

SKALENT®

Road Maps of Success

EXPERIENTIAL LEARNING ECOSYSTEM

THE SHIFT DECK™

A Reflection & Conversation
Toolkit by Skalent® INDIA

Skalent Consultancy Services Pvt. Ltd.

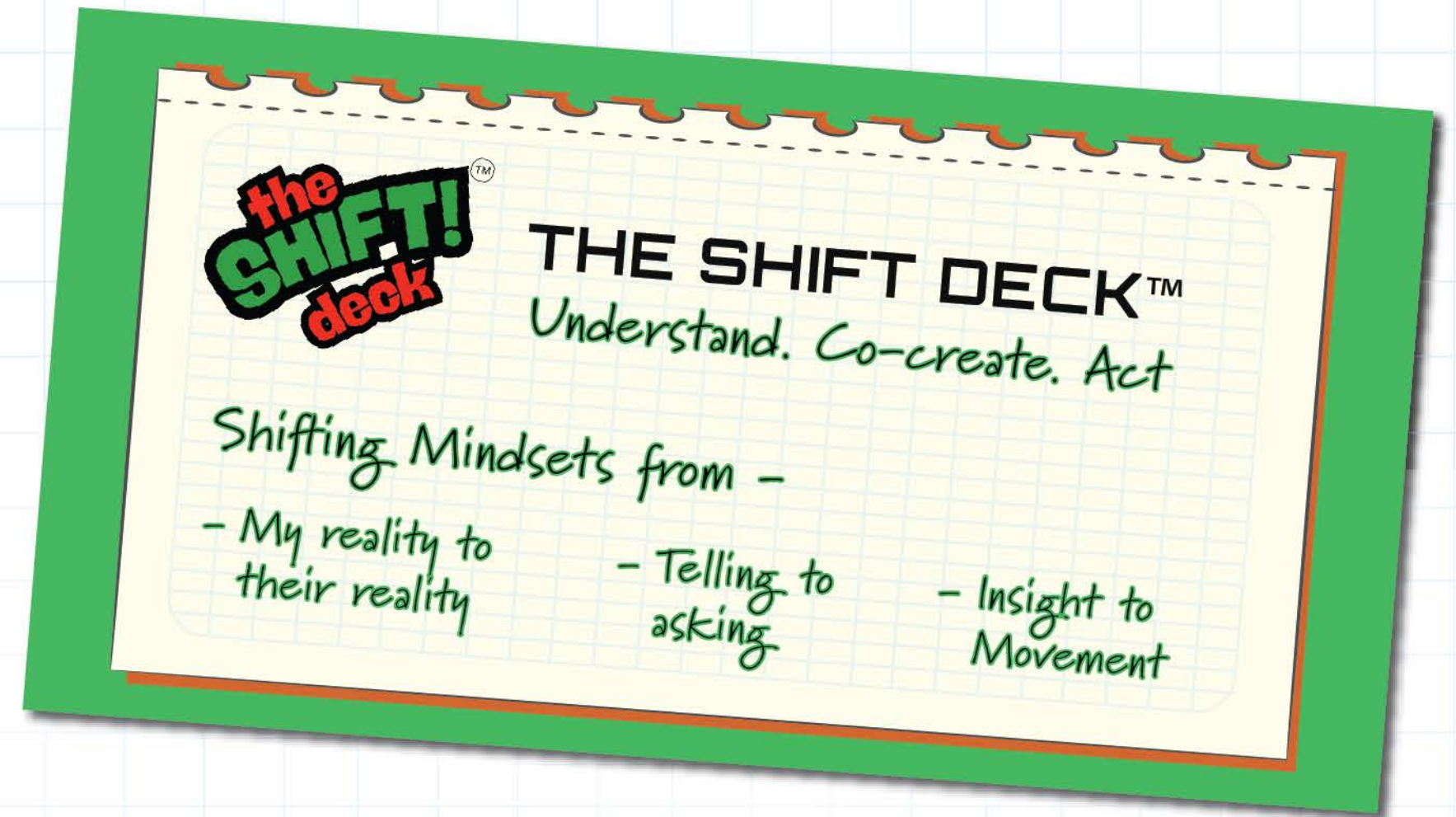
WHAT & WHY THE SHIFT DECK™

The Shift Deck™ is designed to help individuals and teams pause, reflect, and move forward with clarity.

