

Leadership Transformation Program

The context

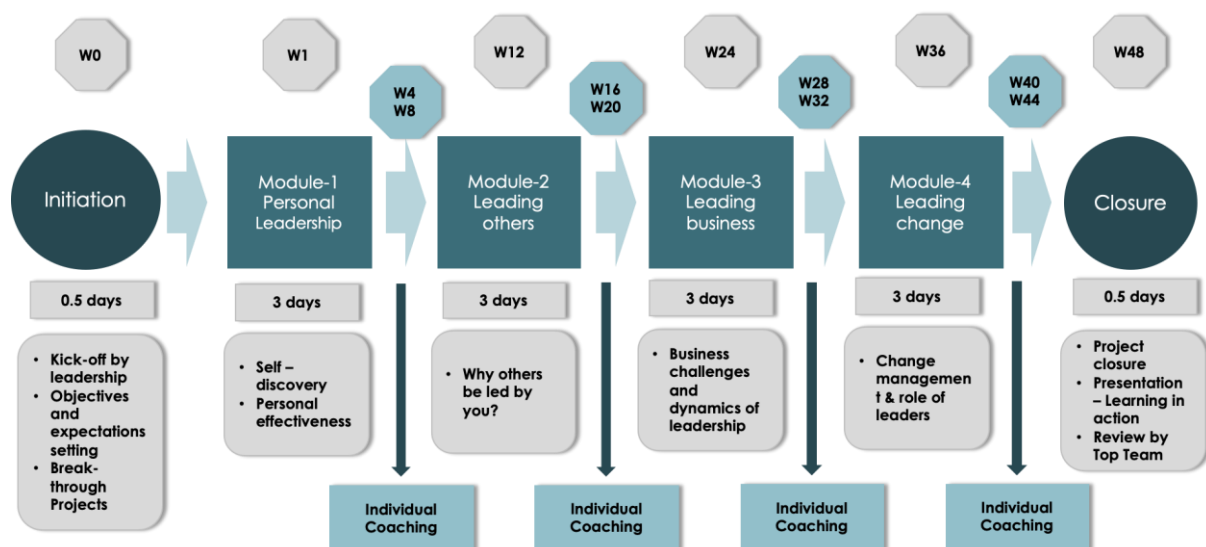
As the world is facing unprecedented challenges, so are the businesses. Leading organizations in this VUCA (Volatile, Uncertain, Complex and Ambiguous) world is becoming increasingly challenging. As can be seen by the events unfolding - being fully prepared to confront the unforeseen business circumstances by formally developing adaptive leadership competencies has become a priority. Off-the-shelf Leadership Development Programs are rapidly losing relevance in this fast-paced world.

What can be done?

There is a dire need for customized interventions to address the competency gaps at the leadership levels. Intimate dialogue with the senior leaders of the organization and thorough understanding of business challenges becomes absolutely essential to address the real needs of your leadership development. A development program that is truly transformational needs a longer duration intervention. Letting go of past behaviors which are outcomes of our belief systems and taking the leadership thinking to a new level calls for sustained efforts with multiple touch points.

How does this program look like?

Since this program is highly customized, its design changes depending on your business needs and leadership competency gaps. However, the basic building blocks can be seen here.



How do we customize it?

Typically, we begin the journey with you with diagnostics meetings, which involve interactions between our consultants and members of your leadership team. This is done to gather deeper knowledge of your business and the challenges confronting you. Based on this input a detailed design is created, which is presented to you, leading to further fine tuning, if required. Once approved the design becomes the backbone of the intervention which can run for up to one year. This spaced repetition of learning that is interlaced with one-on-one coaching sessions, ensures radical transformation in the way your leaders engage with the future.

How does individual coaching work? Is it essential?

Individual coaching is absolutely essential for sustained results. Its integration with group modules is the key to successful transformation of the collective group behavior, that results in organizational success.

Once again, the approach to individual coaching is highly customized to the needs of the individual and the demands of the organization. To ensure success, the process begins with psychometric profiling of each person who is identified participant of the program. Typically, we suggest using Hogan Profiling for such assessment, however we are flexible in using any other tool that may cater to the needs of the organization. The psychometric profile, once done, a personal debrief session is conducted with each participant and an Individual Development Plan (IDP) is finalized. At the beginning of the coaching journey, each individual goes through a life story session that helps us in deeply understanding the person's belief system. Accordingly, further coaching sessions are customized and executed by Certified Professional Coach.

What are Breakthrough Projects? Do they help?

Breakthrough Projects (BTPs) are generally strategic initiatives undertaken by the participants at the beginning of the program. These are identified and approved by the senior leadership of the organization. They are executed as the program progresses and if need be, they may be supported by mentors from Leap2Excel consulting.

BTPs help in getting a great return on the investment made by the organization for the program. If executed well, with the support from Leap2Excel mentors, they have potential of multi-fold return through implementation of strategic initiatives for the organization. Thus, it's a win-win situation for business success.

How do we ensure further cascading of this transformative initiative at lower levels?

We do have a product to address this need as well. It is Management Development Program (MDP). For ensuring transformation across the organization it is essential to cascade the efforts to the next level, having fully or partly completed the Leadership Transformation Program.

MDP helps in creating a consisting culture in the organization, since people at the leadership level (typically CEO/MD and his direct reports i.e. N-1) can initiate a meaningful dialogue with the next level (typically N-2). With the change in language,

which is generative in nature, the collective mindset of the organization undergoes a shift, resulting in a transformed organization.

The design for MDP is developed either at the beginning of the initiative or after launching the first wave i.e. the Leadership Transformation Program. Typically, the intensity of engagement and the depth of the modules at MDP level is lesser than that at the Leadership Level. The individual coaching sessions are replaced by Group Coaching sessions, making the MDP more cost effective for the organization but at the same time delivering expected results.

How Leap2Excel can help?

We are experts at designing customized interventions that address real business challenges. Our consultants come with a wide range of industry as well as functional experience. This knowledge and experience base help us in intimately understanding your business, which clearly gives us an edge while designing a program that suits your needs. We believe in the ethos of working like your business partner rather than a training service provider. Bringing value to your business is our ultimate goal.

Talk to us.

Please do reach out to us for a free consultation on this transformative intervention. We will be more than happy spending time with you to understand your business challenges and share our insights around them.

Our coordinates

Web - www.leap2excelconsulting.com

Mobile – +91 95525-22715

E-mail – info@leap2excelconsulting.com

Address - 6, Amey Apartments, Rambag Colony, Sadashiv Peth, Pune, MH, India