Program for Leadership

Customised Leadership Programs delivered for our Clients

Leadership Synergy

The Executive Mindset

Strategic Business Management

Engineer as a Leader

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1. Leadership Synergy Program

- **Client Background:**

  Client is a multinational corporation that was founded in Israel and currently headquartered in Chesterfield, Missouri, with support and development centers located worldwide. The company specializes in software and services for communications, media and financial services providers and digital enterprises.

- **Objective:**

  An Initiative to develop an environment wherein people can appreciate the differences among team members (peers/ seniors/ reportees) and turn those into an advantage by creating an inclusive culture.
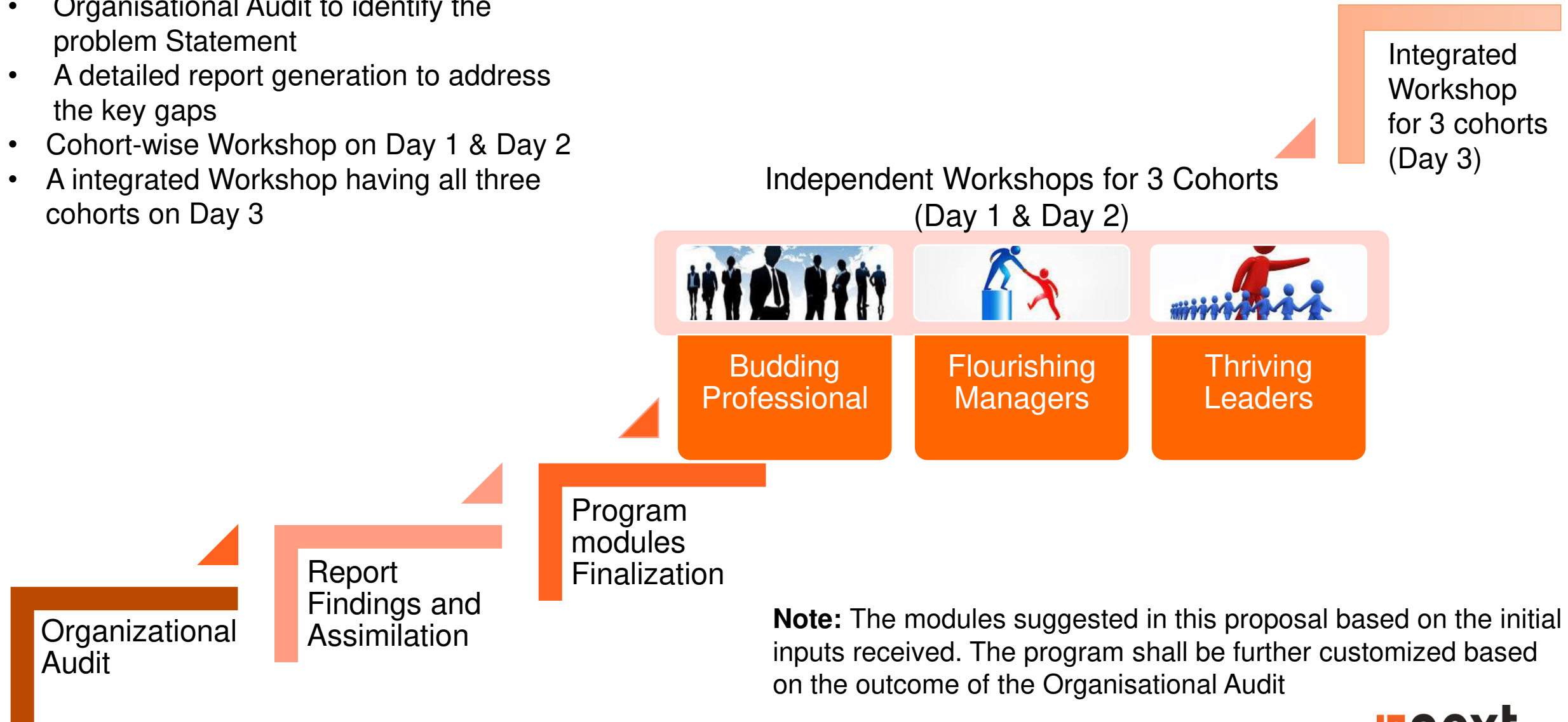
- **Target audience profile:** Team leaders with 3-8 years of experience up to Director level
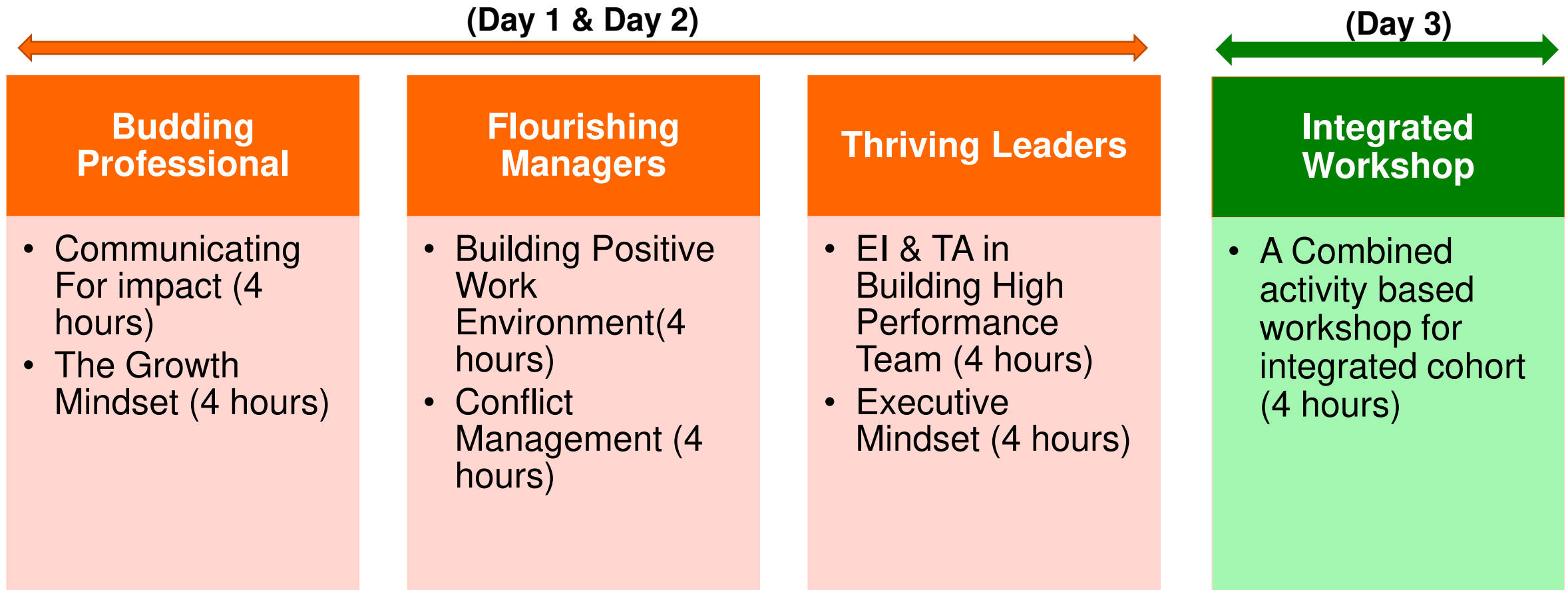
- **Program Duration:** 28 Hours