In everyday work situations, we often react quickly, repeat the same discussions, or struggle to see a problem from a new perspective. The Shift Deck introduces powerful questions that help shift thinking and unlock better conversations. Instead of giving advice or instructions, the cards help you discover your own insights.

The deck is built on Skalent's RCCM™ framework, which guides meaningful progress through three stages:

Relate → Collaborate to Create → Meaningfully Innovate



Each card invites reflection that helps people:

- understand the situation better
- involve the right perspectives
- move toward purposeful action

*One card can change the way we see a situation.
One conversation can change the outcome.
The Shift Deck follows a natural progression that mirrors how meaningful change happens.*

THE SHIFT DECK™ METHODOLOGY

Skalent® INDIA X THE SHIFT DECK™

The Shift Deck™ is built on the belief that meaningful progress begins when people pause long enough to think differently.

Designed as a guided reflection simulation framework, the toolkit helps individuals and teams move through a natural progression of awareness, collaboration, and action. At the core of the experience lies Skalent® INDIA's RCCM™ approach:

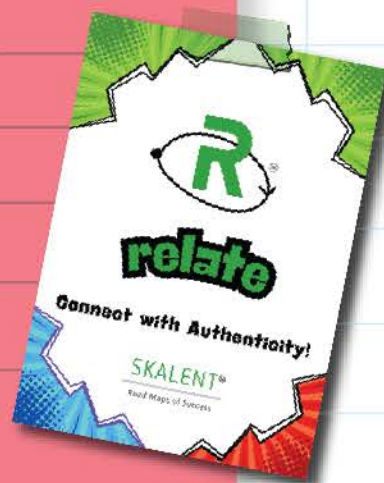
RELATE

UNDERSTAND BEFORE SOLVING

Relate cards encourage individuals and teams to explore assumptions, emotions, perspectives, and context before jumping into solutions.

These conversations create:

- awareness,
- empathy,
- psychological safety,
- and deeper understanding.



COLLABORATE TO CREATE

THINK BETTER TOGETHER

Collaborate to Create cards help groups bring diverse perspectives into the conversation.

These prompts encourage:

- co-creation,
- collective thinking,
- shared ownership,
- and constructive dialogue.



