

# The INVACC Group

Empowering your Growth. Transforming your Future.



## Clarity for people stepping into more. Accountability for organizations.

When situations become complex, unclear, or difficult to navigate internally, having an experienced perspective makes all the difference.

The INVACC Group works with individuals and organizations who need clear thinking, objective insight, and confident next steps.

## Why People Choose Us

**Because recognizing the need for perspective is a sign of strong leadership, not a lack of it.**

The most effective individuals and organizations know when to step back, bring in objective insight, and ensure they are moving forward with clarity and confidence.

## We are engaged when:

- Leaders want to approach situations thoughtfully and get it right
  - Objectivity and credibility matter
- There is value in a clear, structured approach
- Growth, risk, or complexity calls for experienced guidance

## ABOUT

**Tuhin Jajal works with individuals and organizations when clarity, accountability, and confident decisions matter most.**

With nearly 25 years of leadership, coaching, and consulting experience, he has led teams and navigated complex organizations where people, performance, and risk intersect. Today, he helps clients gain clarity, uncover patterns, and make confident, deliberate decisions that are aligned, actionable, and built to last.

RESULTS  
& IMPACT

Effective investigations decrease:



**Absenteeism: 41%**  
**Turnover: 59%**

Coaching cultures report increases in:



**Employee Engagement 67%**  
**Team Collaboration 57%**

3rd Party workplace assessments boost:



**Productivity 17-22%**  
**Profitability 21-23%**

Coached professionals increase



**Performance 70%**  
**5-7x ROI**

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## Coaching: Personal, Professional & Executive

### Common Coaching Areas

Leadership clarity and confidence | Emotional intelligence and communication | Breaking limiting patterns  
Career and business alignment | Decision-making under pressure | Accountability and momentum

### The Power of Pattern Decoding

#### Understand What's Driving Your Results

Most people focus on outcomes. We focus on the patterns that create them.

Pattern Decoding is grounded in how the brain builds and reinforces neural pathways through repeated thoughts, behaviors, and emotional responses. Over time, these patterns become automatic, even when they are no longer effective.

#### Approach

- Identify underlying patterns
- Understand how they've been reinforced
- Rewire responses through intentional action

#### Outcome

Less reaction. More clarity.  
Decisions aligned with how you actually want to lead and perform.

## Workplace Investigations

When workplace issues arise, harassment, discrimination, conflict, or policy breaches; your credibility, culture, and compliance are all at stake. As a Nationally recognized CCOHS-listed Competent Investigator, I conduct every investigation with neutrality, discretion, and legislative expertise. The process is fair, thorough, and transparent; delivering clear facts, actionable findings, and renewed trust across your organization.

**When impartiality matters and outcomes count, call the investigator leaders trust.**

## Workplace Assessments

### Understand What's Really Going On

When performance dips or concerns begin to surface, the root cause is often not immediately visible. We provide confidential, independent workplace assessments that help leaders uncover blind spots, misalignment, and underlying risks.

#### Approach

- Interviews and candid conversations
- Workplace observation
- Policy and case file review

#### Outcome

Clear insights. Practical strategies.  
Stronger systems that support performance, creativity, and efficiency.