



Forging Future Leaders For A Global IT Consulting Pioneer

How UNext Nurtured Leadership Excellence
In The Organization's Young Workforce

unext

Overview

The success of an enterprise hinges heavily on the caliber of its leadership. An organization's vision to identify, nurture, and deploy the right leaders across all levels is critical for its growth, sustenance and perpetual relevance in the market.

One of India's pioneering tech organizations and national heritage in the outsourcing space, has been a forward-looking enterprise since its inception. It once again proved why it has been a torchbearer of innovation and culture by collaborating with UNext to strategize a Future Leaders Program for its organization.

This case study delves deep into the philosophy behind the implementation, why it approached UNext, and how we cracked and deployed a powerful program for its emerging leaders.



The Opportunity Statement

The organization aimed at delving into its vision of amplifying human potential and wanted to nurture leadership qualities in its mid-senior workforce.

It approached **UNext** – the long-time collaborator and preferred talent transformation partner – to conceptualize, craft, and deploy a powerful Future Leaders Program. The initiative aimed at cultivating leadership, professional and functional competencies of a future leader in its targeted workforce.





Learner Profile

Mid-senior professionals
across diverse domains and
departments with work
experience ranging
between 4 and 12 years

Architecting A Future Leaders Program

With the vision of the enterprise clear, our academics team developed a **hybrid program** with niche modules refined to nurture leadership excellence in the participating workforce. The team identified a unique learning journey for the learners commencing with pre-program orientation and culminating with a graduation ceremony.

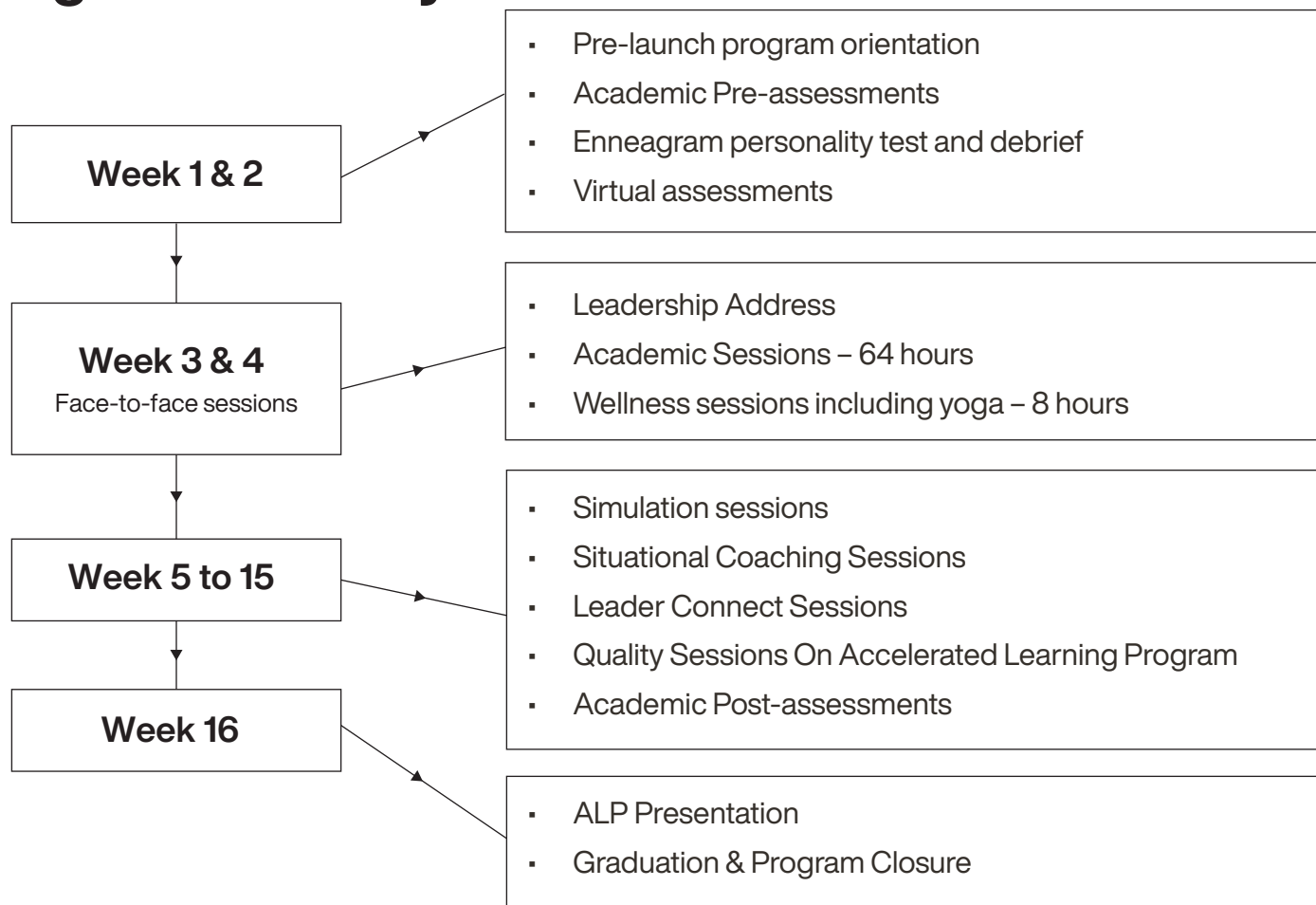
Program Pedagogy

Training Methodology

- Hybrid program with a blend of face-to-face instructor-led sessions and virtual coaching sessions
- Experiential learning modules with assessments, projects, presentations and more