- **Total Number of Participants**: 50

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Program Flow

- Organisational Audit to identify the problem Statement
- A detailed report generation to address the key gaps
- Cohort-wise Workshop on Day 1 & Day 2
- A integrated Workshop having all three cohorts on Day 3

Integrated Workshop for 3 cohorts (Day 3)

Independent Workshops for 3 Cohorts (Day 1 & Day 2)

Budding Professional

Flourishing Managers

Thriving Leaders

Program modules Finalization

Report Findings and Assimilation

Organizational Audit

Note: The modules suggested in this proposal based on the initial inputs received. The program shall be further customized based on the outcome of the Organisational Audit

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Module details

(Day 1 & Day 2) ——————————————————► **(Day 3)** ——————►

Budding Professional	Flourishing Managers	Thriving Leaders	Integrated Workshop
• Communicating For impact (4 hours) • The Growth Mindset (4 hours)	• Building Positive Work Environment(4 hours) • Conflict Management (4 hours)	• EI & TA in Building High Performance Team (4 hours) • Executive Mindset (4 hours)	• A Combined activity based workshop for integrated cohort (4 hours)

Note: For the integrated workshop, use-cases relevant to the client's workspace shall be used to curate activities that are relatable to the cohort

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2. The Executive Mindset Program

- **Client Background:**

    Client owns an established dairy production facility in the middle of the Arabian Desert in Abu Dhabi. The client corporation has spread its wings into other bottled beverage industry.

