



The Dream Seller

DARE TO DO WHAT YOU DREAM TO BE



THE INTEGRITY LENS

A leadership and team-development solution for collaboration, conflict understanding and communication

*Executive sales pitch for top management by
The Dreamseller Pvt Ltd*

Dreamseller Pvt Ltd

We help organizations strengthen self-awareness, leadership communication and team effectiveness through evidence-based facilitation, coaching and custom-designed learning journeys.

Prepared for executive discussion



Teams rarely fail because people lack capability.

They stall because good people misread one another.

When collaboration friction, unclear communication and unresolved tension accumulate, execution slows even when talent is strong.

What leaders need

- A common language for working styles
- Safer conflict conversations
- Observable behavior change inside the flow of work



The executive pattern we see most often

- Different styles, same intent
- Feedback avoided until conflict spikes
- Managers spend energy translating between people
- Meetings end with alignment theater, not real commitment

What top management sees as execution problems often starts as people friction.

The symptoms are visible. The root causes are usually below the surface.

Communication without understanding

People talk, but they do not always feel heard.

Teams work together but do not trust each other

Collaboration becomes transactional and slow.

Conflict is avoided, personalized or escalated

Teams lack safe language to discuss difference.

Managers are promoted before people-readiness

Task owners become people leaders without behavioural tools.

Wellbeing is treated only as individual resilience

Team climate, peer behaviour and manager support are often ignored.



Diagnostic question: “Where is the organization losing energy - in skill, in trust, in communication, or in conflict?”

The root issue is usually not competence — it is interaction quality.

54,831

Employed respondents studied across 65 countries in Sapien Labs' 2024 dataset.

Large global employee sample

Peers > policy

Work-culture issues had a several-fold greater impact on wellbeing than work-structure factors.

Relationships mattered more than office format

Top drag

Poor colleague relationships were among the strongest drivers of lower mental wellbeing at work.

Also linked with low pride and purpose

What this means in organizations

- High performers can still derail team effectiveness when styles clash.
- Unclear intent is often interpreted as disrespect, avoidance or resistance.
- Without a shared language, managers are left firefighting instead of leading.

Why Integrity Lens matters

- It gives teams a memorable common language for communication and working relationships.
- It helps people understand strengths, blind spots, management style and communication style.



Dreamseller helps organizations develop people, not just train them.

A human-development partner for communication, trust, collaboration and leadership growth.



The Dreamseller Pvt Ltd

A coaching, facilitation and behavioural-insight company helping teams work better under real workplace pressure: deadlines, change, ambiguity, politics and diverse personalities.

The point is not only learning. The point is a visible shift in how people speak, listen, trust and collaborate.

25+
years corporate
experience

1000+
professionals facilitated

Global
stakeholder +
multicultural context

Author-led
trust, pressure and
people insight

Positioning: practical enough for managers, human enough for teams, credible enough for senior leadership.



One-off learning events rarely survive contact with daily pressure.

Training fails when it gives information without insight, practice and accountability.

Conventional training

What often goes wrong

- One-off event with no follow-through
- Generic examples that do not match the team's reality
- Heavy theory and low personal relevance
- No manager involvement or reinforcement
- People enjoy the session, then return to old patterns

Information alone rarely changes a habit.

The Integrity Lens approach

How we change behaviour

- Diagnosis before design
- Self-awareness first
- Common language for communication and conflict
- Practice using live workplace situations
- Follow-up nudges, coaching and measurement

Integrity Lens + practice + accountability, changes behaviour.

Dreamseller brings The Integrity Lens to teams that need deeper trust, clarity and alignment.

The Integrity Lens

A practical, customizable development journey that uses Insights Discovery as a common language and turns it into better day-to-day behavior.

Understand self

Personal style, triggers, strengths and blind spots

Work better together

Team norms, communication and collaboration patterns

Handle tension productively

Conflict understanding, feedback and repair conversations

If an off-the-shelf module does not fully match your need, we design a bespoke pathway around your business reality, leaders and teams.

1. Personal Insight

Behavioral preferences, strengths, blind spots, triggers and impact under pressure

2. Team Collaboration

How the team works today, friction patterns, trust habits and shared operating norms

3. Conflict Understanding

Conflict styles, assumptions, repair conversations and productive disagreement

4. Communication Mastery

Listening, feedback, clarity, influence and stakeholder adaptation

5. Manager Enablement

Managers as translators, coaches and culture-shapers in the flow of work

6. Applied Custom Modules

Cross-functional alignment, customer conversations, change adoption or any bespoke need

The Integrity Lens creates a practical language for better work.

A development ecosystem for self-awareness, communication, collaboration and conflict understanding.