Program Journey



Key Modules Integrated Infographic

Building Emotional Agility

Problem Discovery & Structured Thinking

Business Acumen – Seeing The Big Picture

Driving Operational Excellence

Data-driven Storytelling

The Finance Of Operations and more



Experiential Training Program With Real-time, Real-world Enterprise Challenges

At UNext, we emphasize hands-on learning over theoretical knowledge. That's why all our programs feature core experiential learning modules that put learners in their future roles.

With the Future Leaders Program, our goal was to inculcate leadership excellence through behavioral and situational training. So, we conceptualized special modules to help us achieve this:

Simulation Learning

In this module, learners were presented with scenarios and challenges they were most likely to face in their job roles to observe how they would react and respond to such circumstances. This enabled us to assess their ability to creatively and timely resolve conflicts. Each training session followed an individualistic debriefing situation, allowing learners to grasp their strengths and weaknesses for course correction.

Situational Coaching Sessions

This module aimed at nurturing problem-solving and leadership capabilities in learners, where they were asked to list three real-time challenges they face in their job roles. This was followed by their action plan/strategies to tackle and mitigate the challenges and then followed by leadership coaching surrounding their plans of actions.

Capstone Project To Hone Their Functional Competencies

With the participants stemming from the BPM sector, project functionality and completion are critical for enterprise success. To optimize the business value generated by the enterprise, its workforce has to approach BPM with a refined set of skills. This module enabled learners to hone such skills in terms of optimizing turnaround times, minimizing expenses, improving response times and more. Real-time business problems were presented to the learners to solve for.



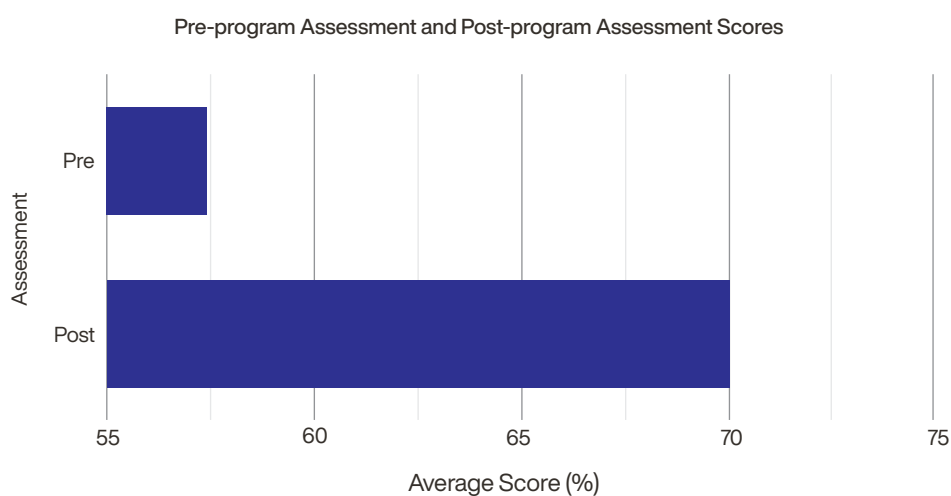
The Outcome

The Future Leaders Program was an astounding success. At UNext, our definition of success stems from tangible outcomes and the true litmus test to validate this remain post-program assessments.

While pre-program assessments offer us a glimpse of the cohort's collective capabilities and enable us to tailor outcome-driven sessions, the post-program evaluations reflect the real impact of our interventions.

With the program delivered for the organization, we witnessed growth and optimum learner engagement not just in terms of learning but attendance, feedback, ALP submissions, and assignments as well.

Here's a quick glimpse of the average pre and post-program assessment:





The Result

The enterprise has nurtured an entire pipeline of young leaders to drive its futuristic visions, and we are thrilled to have been part of their journey and ambitions. We believe the new competencies inculcated will enable learners of the cohort to propel their organization further ahead in the market. We wish them good luck and look forward to implementing more such niche programs for the enterprise workforce.

About UNext

UNext (Part of Manipal Education and Medical Group) prioritizes 360-degree talent transformation through upskilling. We offer industry-relevant programs that help enterprises transform their talent through customized learning solutions across hierarchies. We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting / Retail / Pharma & more segments in training tech and non-tech audiences across various customized programs.

15+ years
of providing learning solutions

5,00,000+
Learners Transformed Globally

60,000+
Learners trained through
Role-based programs

500+
Large Enterprises

40,000+
Pre-joining programs





Transform Your Workforce With Us

By tailoring programs for diverse domains and market segments across distinct functional roles, we offer the most practical and relevant workforce transformation programs in the market. Our program ecosystems are designed to seamlessly tackle massive volumes of simultaneous cohorts so you can precisely implement your workforce transformation goals.

To deploy a similar program in your enterprise and nurture future-ready professionals,



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