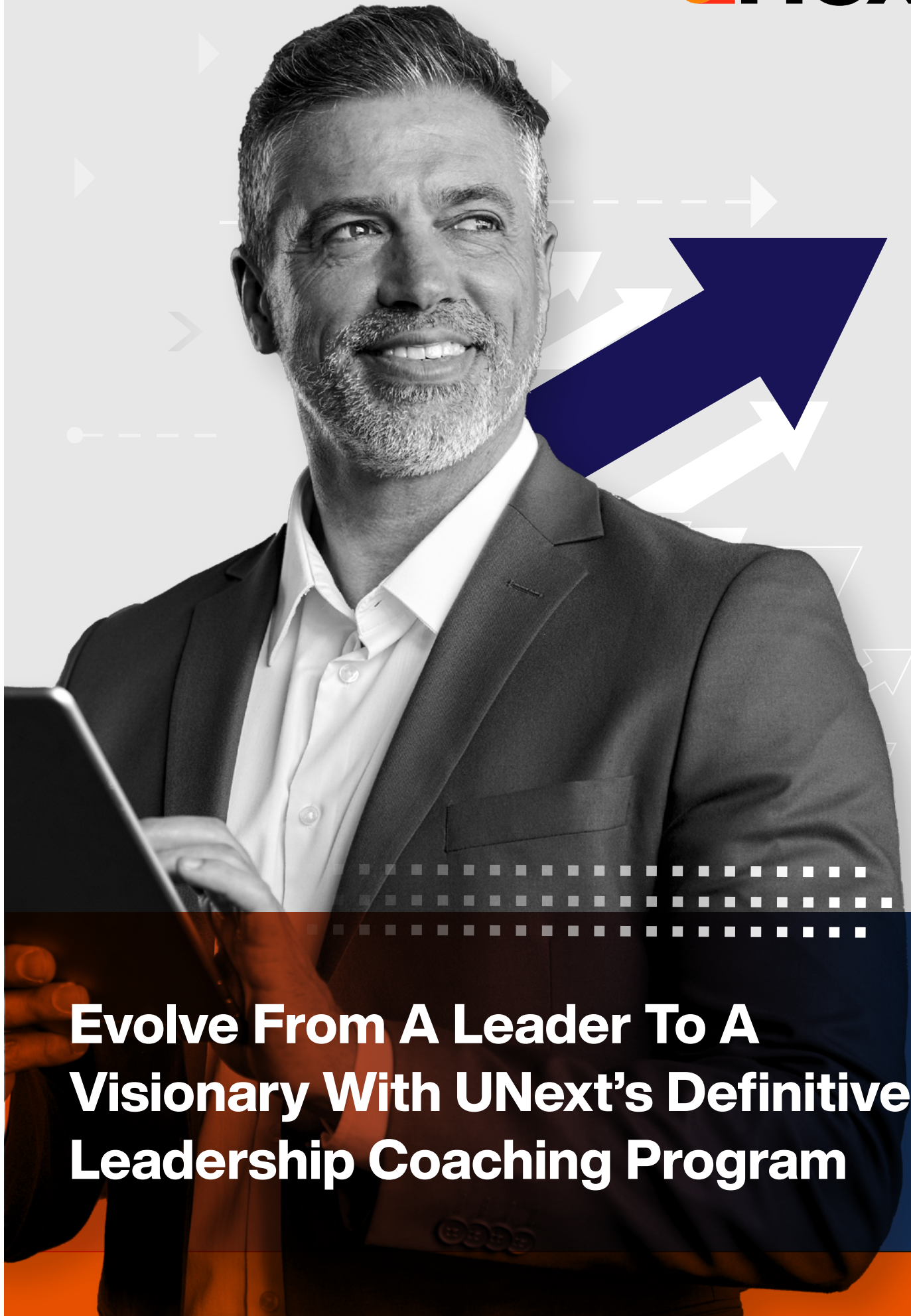




unext



**Evolve From A Leader To A
Visionary With UNext's Definitive
Leadership Coaching Program**



Overview

The world needs trailblazing leaders.

