

Bonding for Greatness™

A proprietary intervention for senior leaders that facilitates collective visioning, aligning as a team and cohesive action



- 01 Benefit for participants**
Align and bond with other top leaders to think and act as one team
Benefit for the Organization as a result
Align top leaders on key business priorities to create a shared vision
- 02 Benefit for participants**
Identify must-win battles for the Organization and co-create a cohesive plan towards winning them
Benefit for the Organization as a result
Send out a message to the rest of the organization that this is one, coherent team
- 03 Benefit for participants**
Channelize energies towards realising larger organizational goals through collaboration
Benefit for the Organization as a result
Integrate multi-cultural diversity and ensure engaged collaboration



**PRAGATI
LEADERSHIP**

Deeper Roots. Stronger Growth.

Bonding for Greatness is Pragati Leadership's Flagship intervention that is a result of many in-depth interactions over the years with top management teams from multiple enterprises, across sectors. Ideal for teams from a single business unit, BFG goes beyond being just a standalone program; rather it is an intervention that works as a partnership to help teams understand where they are, recognize where they want to be and discover the right methods collectively to get there.

AFTER THE INTERVENTION, PARTICIPANTS WILL BE ABLE TO:



Know each other better and bond as a team



Co-create a powerful vision for the organization and their team



Work as an aligned, unified team towards realising that vision



Identify key initiatives that need to be taken to that end



Follow a process for sustained action after the program

Details of our Approach:



PRE-PROGRAM - 1 DAY

The purpose of the pre-program study is to collect more data for customising the design of the BFG intervention.

This would include:

- Telephonic / face to face conversations with all members of the team to understand current realities in the organisation, their personal challenges and dilemmas.
- Conversations with a few other stakeholders (HR, juniors) to get their perspectives on the concerns highlighted.

The output of the pre-program study would be:

- A clear design for the workshop to be shared with the team, and
- Indices of measurement (of success) which will be tracked to ensure that the intervention is delivering value.



MBTI/360 DEGREE PROFILING

We would recommend that all the participants undergo an MBTI/360 degree profiling. MBTI is a well-known Personality profiling tool that throws up insightful data on individual preferences which will be used while facilitating the intervention.

PROGRAM - 2 DAYS

INDICATIVE CONTENTS

- Welcome and Context Setting
- Appreciative Enquiry about the positive life giving forces in the team including the strengths and potential
- Creating a shared vision for the Team - collaboration with clear metrics and timelines
- Norms and behaviours that will help the team synergize as a collective
- MBTI profiling of the team – insights for better team work
- Identifying areas for greater team-work and putting in place processes to enhance the same
- Creating and Institutionalizing a culture of collaboration and learning in the team
- Action Planning

REFRESHER (ONCE EVERY THREE MONTHS) AND REVIEW (1 DAY): AN ON-GOING PROCESS FOR 1 YEAR

The first post-programme review and refresher workshop will be conducted 3 months after the intervention. It would look at the progress made by the team on working towards its objectives.

The review would also surface helping and hindering factors, and generate further action plans for responding to these effectively.

Thereafter, regular reviews will be conducted to monitor the efficacy of the intervention in terms of sustained action. A monthly touch point for staying in contact with the participants is part of this process.



WHO SHOULD ATTEND?

Top Management Team, Senior Management Teams



METHODOLOGY

- The programme would be very open and participatory. It will be based on open dialogue and communication.
- Experiential Learning
- Ample use of role plays
- Real life examples, discussions, experience sharing



GROUP SIZE

18-20 Participants
(Residential Workshop)

Clients

Some clients who have chosen to Bond for Greatness with us:

ANZ, EXL Software, TATA Motors, DP World, All Cargo Global Logistics Ltd., Sudarshan Chemicals etc



Case Study

SECTOR:
ITES

WHY DID THE CLIENT CHOOSE BFG?

Due to the diversity within the teams, the client felt that greater multi-cultural integration was required. It was critical for the senior management at this stage to understand the dynamics of the team and align the team in a cohesive fashion. To this end, the company approached Pragati Leadership to reinforce bonding among teams and to drive these behaviours across all the levels at the organization.

WHAT DID THE INTERVENTION ACHIEVE FOR THE CLIENT?

- Enabled the teams to understand each other better and build relationships with each other
- Trust was cemented through this workshop and norms to sustain this were also agreed upon
- BFG™ led to silo bursting.
- Not just individual but Team action plans emerged from these workshops.
- The follow up and tracking process became self-sustaining and embedded in the organizational culture

WHAT WAS THE IMPACT OF THE PROGRAM ON ALL STAKEHOLDERS?



The module not only witnessed post program euphoria but has had a profound impact on the participants.

1. The participants began to understand their strengths/potential and the forces that blocked them
2. They were able to discover the networks and connections they were part of as a team member
3. Each member created an individual action plan for himself/herself

25+ years,
600+ organizations 
18+ sectors
1,00,000+ individuals
25+ countries.

