



Senior Executive Development Programme in

# Transformational Leadership for CXOs

**Duration**

8 Months

**Platform Orientation**

Sunday, 17 August 2025

**Class Start**

Sunday, 24 August 2025

**Batch**

8<sup>th</sup>

**Class Days/Timing**

Sundays from 09.00 a.m. to 1.30 p.m. IST

# Overview

In an era defined by complexity, uncertainty, and unrelenting pace, today's senior executive is expected to be more than a functional expert—they must be a **force multiplier**: someone who can lead themselves, inspire their teams, and shape organizational culture.

Yet, the very leaders responsible for transformation often overlook their own development. As roles broaden and responsibilities deepen, competencies that once served them begin to stagnate—rooted in mental models no longer fit for purpose. This programme offers a structured yet introspective journey to **renew, reframe, and realign leadership from the inside out.**

Through carefully curated modules, participants will:

- Reconnect with the **core purpose** of their leadership—beyond deliverables and KPIs;
- Examine and unlearn outdated assumptions, beliefs, and reactive patterns;
- Build **emotional steadiness** and **relational depth** to lead with authenticity and composure;
- Apply insights from **neuroscience, behavioral science, and mindfulness practice** to real-world leadership challenges;
- Engage with frameworks that cultivate presence, perspective, and psychological flexibility hallmarks of wise leadership.

The recent experience of navigating the COVID-19 crisis has only amplified the call for **inner mastery**. The ability to regulate emotion, model steadiness, and inspire calm under pressure is no longer optional—it is essential. Our **Holistic Mindfulness** module draws upon clinically validated practices and contemporary science to equip leaders for sustainable excellence—personally and professionally.

As Yoda wisely said: *"You must unlearn what you have learned. Do or do not. There is no try."* This programme is not about marginal gains. It is an invitation to step into the next orbit of your leadership journey.

With over **300+ participants across the previous seven batches boasting 6500+ years of collective experience**, the results have been not just developmental—but transformational.





# Programme Highlights

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## Certificate from XLRI Jamshedpur

Opportunity to earn a Certificate of Completion from XLRI, ranked #9 among Management schools in India by NIRF 2024 and ranked 1st among all private colleges by IIRF Ranking 2024 and Outlook ICAR Ranking 2023.

## Networking & Cohesion at Campus

2 on-campus immersions of 3 days each at the commencement and culmination of the programme, that, in addition to experiencing the campus, allows participants to interact with faculty and fellow participants, build cohesion in the batch and pave the path to stronger meaningful connections even beyond the programme.

## Actionable and Immersive Learning

Practical discussions based on one's professional experience along with self-assessment and reflection surveys are structured to provide ample opportunities for the participants to look at their past with a fresh set of eyes and apply the learnings for a stronger future going forward. The programme's experiential pedagogy ensures that each concept is immediately applicable to day-to-day leadership contexts.

## Personal and Professional Integration

Participants engage deeply with concepts that align with their lived leadership journeys—connecting academic frameworks with on-the-ground realities. A series of self-assessments and guided reflection exercises allow participants to reframe past experiences and reimagine future leadership possibilities.

## Qualify for Executive Education Alumni Status

Opportunity to qualify for and earn the prestigious Executive Education Alumni status of XLRI upon registering on XLRI's Executive Alumni portal and paying a one time registration fee of Rs.20000 + GST after successful completion of the programme.

## Optional 360° Leadership Assessment

For those seeking deeper insight, a structured multi-rater feedback process—available at an additional cost—offers a personalized leadership profile based on feedback from supervisors, peers, and direct reports.

## Cross-Industry Peer Learning

Group assignments and live interactions foster strong peer networks across diverse sectors and leadership backgrounds.

## Guidance from Experienced Faculty

Sessions are led by XLRI faculty with extensive corporate education and coaching experience, offering strategic insights and real-world relevance.

# Syllabus

## 1 On-Campus Component 1 (3 days)

A deep immersion to anchor the leadership journey in inner clarity and contextual understanding.

- **Reimagining Multitasking:** Rethinking productivity through focused attention and intelligent prioritization
- **The Changing Arena of Leadership:** Navigating volatility, complexity, and emerging paradigms
- **Self-Mastery:** Honing the leader's most essential instrument—oneself

## 2 Programme Coverage via Live Virtual Sessions

Structured over modular sessions to integrate insight with sustained reflection and practical leadership application.