This statement stems from the fact that the tech landscape is changing at a pace never seen before. Clichéd but true that there are new technologies, platforms, and concepts emerging every single week.

And it's not just the technology aspect that's evolving but the entire enterprise ecosystem comprising people, culture, workflows, ideologies, thought processes, skills, credibility, and more.

A true leader is aware of all such happenings and is eager to lead by example. As the world demands more such visionaries amidst volatility, one program aims to coach such progressive professionals of the highest order through bespoke learning interventions.

UNext is proud to present the exclusively curated and conceptualized **Leadership Coaching Program** that forges the leaders of tomorrow, today.





Why Need A Leadership Coaching Program?

Evolution mandates adaptation.

The demand for such a compelling program stems from the leadership gap that exists across industries and market segments.

A Gartner report reveals that the **number 1 concern for HR leaders is talent shortage at the leadership level (26%)**. This challenge surpasses other damaging factors to businesses such as inflation, recession, and supply-chain trailing with 22% and 12% responses respectively.

Besides, only **14% of the CEOs** possess the required leadership competencies to lead innovation in their businesses.

Modern-day problems require not just contemporary but futuristic solutions. By 2025, workplaces will primarily comprise **75% of millennials and 24% of Gen Zs**, mandating a whole new array of policies, ideologies, and thought processes.

With such dynamic evolution, what becomes essential is the instillation of intricate competencies that add further value to the existing leadership skills that CXOs possess.

Some of the most common under-developed attributes include:

Adaptability to shifting market trends, new information, and dynamics in business ecosystems

Communication skills in effectively briefing requirements, ideas, and debriefing

Cultural competencies to understand and acknowledge diversities, ethnicities, and cultures

Emotional intelligence to manage, understand, and empathize with the emotions of self and others

Digital literacy on emerging technologies such as data science, artificial intelligence, and domain-specific concepts

People management to seamlessly work with both in-house and remote employees and more





About The Leadership Coaching Program

The concerns can be bucketed into three major fields:

- Strategic
- Trust
- Culture

Our bespoke program addresses these primary concerns and delivers on them. For the most impactful program, our incredible faculty pool of business leaders has incorporated meticulously crafted modules that are based on the three competency buckets.

Managing Self	Managing People	Managing Business
Who am i?	Coaching and mentoring skills	Creating buy-in
Critical thinking & problem solving	Conflict management	Embracing change in the VUCA world
Dealing with ambiguity	Delegating skills	Organizational competence
Emotional intelligence	Leadership styles	Organizational savvy: the power of positive politics
Influencing for impact	Leading teams	Data-driven decision making
Influencing without authority	Motivating employees for performance	The art of data storytelling
Intrapreneurial thinking	Transactional analysis and collaboration	Strategic business planning
Negotiation skills: selling your ideas	Working across cultures	Managing change
Strategic thinking		Strategic communication
Successful negotiation: essential strategy and skills		
The 360-degree leadership		
The zen of listening		

The coaching program that aims at setting relationship between an organization and its business context is offered in multiple formats:

- **Business or functional coaching** > Targeted at business leaders or functional leaders wishing to meet business/functional objectives in a constantly changing world. > Most such leaders are operationally engrossed leaving them little time to think strategically.
- **Executive coaching** > Helps executives bring about effective action, performance improvement, personal growth and better business results for the organization. > It targets continuous improvement of an executive who is already a high performer.
- **Manager as a coach** > This form of coaching is required to address the need for leadership development of large numbers of middle and junior managers. > Managers will be trained and supported to adopt a coaching oriented style of leadership.

Every mode of the coaching program features distinct delivery models and coaches, spanning 8 to 12 months.