What it helps people do

- Understand natural working style
- Recognize communication preferences
- Appreciate difference without judgement
- Reduce unnecessary conflict
- Improve manager-team conversations

Personal working style

How people naturally think, decide and respond.

Communication preferences

What helps people feel heard, clear and respected.

Strengths and blind spots

What becomes powerful - and what can derail under pressure.

Stress and conflict behaviour

How people behave when trust, control or pace is challenged.

Leadership tendencies

How a person may show up as a manager or influence-builder.

Action plan

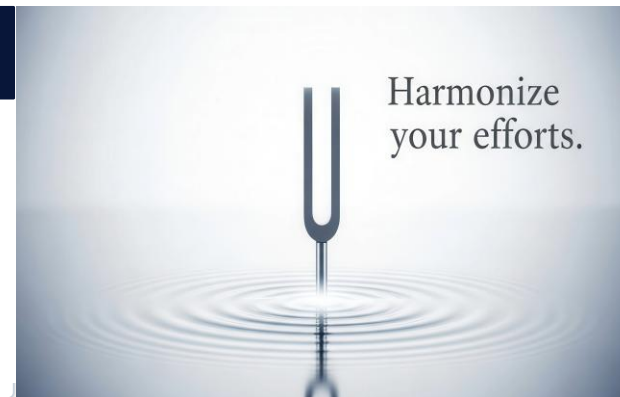
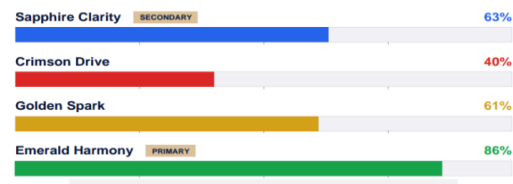
Practical development commitments that can be reviewed later.

Not a clinical tool. It is a business-friendly development lens for reflection, conversation and action.

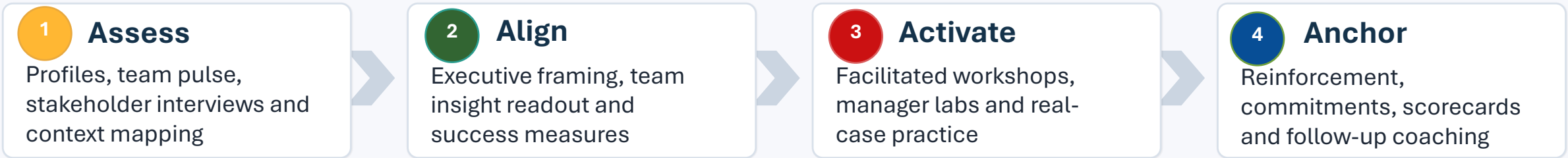


Personal Profile Report

SECTION 01 Energy Profile

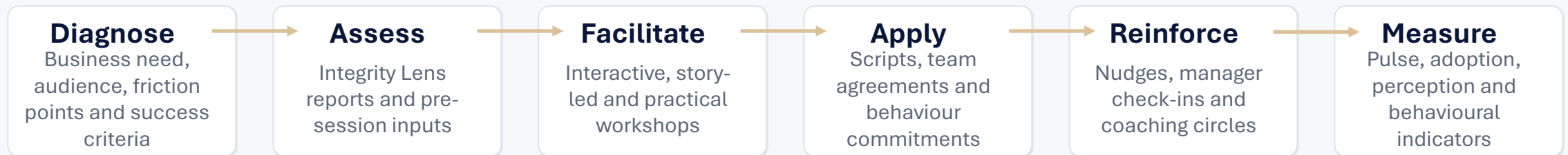
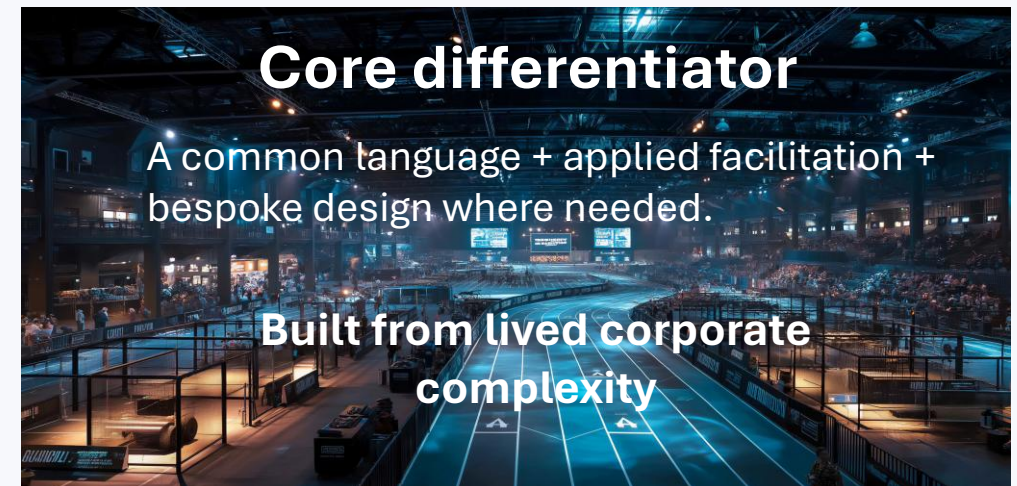


A behavior-change architecture designed for real work, not classroom theater.