- **Mindful Leadership** (A distinctive pillar of the programme)
  - **Cultivating Presence:** Attention and the Now
  - **Understanding the Mind:** Automaticity of Thoughts and Emotions
  - **Judgments in Life:** Recognising and releasing the reflex to label
  - **Accepting What Is:** Embracing the Present Moment without resistance
  - **Clarifying Intent:** Exploring Goals and Gratitude
  - **Quieting the Inner Critic:** Cultivating Compassion and Self-Kindness
  - **Reframing Identity:** The Ego as Story and Process – Transcending the Self
  - **Sustaining Practice:** Continuing Mindfulness in Daily Leadership
- **Leading Self and Others**
  - **The Leadership Essentials:** Craft, Context, and Character
  - **The Emotional Dynamics of People-Mastery**
  - Cultivating a **Growth Mindset** for Personal Excellence
  - **The Journey to Transformational Leadership**
  - Leadership for **Competitive Advantage**
- **Leading with Cultural and Ethical Anchors**
  - **Elements of Outstanding Leadership – Insights from the Indian Experience:** Drawing from Swadharma, Swabhava, and Karma Yoga for Exceptional Outcomes
- **Psychological Resilience & Organisational Influence**
  - **Stress Resilience** for Exceptional Results
  - Embedding **Motivation** and Inspiring Action
  - Overcoming **Communication Challenges**
  - Exercising **Power and Influencing** with Integrity
  - **Political Savvy:** Assessing and Using Political Capital – Lessons from Behavioural Science
  - **Coaching Conversations** for Leadership Development

## 3 On-Campus Component 2 – Valedictory Module (3 days)

Reflective consolidation and intentional closure to propel forward momentum.

- Mapping **Developmental Networks**
- Leveraging **Opportunities-in-Place** for On-the-Job Leadership Development
- **Lessons of Experience:** What Truly Shapes Great Leaders
- Being Well: Enhancing **Psychological and Physical Well-Being**
- **Appreciative Inquiry Summit:** Looking Back, Surging Ahead

### On-Campus Component

The programme includes two immersive on-campus modules designed to deepen cohort connection, facilitate experiential learning, and anchor the transformational journey.

The **exact dates for these residential immersions** will be communicated well in advance to allow participants to plan their travel.

In light of our recent experiences with the COVID-19 pandemic, the scheduling and format of these modules will remain responsive to public health conditions at the time. Should in-person gatherings become impractical, the on-campus components will be **seamlessly transitioned to extended virtual formats**, with additional live sessions conducted on **Sundays and supplementary Saturdays**, ensuring continuity of learning and cohort engagement.





# Eligibility

- Educational Qualification
  - For Indian participants: A graduate degree (10+2+3) or a diploma (10+2+3) from a recognized university or institution approved by UGC/AICTE/DEC/AIU/State Government.
  - For international participants: A graduate or equivalent degree from a recognized university or institution in their respective country.
- Professional Experience
  - A minimum of 15 years of full-time work experience, with demonstrated leadership responsibilities
- Personal Readiness
  - A sincere desire to introspect, grow from within, and engage with the personal dimensions of leadership to address both internal and external challenges.

## Who Should Attend

- Mid to senior leaders aiming to step into CXO or enterprise leadership roles
- Current CXOs managing cross-functional portfolios and strategic initiatives
- Functional or departmental heads responsible for leading diverse, multi-level teams
- Business unit leaders with P&L accountability and transformation mandates



# Pedagogy

The programme employs a rich blend of instructional methods to foster deep learning, critical reflection, and practical application.

- **Live Online Sessions**

Core instruction is delivered through synchronous, faculty-led sessions, broadcast in real-time to participant desktops or designated classrooms. These sessions are interactive and anchored in XLRI's commitment to academic rigor and practitioner relevance

- **Experiential Learning**

The pedagogy draws on a diverse mix of teaching modalities, including case studies, role-plays, self-assessments, peer reflections, and guided experiential exercises—designed to translate insight into actionable leadership behaviors.

- **Learning Support Platform**

All participants are provided access to XLRI's Cloud LMS, which serves as a central hub for learning materials, assignments, case studies, and assessments. The platform also facilitates asynchronous engagement with faculty, allowing participants to raise questions and receive support beyond the live classroom. The session recordings will be hosted on Veranda's platform which also provides session joining instructions and related trouble-shooting.

