

# ACCOUNTABLE

Building leadership capacity  
that stays accountable to outcomes.

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A 12–15 month integrated journey for impact-led organisations seeking stronger leaders, sharper execution, and measurable results.

*“The organisations that will  
lead tomorrow are investing  
in their people today.”*

# The Context

*The next phase of growth demands a different kind of leadership*



## A Dual Mandate for Scale

Impact-led organisations are being asked to scale faster, professionalise execution, and deliver stronger business and social outcomes — simultaneously.



## The Old Model Is Breaking

Founder dependence, informal management, and fragmented development efforts no longer hold under the weight of a demanding growth phase.



## Our Response: Outcome Accountability

A 12–15 month journey with a 5× ROI target and a money-back guarantee — bridging the gap between development investment and measurable results.

**5×**

ROI Target

**12–15**

Month Journey

**100%**

Money-Back

# Who This Is For

*Built for organisations where leadership quality directly shapes growth and impact*

## Impact Corporates

CSR-driven growth

## CSR Divisions

Social mandate at scale

## Social Enterprises

Mission × market

## Growth-oriented Startups

Proven prototype, ready to scale

## Mid-size Enterprises

Professionalising leadership

## Institutionally Funded Orgs

Accountability to funders

# Your Aspirations

What you are striving to achieve — and why it matters



## Build Second-Line Leadership

Develop leaders who carry the mission forward — without founder bottlenecks.



## Reduce Founder Dependence

Build an organisation that grows on its capabilities, not just its founders.



## Cross-Functional Decision-Making

Empower teams to act with speed, clarity, and confidence across functions.



## Professionalise Capability

Raise the bar on execution standards, talent quality, and operational maturity.



## Scale with Confidence

Move from managing growth reactively to leading it with a plan and the people to execute.

5×

ROI Target

10%

Improvement on KPIs

12–15 mo

Integrated Journey

# The Problem We're Solving

3 real pain points · 4 urgent reasons to act now

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*High-potential managers lack support*

**Leadership Bench Not Scale-Ready**

“

*Awareness ≠ Behavioral Change*

**Training Without Execution  
Impact**

“

*Boards demand visible ROI*

**Hard to Defend Capacity Spend**

1

**Pressure to  
Professionalize**

Scale demands leadership maturity  
— now.

2

**Demand for  
Accountability**

Funders and boards want  
evidence, not promises.

3

**Rising Cost of Gaps**

Leadership voids compound as  
organisations grow.

4

**Resilience over Friction**

Build capacity today — or pay the  
price tomorrow.

# Our Response

*An integrated leadership journey designed around outcomes — not just delivery*



## AI-Led Assessment

Diagnosis and data-driven baseline using predictive analytics



## Digital Coaching

Continuous habit formation through AI-driven nudges (CEO Success™)



## Expert Delivery

High-touch transformation, 1-on-1 executive mentoring, and problem-solving.



## Peer Learning

Applied action projects and cohort-based learning circles.



## Outcome Tracking

Structured review, verification, and transparent measurement (OutKompass™)

**Our Commitment — We stay engaged until leadership and execution outcomes are visible.**

# How the Journey Works

A 12–15 month pathway from diagnosis to demonstrated progress

Months 1–2

Months 3–6

Months 7–11

Months 12–15

## Diagnosis & Baseline

- Leadership assessment (INTELLEX AI)
- Competency gap analysis
- Individual Development Plan (IDP)

## Intensive Transformation

- Weekly 1-on-1 coaching & skill building
- Digital reinforcement via CEO Success™
- Action learning on live challenges

## Sustained Growth

- Monthly check-ins & support
- Peer learning circles
- Progress verification

## Impact & ROI

- Final impact assessment
- ROI & outcome measurement
- Continued growth transition

**MILESTONE: Month 2**

Baseline Established & Roadmap Finalised

**CHECKPOINT: Month 6**

Mid-Program Review & Transformation Initiated

**VALIDATION: Month 11**

Habits Formed & Behaviour Changed

**RESULT: Month 15**

Outcomes Verified & ROI Validated

# Accountable Outcomes Framework

A transparent structure defining our commitments, success metrics, and client protection

## Our Commitments

**10%**

Improvement in KPIs (Target) per professional

**~30%**

Assured Value Creation

**5× ROI**

Return over 12–18 months

**+40%**

Competency Improvement

## Success Criteria

**Month 2**

Baseline established & IDP finalised

**Month 6**

Mid-programme review

**Month 11**

Behaviour change verified

**Month 15**

ROI validated — outcomes delivered

## Client Protection

**Always**

We stay through the full 12–15 months until results are visible.

**Tangible**

Every intervention tied to measurable business or social impact.

**Ownership**

Triggers refund if outcome thresholds are not met.

**Realtime**

OutKompass™ Verification Engine — full visibility, always.

# Not just learning delivered. Outcomes carried through.

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The team at Niiti Consulting and Solbridge HR Advisory have over 100 years of collective experience in mentoring and working closely with both small and large organisations and their leadership, and a proven track record of enabling change.

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*We partner through the journey — until progress is visible, measurable, and meaningful.*



# What makes ACCOUNTABLE work

**Sectoral Focus**

**Result  
Ownership**

**Practitioner-  
Led**

**Systemic Focus**

“ Talk to us

[info@niiticonsulting.com](mailto:info@niiticonsulting.com)