MEANINGFULLY INNOVATE

TURN INSIGHT INTO ACTION

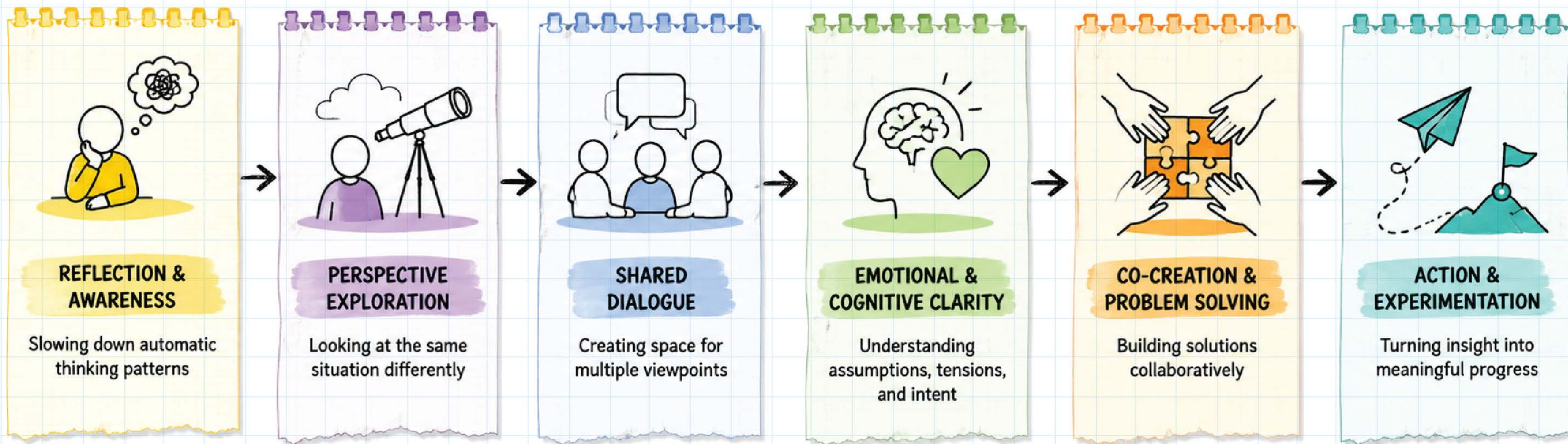
Meaningfully Innovate cards help transform reflection into practical experimentation and forward movement.

These conversations challenge teams to:

- rethink routines,
- explore possibilities,
- and create meaningful action.



THE SHIFT DECK™ EXPERIENCE FLOW



APPLICATIONS OF THE SHIFT DECK™

THE SHIFT DECK™ creates impact across a wide range of conversations and interventions.

Leadership & Management

LEADERSHIP REFLECTION

Helping leaders explore assumptions, reactions, decision-making patterns, and interpersonal dynamics.

DIFFICULT CONVERSATIONS

Creating psychologically safer spaces for feedback, conflict navigation, and alignment discussions.

TEAM ALIGNMENT

Improving understanding, collaboration, and shared ownership across teams

Collaboration & Problem Solving

CROSS-FUNCTIONAL COLLABORATION

Helping diverse teams align perspectives and work through friction constructively.

BRAINSTORMING & IDEATION

Introducing fresh thinking patterns that unlock participation and creativity.

PROBLEM EXPLORATION

Helping teams move beyond surface-level symptoms toward deeper understanding.



APPLICATIONS OF THE SHIFT DECK™

THE SHIFT DECK™ creates impact across a wide range of conversations and interventions.

Organization & Culture

STRATEGY CONVERSATIONS

Encouraging reflective and future-focused thinking during planning and transformation discussions.

CHANGE & TRANSITION

Supporting teams through uncertainty, ambiguity, and evolving expectations.

CULTURE & CONNECTION

Creating more open, human-centered conversations across levels and functions.

Coaching & Facilitation

COACHING CONVERSATIONS

Helping individuals reflect more deeply through guided prompts and perspective shifts.

EXPERIENTIAL LEARNING INTERVENTIONS

Integrating seamlessly into leadership development, workshops, retrospectives, and facilitation journeys.