Why we are different

- We translate behavioral insight into the team’s actual meetings, handoffs and conflict points.
- We work with managers, not around them.
- We can combine proven modules with custom-designed content where your business needs something more specific.



The program is designed to show movement in behavior, team climate and leadership effectiveness.

A senior-management dashboard can track perception, adoption and team-level indicators.

Individual outcomes

- Better self-awareness
- Communication confidence
- Reduced defensiveness
- Personal impact ownership

Team outcomes

- Stronger trust
- Cleaner conflict
- Faster alignment
- Better collaboration

Manager outcomes

- Better 1:1 conversations
- Improved feedback quality
- Stronger team climate
- Lower escalation dependency

Business outcomes

- Reduced friction
- Less rework
- Improved engagement signals
- Retention risk indicators

● Pre/post pulse survey

● Psychological safety pulse

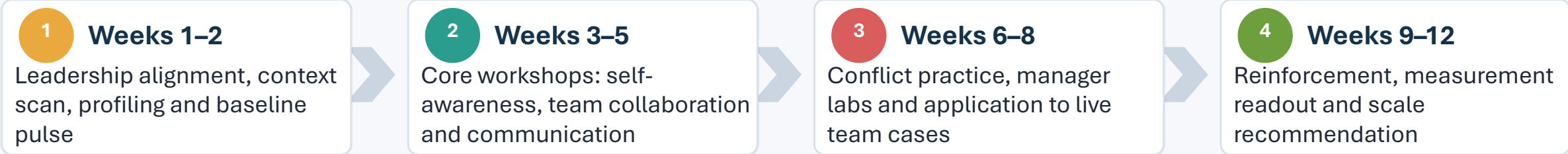
● Team trust score

● Manager feedback quality

● Communication effectiveness score

● Action commitment tracking

A focused 10–12 week pilot that can scale across teams.



Pilot success criteria Agreement on baseline, sponsorship from managers, attendance discipline, commitment to practice, and a decision point for scale after the readout.



Three ways to engage, depending on scale and depth.

Option 1 | Essentials

- Ideal for one leadership team or pilot cohort
- Integrity Lens-based workshop(s)
- Team report-out + action commitments

Commercials tailored to cohort size, customization depth, profiling and reinforcement cadence.

Option 2 | Team Transformation

- Multi-module journey for a function or business unit
- Manager enablement + reinforcement touchpoints
- Measurement readout and next-step roadmap

Commercials tailored to cohort size, customization depth, profiling and reinforcement cadence.

Option 3 | Enterprise Partnership

- Multi-team rollout across levels
- Customization, coaching and leadership advisory
- Scalable toolkit, scorecards and phased deployment

Commercials tailored to cohort size, customization depth, profiling and reinforcement cadence.

If you do not see the exact course you need, include this in the conversation: “We can design it.” That is a strength, not a gap.



Asheesh Mani Tripathi

Founder, The Dreamseller
Creator, The Integrity Lens

“Leadership becomes stronger when people are understood before they are judged.”

Founder Profile

Corporate leader. Author. Coach. Builder of human-centered leadership systems.

Asheesh brings together 25 years of corporate experience, leadership exposure, coaching capability and deep human understanding to create development programs that are practical, credible and emotionally intelligent.

He has worked across sourcing, finance, operations, software asset management, IT governance, stakeholder management, project leadership and transformation — giving him a rare view of how organizations truly function under pressure.

His core insight: people do not struggle only because they lack skill — they struggle when they feel misunderstood, unheard, unseen or unsafe to speak the truth.

25 Years

Corporate
Experience

1000+

Professionals
Facilitated

Author

Why People Don't
Understand you, &
Conscience-Led
Leadership

Creator

The Integrity
Lens

He does not teach leadership from theory alone — he teaches it from lived corporate complexity.



The Dream Seller
DARE TO DO WHAT YOU DREAM TO BE

Business name

The Dreamseller Private Limited

Website :

www.thedreamseller.co.in

Email :

asheesh@thedreamseller.in

info@thedreamseller.in

Phone :

+91 9889 569 000





Thank you