- **Objective:**

    An Initiative to encourage leaders in the journey of understanding self and others leading to better alignment with organization vision and values.
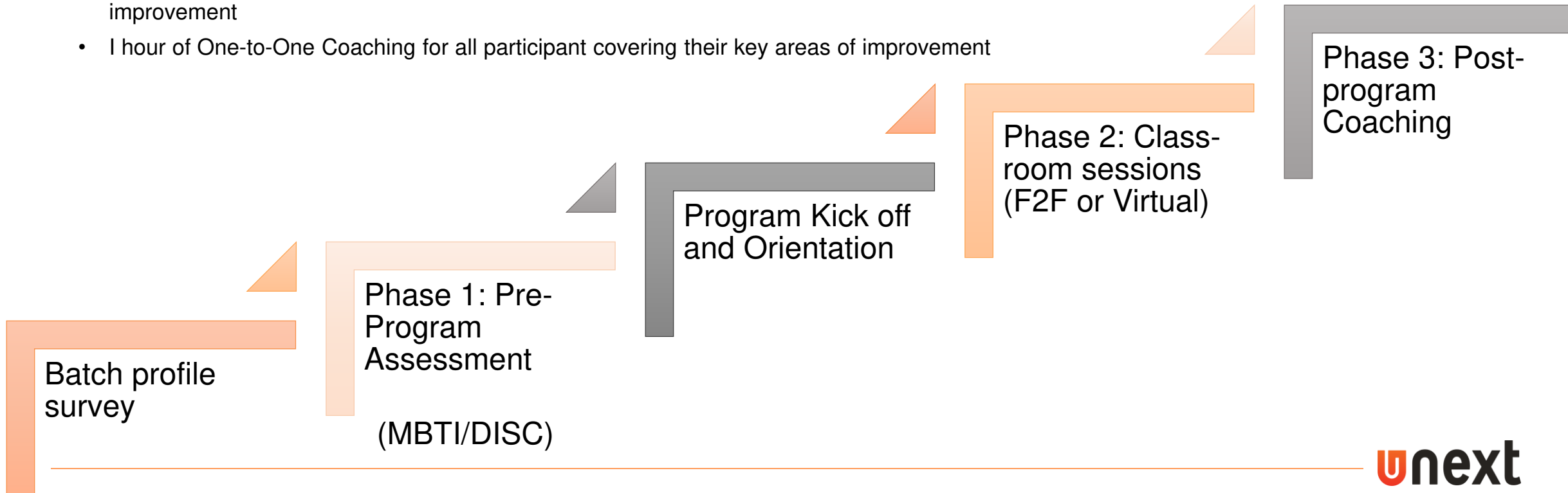
- **Target audience profile:** Sr. Executives/ Directors/ HODs
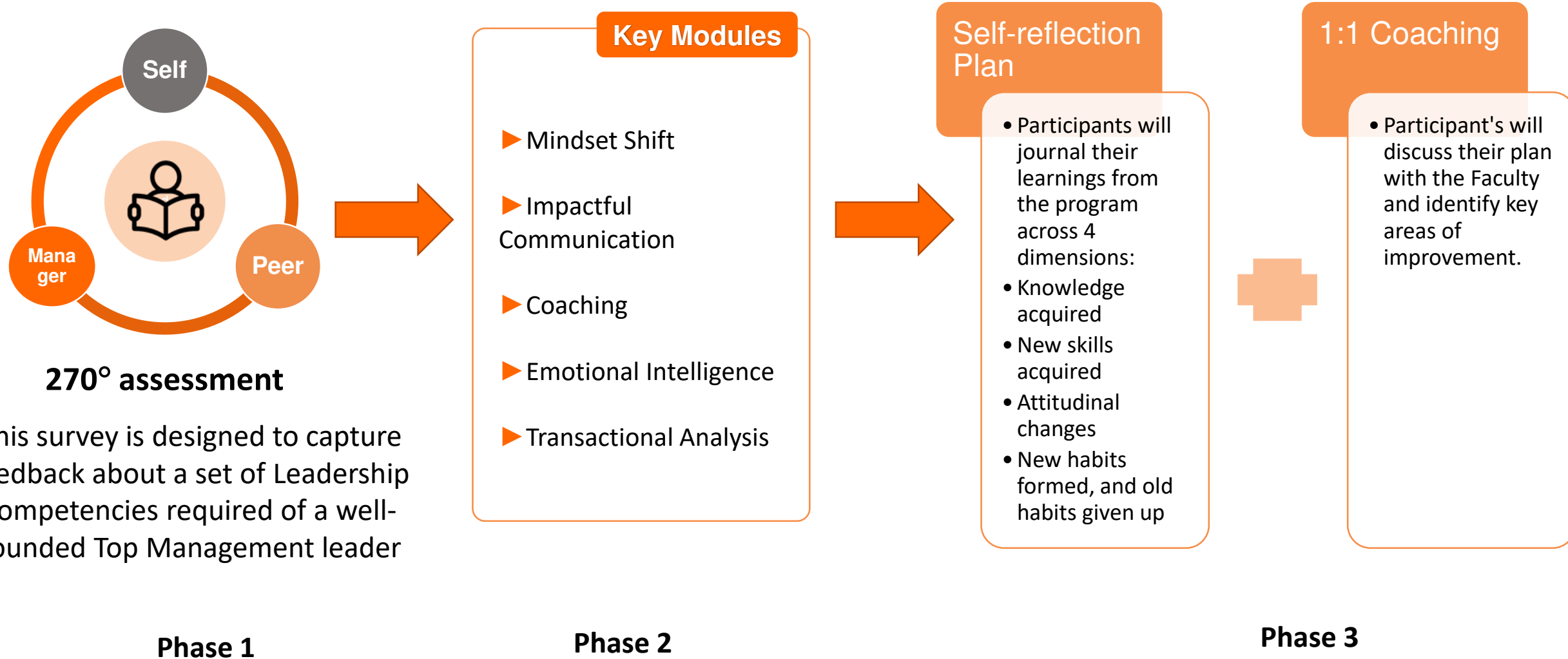
- **Program Duration:** 12 Hours

