

75% of your people managers

**went through a
leadership program.**

Here's what happened to retention, GPTW scores, and team trust →

The Challenge: A Multigenerational Workforce



A global automotive electronics manufacturer with teams across India recognized a critical gap:

- Managers excelled technically — but struggled to connect personally with their teams
- A multigenerational workforce brought different expectations, communication styles, and needs
- Engagement and trust scores were stagnating — despite strong HR intent
- New joiners were leaving faster than the company could onboard them

The fix couldn't be another training program. It had to be a cultural shift.



Three signature interventions. One connected leadership culture.



Interactive Nudges

AI-powered personalized prompts built into daily workflows — reinforcing great manager behaviors, not just awareness.



Best Practice Showcases

Internal case studies from top managers became a living learning library — peer-to-peer, contextual, credible.



Monthly Informal Connects

Structured yet casual manager forums to share wins, struggles, and solutions — breaking silos across functions.

The Numbers That Changed Everything



8+

Point increase in Overall Performance &
Manager Effectiveness

11

Point rise in GPTW Trust Index (2021 → 2023)

63%

Of participating managers improved their GPTW scores

29%

Of program managers received a promotion



Beyond Scores: What Really Changed

BEFORE	AFTER
New joiners leaving fast	✓ Attrition for new hires dropped significantly
Managers managing tasks	✓ Managers investing in team development
Siloed functions	✓ Cross-functional collaboration via monthly connects
Recognition was ad hoc	✓ SABHASH recognition tool embedded in culture



The Insight for Every CHRO:

Great Place to Work® starts with Great People Managers™.

It's the measurable output of thousands of daily manager behaviors — listening, recognizing, developing.
If your GPTW scores aren't moving, look at your managers first.



What could 8 points of manager effectiveness do for your organization?

Great Manager Institute® works with CHROs, HR Heads, and L&D leaders to build high-trust, high-performance cultures through manager excellence programs.

Know more →

From the Leaders Who've Experienced It



Partnering with Great Manager Institute® helped us reduce attrition by 23–24% at AVP and VP levels.

— **Santanu Banerjee**
CHRO, Bajaj Allianz Life



We introduced the Connect, Develop, Inspire© Framework to enable our mid-senior leaders to evolve from Operation Managers to People Managers.

— **Priyanka Mishra**
Head – TM, Learning & DEI,
Blue Star



Our association with Great Manager Institute® has helped us benchmark and validate the leadership practices we are building within the company.

— **Sushant Dash**
CEO, Tata Starbucks



Great Manager Institute® has played an important role in enhancing leadership skills at Hilton.

— **Sabu Raghavan**
VP, HR, South Asia, Hilton



Here's what managers have to say



It was quite surprising to see that the role models referred to closely match my nature. It also provides insights into how I can improve my performance.

— **Sajith Abdul Azeez**

Head of Operations – PT&D UAE,
Larsen & Toubro Limited



The Manager Effectiveness Profile gave me clear, data-driven insights into my leadership strengths and areas for improvement. It helped me become more self-aware and provided actionable guidance to enhance my decision-making, team management, and overall effectiveness as a manager.

— **Dipen Ghosh**

Manager,
N K Realtors Private Limited



The Manager Effectiveness Profile provided a clear and balanced view of my leadership strengths and growth areas. It reinforced the importance of building trust-driven accountability while continuously refining development and engagement practices.

— **Punniyakotti GS**

Associate Vice President,
Lumina Datamatics Limited



My Manager Effectiveness Profile gave me a clear mirror into how I show up as a leader — not just what I do, but how it lands with others. The biggest insight was understanding the gap between intent and impact, and where small behavioral shifts could significantly improve team trust, clarity, and accountability.

— **Rajitha Tammineni**

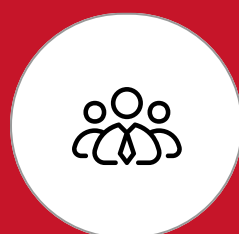
Lead ESG & Impact,
Moneyboxx Finance Limited





Great Managers to Work With® don't just lead. They create lasting impact.

Based on India's largest study on people managers, **Great Managers to Work With®** consistently drive stronger people outcomes.



2x more likely to stay in the same organization



2x more likely to get promoted

Recognized Great Managers to Work With® are 2x more likely to stay in the same organization than non-recognized managers.

Recognized Great Managers to Work With® are 2x more likely to get promoted than non-recognized managers.



Recognizing and developing Great Managers to Work With® today strengthens retention, accelerates growth, and builds the people leaders of tomorrow.





Could stronger everyday manager behaviours improve trust, retention and performance in your organisation?

Request a Demo