



WHOLESOME LEADERSHIP DEVELOPMENT PROGRAM






Building a strong leadership pipeline

<p>INDUSTRY</p>  <p>Product Manufacturing</p>	<p>OBJECTIVE</p>  <p>To build a strong pipeline of leaders aligned to the organizations' vision of revenue generation for the next 2 years</p>	<p>BUSINESS NEED</p>  <p>A Leadership Development Program was required to equip Executive Leaders with the skill-sets to achieve the organizational goals.</p>
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PRAGATI LEADERSHIP'S CONTRIBUTION


Our flagship Leadership Intervention “Wholesome Leadership Development Process™” was proposed for meeting the clients need.

THE PROCESS IMPLEMENTED

<p>PREPARATION ACTIVITIES</p>  <ul style="list-style-type: none"> ▶ Understanding of the business to evolve the leadership competencies ▶ Conducting Strengthscope™ and 360 Degrees Leadership Assessment's ▶ Identifying the learning needs of participants and creating IDP's 	<p>CUSTOMIZED LEARNING MODULES</p>  <p>Based on the preparation activities, 4 learning modules were designed</p>	<p>EXECUTIVE COACHING</p>  <p>Skype / Tele Coaching to support the learning's (6 Coaching Sessions)</p>	<p>ASSESSMENT OF IMPACT</p>  <p>Measuring the impact of the initiative by readministering the 360 Degree feedback</p>	<p>REVIEWS & FOLLOW UP</p>  <p>Ensuring transfer of learning's to live situations, for sustained learning and identifying success stories</p>
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ASSESSMENT OF IMPACT

A dipstick survey was rolled out to assess the progress in the Learning Objectives which were identified at the beginning of the intervention.



82% positive movement observed by the participants

- ▶ It showed a positive upward movement of 82% as assessed by the raters.
- ▶ The Individual Coaching sessions were effective as they were focused on the participant their challenges and the solutions that would help them.
- ▶ A one day review was held at the end of the Intervention.
- ▶ The participants had to present the Key Learnings and Future Action Plans

KEY LEARNING'S

- ▶ Increased Self awareness
- ▶ Enhanced Listening skills
- ▶ Focus on the Joy meter
- ▶ Better Innovation in business
- ▶ Built a Culture of Appreciation
- ▶ Increased Accountability
- ▶ Better Coaching
- ▶ Built Interpersonal Relationships
- ▶ Increased attention to Body language
- ▶ Better Team Meetings using
- ▶ OST- Open Space Technique
- ▶ Launched Star of the Month Programme
- ▶ Built a DNA for the team
- ▶ More cross functional
- ▶ Knowledge Sessions
- ▶ Open feedback-Less Criticism
- ▶ Mindful eating

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