



People Leadership Series

Week	Topic	Contents	Training Methodology	Training Hours
One	Highest Me	<ul style="list-style-type: none"> •Knowing one self •Improving confidence •Making a great first impression •Flexibility •Assertiveness •Handling pressure 	<ul style="list-style-type: none"> •PPT •Discussion •Role plays •Activities •Individual exercises •Movie clips 	8 Hours
Two	Managerial Effectiveness	<ul style="list-style-type: none"> •Self Actualization •Inspiration •Developing a vision & mission •Partnering with people •Relationship building •Trust •Team Building Skills •Nurturing & mentoring talent under you •Delegation •Integrity •Role Modelling 	<ul style="list-style-type: none"> •PPT •Discussion •Role Plays •Team activities •Movie Clips 	8 Hours
Three	Emotional Intelligence for Leaders	<ul style="list-style-type: none"> •Emotional intelligence •The two pillars •Knowing self and managing self •Knowing others and managing others •Motivation and Empathy 	<ul style="list-style-type: none"> •PPT •Discussion •Role plays •Pair activity •Movie clips 	8 Hours



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Four	Appreciative Inquiry	<ul style="list-style-type: none">•What is appreciative Inquiry•Why AI•What is appreciation•How to appreciate•What is Inquiry•Components of AI•Applications of AI at work•The power of AI•Assessments•Action Plan	<ul style="list-style-type: none">•PPT•Discussion•Role plays•Pair activity•Individual activity•Group assessments•Movie clips	8 Hours
Five	Situational Leadership	<ul style="list-style-type: none">•The development levels of team members•Leadership styles•Matching leadership style to developmental levels•Coaching•GROW model for coaching•Leadership behaviors	<ul style="list-style-type: none">•PPT•Discussion•Role plays•Self assessments•Movie clips•Group games	8 Hours



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Six	Drive For Results & Ownership	<ul style="list-style-type: none"> •Empowering team to work at full potential •Can do attitude •Adaptability in fast changing environment •Embedding delegation in the culture of the team •Role modelling desirable leadership traits •Commitment •Proactiveness •Execution focus •Courageousness •Creative problem solving 	<ul style="list-style-type: none"> •PPT •Discussion •Role plays •Pair activity •Individual activity •Movie clips 	8 Hours
Seven	Thought Leadership	<ul style="list-style-type: none"> •The innovation deficit •What is thought leadership •You - as the pilot at the wheel •How can one be a thought leader •Creative thinking •Critical thinking •Transforming thoughts of people around you •Influencing thoughts and therefore behavior 	<ul style="list-style-type: none"> •PPT •Discussion •Role plays •Individual activity •Group assessments •Movie clips 	8 Hours





Attitude & Behavior Series

Week	Topic	Contents	Training Methodology	Training Hours
One	Life Balance Training	<ul style="list-style-type: none"> • Analysis of what is important at work and at home • How to align this to organization's goals and methodologies • What is the current state of your work life balance • What are your hierarchy of needs • How to have fun with challenges • Goals setting & Time management tips to enjoy a work life balance 	<ul style="list-style-type: none"> • Discussion • PPT • Exercises • Self assessments • Action plan • Role plays 	8 Hours
Two	Coaching and Mentoring	<ul style="list-style-type: none"> • Working with high performers • Motivating low performers • Having critical conversations • Mentoring and career planning • Steps in the coaching process 	<ul style="list-style-type: none"> • Discussion • PPT • Case studies • Reflection • Action plans • Role plays 	8 Hours
Three	Building High Performing Teams	<ul style="list-style-type: none"> • Building a team culture based on trust • Encouraging interdependence • Guiding teams through various stages of growth • Handling team challenges • Motivating teams 	<ul style="list-style-type: none"> • Discussion • PPT • Team activities • Videos • Role plays 	8 Hours