The Rigorous Coaching Process Roadmap

Coachee Introduction

- Resume of coach and coachee shared

Coachee Orientation

- Coachees are introduced to the concept of coaching, the process, its benefits
- Coachee is also introduced to MBTI/DISC as potential psychometric assessments

Draft Coaching Agenda

- Meeting between coach, coachee and coachee's manager to identify preliminary coaching agenda

360-degree Assessment

- Coachee identifies list of respondents. Coach completes interview based 360-degree assessment
- Coach prepares assessment report and shares with coachee

Report Debriefing

- Coach debriefs coachee on assessment report and updates coaching agenda

Coaching Conversations

- 6 to 9 coaching conversations each lasting 1.5 hours
- There will be a mid-point review at the end of 3 coaching sessions with the coach, coachee, manager and HR to review progress

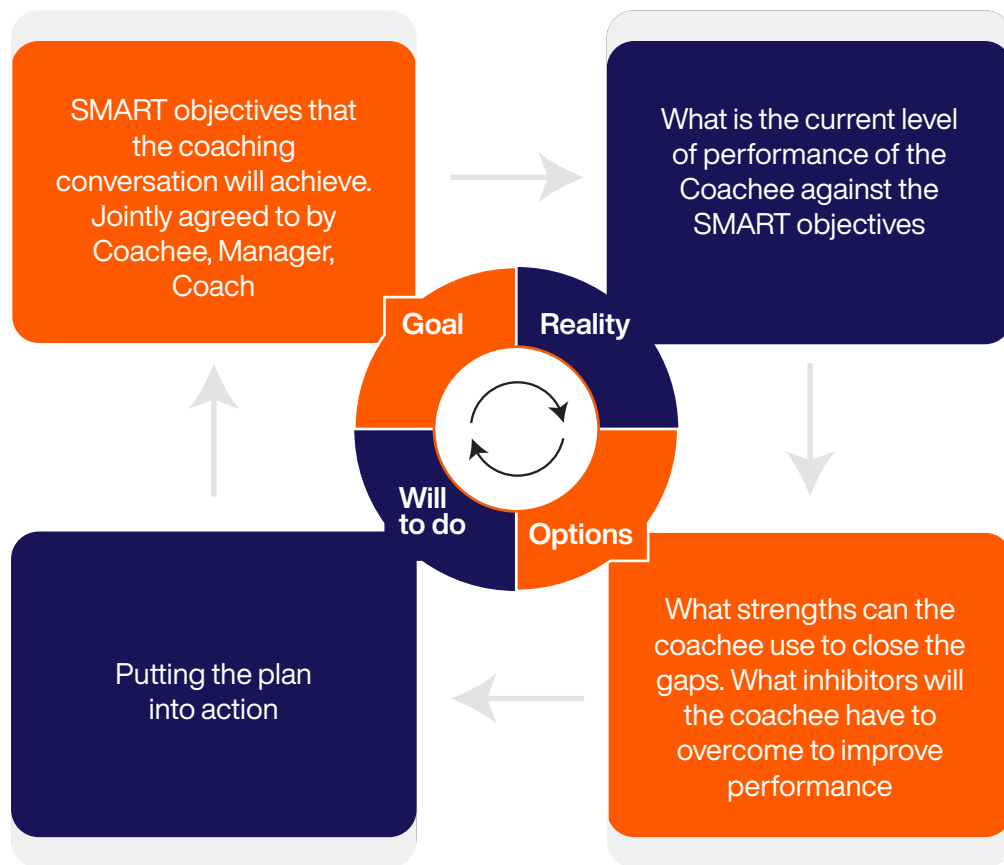
Post Program Evaluation

- Assessment made by coach by collecting feedback from significant stakeholders on improvement made by coachee
- This will be done by a fresh 360-degree interview based questionnaire





The Result-driven Coaching Model - GROW



Nurture Forward-thinking Leaders With UNext

The onset of a pandemic brought about a paradigm shift in business operations, forever altering workflows and the understanding of markets and ecosystems. What it also brought to light was the need for agile, humane, and perpetually learning leaders, who could seamlessly balance people, processes, and business.

The extensive Leadership Coaching Program from UNext sculpts the trailblazers of tomorrow. For leaders looking to evolve into visionaries and master mantras and ideologies to ride the never-ending waves of change, reach out to us to tailor a bespoke program today.





About UNext

UNext (Part of Manipal Education and Medical Group) prioritizes 360-degree workforce development 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

40,000+
Pre-joining programs

20,000+
Corporate bootcamps

6,000+
Role based programs

We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting & more segments in training tech and non-tech audiences in emerging technologies through various customized 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. Reach out to us today.



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