

Leadership-Excellence and Advancement Program: Building Leadership Pipeline

CLIENT

This Program is being conducted for the Plant and Functional level leaders of the India Division of a global manufacturing company specializing in fiber-glass and other composite materials. They have a presence across various countries.

INTERVENTION

The intervention was an indigenous leadership enrichment Program with an integrated approach. This multi-part intervention spread over eight months with a total of fifteen days of classroom training is being delivered in five parts of three days each. The intervention has the following components -

- Diagnostics to customise the intervention
- 360 Degree Feedback and Coaching
- Five-part Training Courses and Guest Lectures
- Live Projects
- Quizzes and Assignments
- Structured Individual Developmental Plan/ Effectiveness Measures
- Evaluation and Certification

OBJECTIVES

- To create a leadership development infrastructure for sustainable excellence in the organization
- To develop leadership skills critical for professional and personal excellence
- To develop cross-functional capabilities for leading at the highest level
- To identify, train, develop and retain high potential talents of the organization
- To create a personal roadmap and template for developing themselves and the team

CLASSROOM COURSES

- Managing Change
- Leadership and Team Excellence
- Strategy Management
- Customer Centricity
- Business Alignment: Bottom-line Impact
- Project Management
- Human Resource as Capital
- Operational Excellence
- Supply Chain Management
- Value Chain to Value Addition to Value Creation
- High Stake Decision Making
- Achievement Orientation