

LEADERSHIP DEVELOPMENT PROGRAM

Structured development of potential young leaders to scale up to the next level of Leadership in the Organization.

INDUSTRY



Investments, Consumer

OBJECTIVE



► Structured development of high potential, young leaders to scale up to the next level of Leadership in the Organization.

PROFILE OF PARTICIPANTS



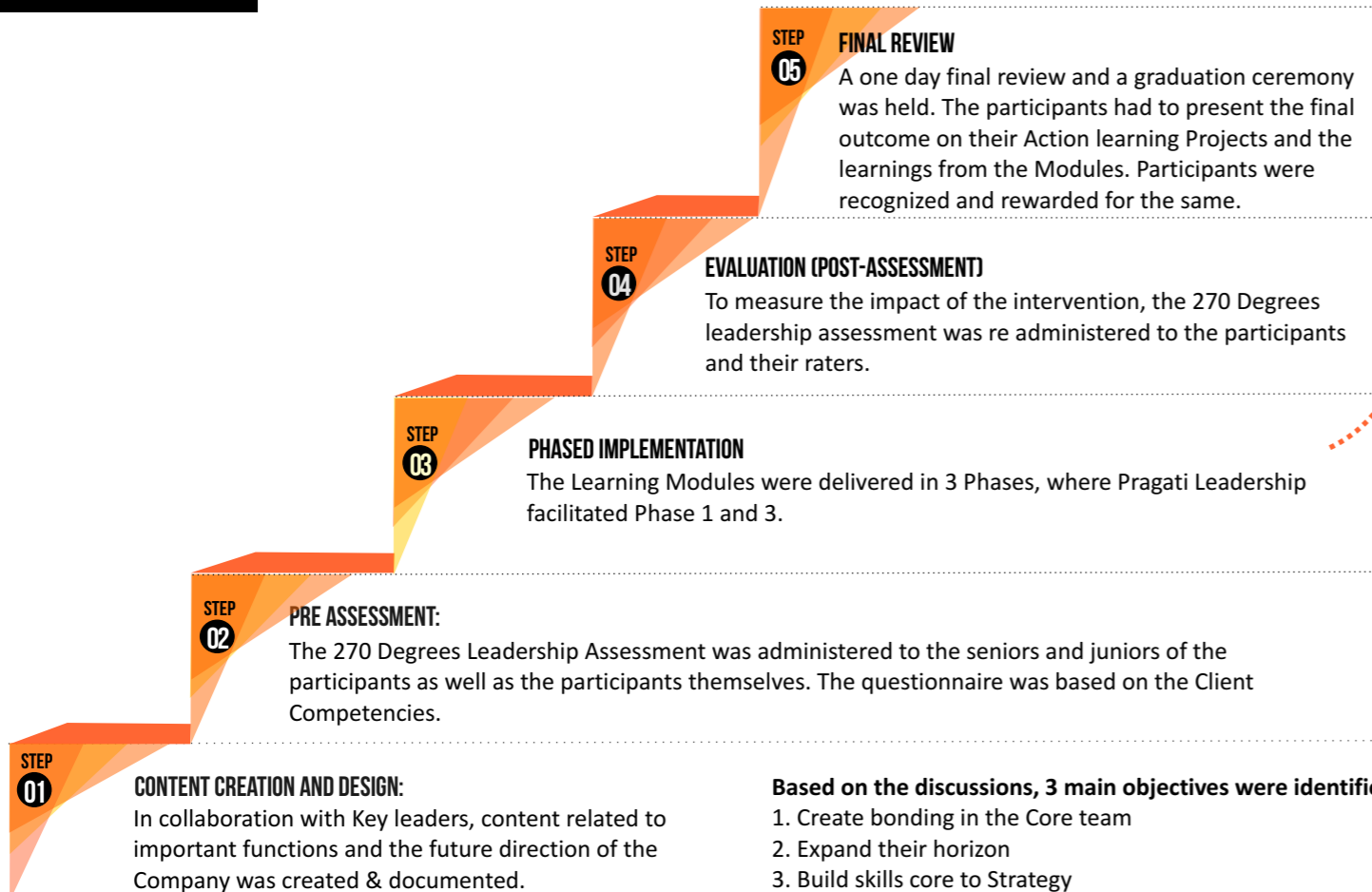
► Middle level managers (AVP – V P Grade)

PRAGATI LEADERSHIP'S CONTRIBUTION



Designing, creating content and delivering an end to end Learning Academy.

PROGRAM CONTENT



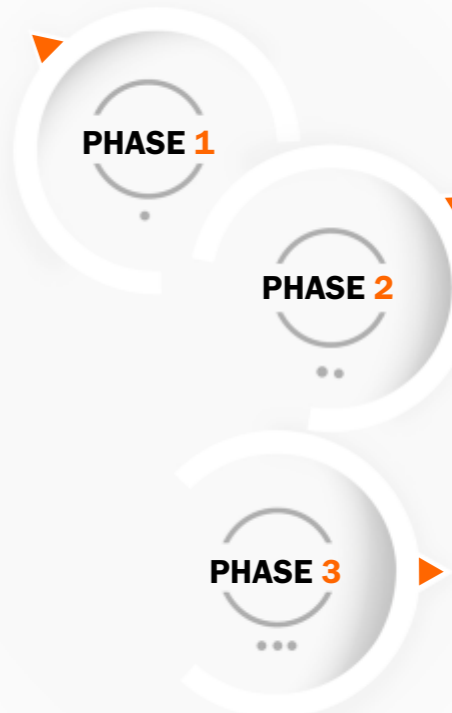
PHASED IMPLEMENTATION

PHASE 1 :

Learning Module focused on Self and Team. Consisting of

- A mix of class room training and outdoor experiential games and activities
- Self-Mastery and developing a wholistic view
- Possibility Thinking
- Being aware of own emotions and mindfulness and its benefits were explored
- Team work and qualities of a Super team were looked at in depth
- The importance of feedback for an effective working relationship was explained.
- Creating a Vision Board, Mind mapping, Experiential learning, Meditation, Introspection, Mindful lunch and Appreciative Inquiry (self and others) were some methodologies used.

The 4 days workshop concluded with the participants making an Action Plan for themselves.



PHASE 2 :

The participants completed the course facilitated by a premier B School. Strategic Thinking, Project Planning and CRM were part of the curriculum.

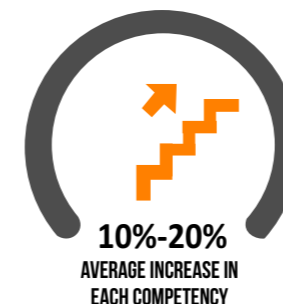
PHASE 3:

This Learning Module focused on:

- Strategic Agility
- Customer Centricity
- Stakeholder Management
- Time Management
- Change Management
- Case Studies and Self-Assessment
- Inventories were used extensively in this module.

IMPACT

LEADERSHIP COMPETENCIES



The **average scores** of all the **participants** on the leadership competencies in the pre intervention stage was **3.8** which **reached 4.1** as assessed by the seniors; a **significant increase of 0.3** towards the end of the intervention. There had been **10 to 20% average improvement in each competency.**

To know more, please log on to www.pragatileadership.com.

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