PERSONAL REFLECTION

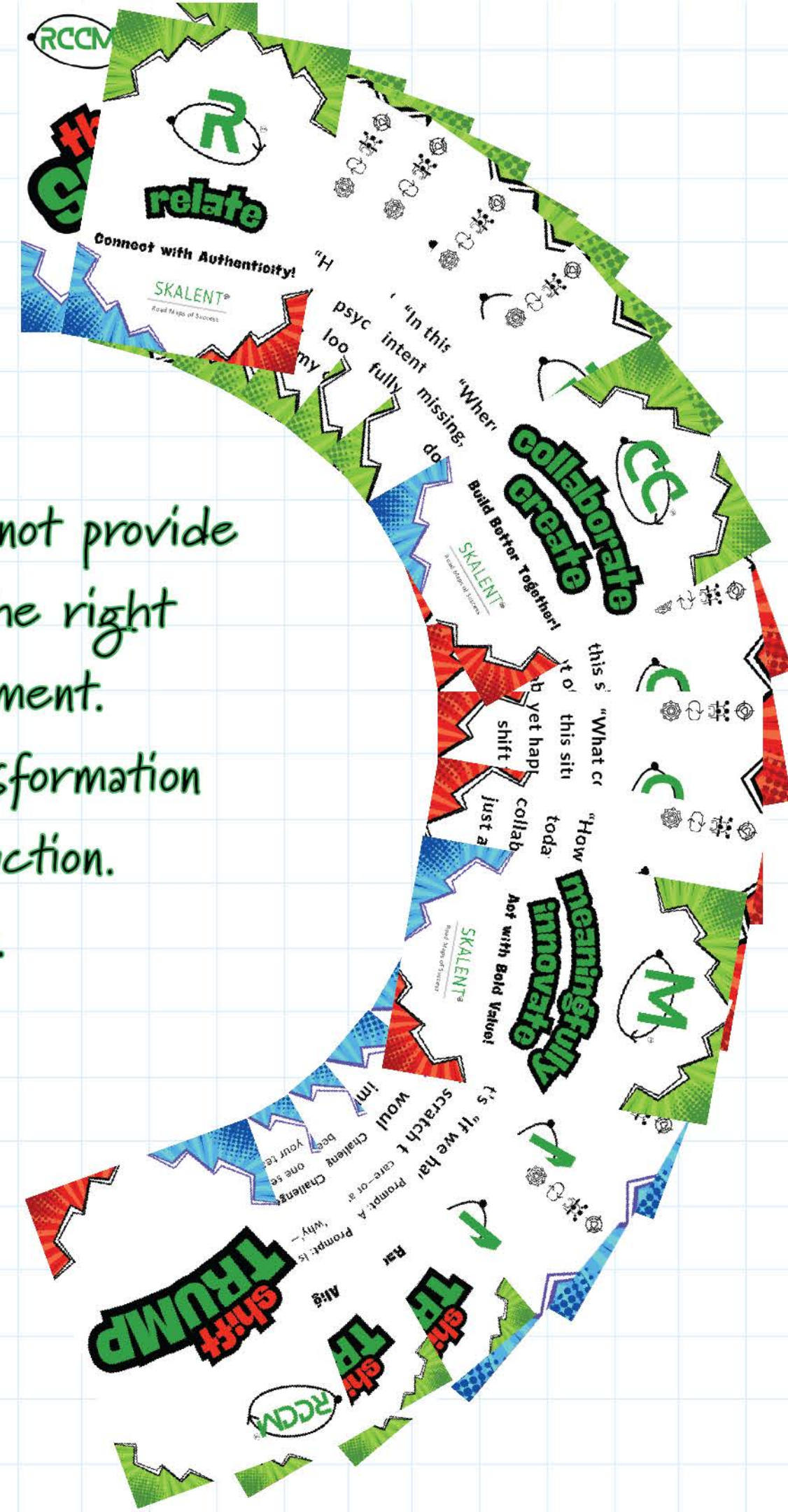
Supporting individuals in exploring clarity, growth, emotions, and self-awareness.



THE SHIFT DECK™ CAN BE USED:

- Individually
- In teams
- During coaching
- In leadership programs
- In strategy workshops
- In OD interventions
- In reflective conversations
- In experiential learning journeys
- Anywhere & Everywhere

The Shift Deck™ does not provide answers. It introduces the right question at the right moment. Because meaningful transformation rarely begins with instruction. It begins with reflection. With perspective. With conversation.





Road Maps of Success

Sometimes, the biggest shift
is not in the situation itself.
It is in the way we choose to
see it.

CONNECT WITH US AT -



- ✉ info@skalent.co.in
- ☎ +91-7378813331
+91-9511991331
- 🌐 www.skalent.co.in
- in Skalent® INDIA