Attitude & Behavior Series

Week	Topic	Contents	Training Methodology	Training Hours
Four	Change Management	<ul style="list-style-type: none"> •What is change •Drivers for change •Types of change, dimensions of change, preparing for change •Leading change •Communicating and implementing change 	<ul style="list-style-type: none"> •Discussion •PPT •Case studies • Action plans •Role plays •Projects /assignments 	8 Hours
Five	Transactional Analysis	<ul style="list-style-type: none"> •What is TA •The ego states •Ego state contamination and exclusion •Applications at workplace communications •Communication with awareness of TA •Leadership style and TA 	<ul style="list-style-type: none"> •Discussion •PPT •Reflection •Self analysis •Action plans •Role plays 	8 Hours
Six	Diversity & Cross Cultural Management	<ul style="list-style-type: none"> •Diversity & Culture - Values •Beliefs and perceptions •Attitude & Behavior - Depend on the culture •An insight into the major cultures •Respecting differences • Overcoming challenges of working in a culturally diverse environment 	<ul style="list-style-type: none"> •Discussion •PPT •Group activities •Videos •Role plays 	8 Hours
Seven	Winning Co-operation and Influencing Others	<ul style="list-style-type: none"> •Laws of persuasion •Assertiveness •Influencing skills •Working with stakeholders, peers, managers, team members, clients/customers 	<ul style="list-style-type: none"> •Discussion •PPT •Group activities •Videos •Role plays 	8 Hours



Leadership Series

Week	Topic	Contents	Training Methodology	Training Hours
One	Leading High Performance Teams	"How do I develop a high-performing team?" <ul style="list-style-type: none"> •Creating a unified vision •Promoting the power of cohesion •Setting clear standards & expectations •Consistently raising the bar for the team •Ensuring the team is reskilled and refit at periodic intervals 	<ul style="list-style-type: none"> •Discussion •Interaction •Case study •Movie clips •PPT 	8 Hours
Two	Leading with Impact	"How do I lead with impact?" <ul style="list-style-type: none"> •Ownership & responsibility •Focus & commitment •Embracing continuous growth •Authenticity, passion & commitment •Clear & precise communication •Being the best, passion •Moving from managing to leading 	<ul style="list-style-type: none"> •Discussion •Interaction •Case study •Movie clips •PPT •Assessments •Coaching •Evaluation 	8 Hours
Three	Leadership Styles & Levels	"How do I develop & enhance my leadership?" <ul style="list-style-type: none"> •Situational leadership: Using the leadership appropriate for the situation •Adaptive leadership of the 21st century •Transactional leadership: Conducting effective transactions with people •Transformational leadership: Embracing continuous development and transformation 	<ul style="list-style-type: none"> •Discussion •Interaction •Case study •Movie clips •PPT •Assessments •Coaching •Evaluation 	8 Hours



Leadership Series

Week	Topic	Contents	Training Methodology	Training Hours
Four	Coaching & Mentoring	"How can I coach & develop my team?" <ul style="list-style-type: none"> •What is coaching? •Coaching skills & competencies •Stages of a coaching relationship •Coaching assessments •Tools to coach •Creation & monitoring of individual development plans 	<ul style="list-style-type: none"> •Discussion •Interaction •Case study •Movie clips •PPT •Coaching •Evaluation 	8 Hours
Five	Key Leadership Competencies	<ul style="list-style-type: none"> •Courage •Vision •Ownership •Inspiring followership •Decision-Making •Entrepreneurship •Accountability 	<ul style="list-style-type: none"> •Case study •Movie clips •PPT •Coaching 	8 Hours
Six	Case Studies	<ul style="list-style-type: none"> •Case Studies •Self analysis of all that has been covered in the first 5 weeks 	<ul style="list-style-type: none"> •Discussion •Interaction 	8 Hours
Seven	Attitude, Behavior, Skills	<ul style="list-style-type: none"> •Humble leadership •Qualities, attitudes and behaviors of a level 5 leader •Self assessments •Personality profiling •Evaluation •Personal action plans 	<ul style="list-style-type: none"> •Discussion •Interaction •Case study •Movie clips •PPT 	8 Hours