- **Total Number of Participants**: 15

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Program Flow (1 of 2)

- **Phase1: Pre-program Assessment**
  - Pre-program assessment using **MBTI/DISC.**
  - Bespoke 270-degree assessment based on the competencies covered in the program

- **Phase 2: Training Intervention**
  - F2F or virtual-Learning modules that will deliver the learning outcomes

- **Phase 3: Post-program Coaching**
  - Participants will journal their learning journey and create a self-reflection plan identifying key areas of improvement
  - I hour of One-to-One Coaching for all participant covering their key areas of improvement

Phase 3: Post-program Coaching

Phase 2: Class-room sessions (F2F or Virtual)

Program Kick off and Orientation

Phase 1: Pre-Program Assessment

(MBTI/DISC)

Batch profile survey

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Program Flow (2 of 2)

270° assessment

This survey is designed to capture feedback about a set of Leadership competencies required of a well-rounded Top Management leader

Phase 1

Key Modules

▶ Mindset Shift

▶ Impactful Communication

▶ Coaching

▶ Emotional Intelligence

▶ Transactional Analysis

Phase 2

Self-reflection Plan

- Participants will journal their learnings from the program across 4 dimensions:
- Knowledge acquired
- New skills acquired
- Attitudinal changes
- New habits formed, and old habits given up

1:1 Coaching

- Participant's will discuss their plan with the Faculty and identify key areas of improvement.

Phase 3

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3. Strategic Business Management

- **Client Background:**

  Client is from Luxury Hospitality space in the Middle East. They also own and manage golf courses and a renowned Golf Academy in addition to chain of restaurants.

- **Objective:**

  An Initiative to take the cohort through a learning journey of self reflection and covering concepts related to Strategic Business management and Communication.
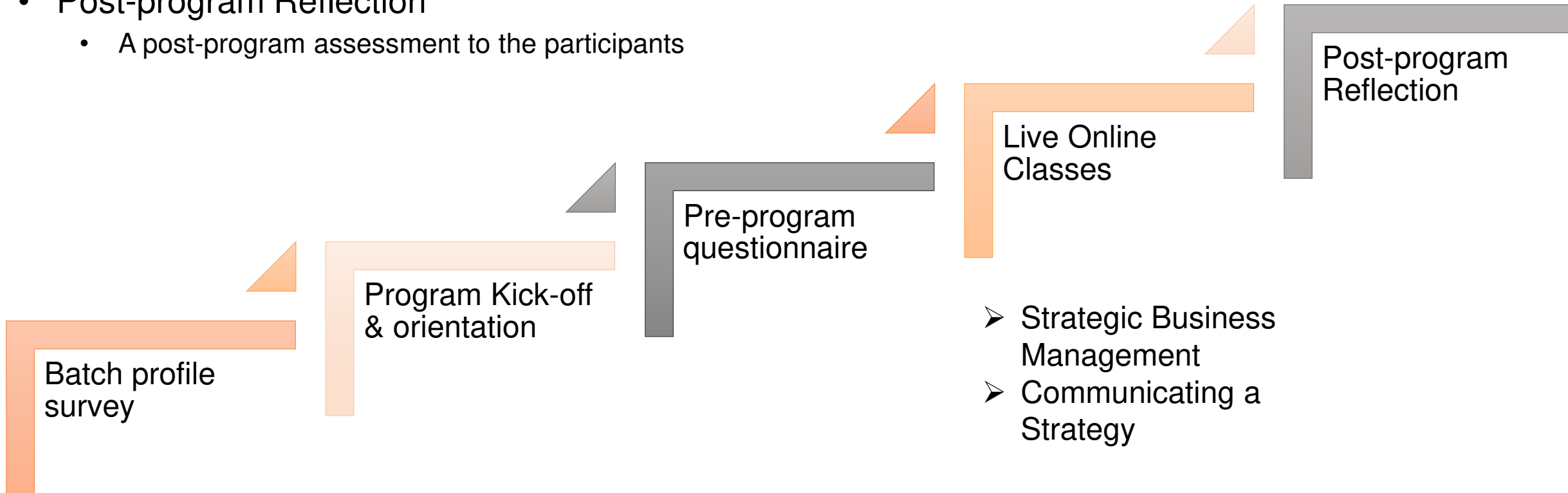
- **Target audience profile:** Senior Leadership level HODs

