecom sectors.

55+

BUSINESS
INNOVATION
INTERVENTIONS

20K+

PERSON HOURS OF
ACADEMIA
CONNECT

65K+

PERSON HOURS OF
INNOVATION & BUSINESS
TRANSFORMATION COACHING



Pinaki
Bhowmick

Founder

DX&Beyond | PlaeryCoach.me



Let's Innovate

{got a challenge?}

[let's solve together]