

MID-CAREER TRAINING PROGRAM

OUR APPROACH

Understanding the organization and its functioning was the first step in creating the content to be delivered for the modules. Getting insights into the day to day challenges and their operational context helped devise a unique program that catered to the specific needs of the Institute.

The following data collection methodology was adopted to develop the content for the module –

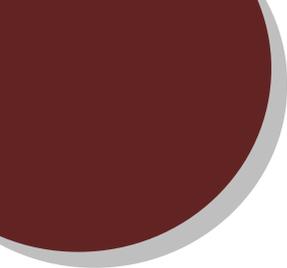
Long Interviews were conducted with Leadership Team of the institute to gather much needed information regarding the Police duties and responsibilities, the operating context, the various stakeholders and the specific needs to be catered to. Those interviewed included, the Director and the Joint Director of the Institute along with the Deputy Director of MCTP.

This information was collated and analyzed to handcraft the three modules for the five-day training session.

CLIENT

The country's premier Police Training Institute approached Par Excellence to help widen the perspectives of the senior officers on leadership excellence with a focus on people leadership.

Par Excellence designed and delivered a five-day session as a part of the Mid-Career Training Program to broaden the top officers' (participants) perspectives towards leading, driving change and strategizing in the policing context, within the purview of the existing limitations.



SOLUTION OVERVIEW

A Five-day module was designed for the participants of the Mid-Career Training Program, two days each on Leadership Development and Change Management and one day on Strategy Management. These sessions were replete with framework specific case examples from the policing context, psychometric instruments and videos to elicit a healthy dialogue and exchange of ideas fostering learning in the process.

Engaging world class foreign faculty gave the participants a peek into the policing practices followed across the globe, thus widening their horizons.

BUSINESS BENEFITS

The intervention broadened the participants' perspectives by providing a deeper insight into themselves, their areas of strength and improvement and equipped them with implementable takeaways. It introduced them to effective tools and frameworks on Change and Strategy which added onto their knowledge and expertise at the current stage in their careers. This intervention further helped them to work on elements that hold back their full fructification within the boundaries and limitations they operate in.



“ I am richer in terms of self assessment and the power to introspect and analyze ”



CONTACT US

Par Excellence Leadership Solutions Pvt. Ltd.

+91 22 2763 6695

contact@parexcellence.org