- **Program Duration:** 12 Hours

- **Total Number of Participants**: 15

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Program Flow

- Pre-program Questionnaire
  - A pre-program questionnaire to the participants
- Live Instructor-led Classes
  - 12 hours of VILT sessions spread over 3 days
- Post-program Reflection
  - A post-program assessment to the participants

Batch profile survey

Program Kick-off & orientation

Pre-program questionnaire

Live Online Classes

- Strategic Business Management
- Communicating a Strategy

Post-program Reflection

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4. Engineer as a Leader

- **Client Background:**

Client is an American multinational financial services corporation that manages a large family of mutual funds, provides fund distribution and investment advice, retirement services, wealth management, securities execution and clearance, asset custody.

- **Problem Statement:**
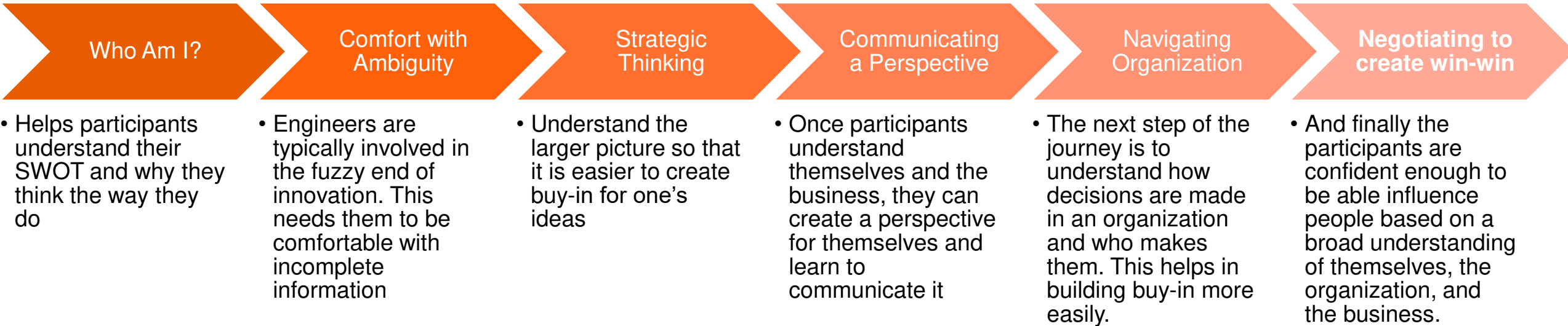
An Initiative to support and upskill the engineers in their journey of transitioning to leadership roles. Facilitate a Mindset shift in Communicating, Decision Making and Stakeholder Management

- **Target audience profile:** Engineers with over 15 years of technical experience transitioning into leadership roles

- **Program Duration:** 24 Hours

- **Total Number of Participants**: 15

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Program Flow

Who Am I?	Comfort with Ambiguity	Strategic Thinking	Communicating a Perspective	Navigating Organization	**Negotiating to create win-win**

- Helps participants understand their SWOT and why they think the way they do
- Engineers are typically involved in the fuzzy end of innovation. This needs them to be comfortable with incomplete information
- Understand the larger picture so that it is easier to create buy-in for one's ideas
- Once participants understand themselves and the business, they can create a perspective for themselves and learn to communicate it
- The next step of the journey is to understand how decisions are made in an organization and who makes them. This helps in building buy-in more easily.
- And finally the participants are confident enough to be able influence people based on a broad understanding of themselves, the organization, and the business.

Pedagogy: Flipped classroom model will be used. Participants will be provided pre-learning material that will help them come up to speed on the concepts. The in-class sessions will focus on clarifying these concepts and then work on case studies, problem situations, etc.