- **Cohort Engagement**

A dedicated WhatsApp learning community supports real-time collaboration, idea-sharing, and ongoing dialogue between faculty and participants—deepening both peer learning and faculty interaction.

This multi-modal approach ensures that learning is engaging, applied, and sustained—not just during sessions, but throughout the participant's leadership journey.



# Programme Director

*Dr. Manish Singhal*

B. E. (Mechanical), PGDM (Finance),  
Fellow (Ph.D.), IIM Calcutta



Dr. Manish Singhal brings to this programme an **eclectic, interdisciplinary leadership journey** that blends engineering precision, financial acumen, behavioral depth, and a lifelong inquiry into human potential.

With academic credentials spanning **mechanical engineering, finance, general management, organizational behavior, and sociology**, he uniquely integrates field experience in **anthropology, archaeology, journalism, and yoga—as both sādhanā and therapy—to approach leadership not just as a skillset but as a practice of inner alignment and outer influence.**

His diverse professional background includes **chemical plant operations (J.K. Synthetics), event management, administrative leadership, and immersive training in holistic personality development.** Notably, Dr. Singhal dedicated six years, between his MBA and PhD, to full-time **missionary work in Man-Making and Nation-Building**, an experience that profoundly informs his unique capacity to engage with **the existential challenges of leadership** and facilitate personal breakthroughs across levels of seniority.

Over the past **18+ years at XLRI**, Dr. Singhal has taught flagship MBA courses including Individual Behaviour, Managerial Counselling, Negotiations, Group Behaviour & Leadership, and a variety of electives on **individual, group, and systemic dynamics underlying leadership effectiveness.** He has also supervised doctoral research on themes such as Leadership Emergence, Moral and Spiritual Leadership, Mentoring Processes and Outcomes, and Spousal Network Overlap in Organisational Networks. His current doctoral students are working on the topics of Mindfulness and Platform Organizations' identities.

A **sought-after facilitator and executive coach**, Dr. Singhal has designed and directed several of XLRI's signature open-enrolment Management Development Programmes, including:

- Leadership Excellence through Self-Discovery
- Emotional Intelligence & Interpersonal Skills
- Business Acumen for Leadership Excellence
- Interpersonal Effectiveness through Communication Skills
- Managerial Effectiveness through Self-Awareness
- Beyond Coping: Thriving under Stress in the Workplace
- Leading Teams to Synergy

**His leadership interventions have transformed professionals across industries, levels, and geographies — creating reflective spaces that empower leaders to realign their inner compass while elevating organizational outcomes.**



# Assessment, Certification, & Executive Education Alumni Status

To ensure deep engagement and meaningful learning, the programme includes a continuous assessment framework designed around reflection, participation, and applied insight.

## Attendance Requirement:

A minimum of **70% attendance** in live, synchronous sessions is mandatory for programme completion.

## Evaluation Components:

Assessment will be based on a combination of:

- **Daily Diaries and Reflective Journals**, designed to promote personal insight and sustained self-inquiry;
- **Individual assignments** that connect programme themes to leadership contexts;
- **Sub-group projects** and peer collaborations that reinforce collective learning.

These components are intentionally structured to **foster continuity, introspection, and accountability** throughout the leadership journey.

## Certification Criteria:

- Participants who **complete at least 80% of the assignments** (to a satisfactory standard) and meet the **attendance requirement** will be awarded a **Certificate of Successful Completion** by XLRI.
- Participants who **complete at least 50% of the assignments** and meet the attendance requirement will be awarded a **Certificate of Participation** by XLRI.

## Executive Education Alumni Status:

The candidates who receive the Successful Completion certificate are qualified to apply to the XLRI Alumni Association for Executive Alumni status of XLRI – Xavier School of Management. A one-time Executive Alumni Membership fee of ₹20,000 + GST will need to be paid during the application process.





# Programme Feature



## Live and Synchronous Learning

Live and synchronous instructor led classes imparting interactive and real time learning from eminent faculties from XLRI.



## Convenient Class Schedule

Live classes are scheduled to suit working professionals.



## Practice Based Learning

Gain practical knowledge through case study discussions, class exercises, individual or group activities and peer to peer interactions.



## Learn from the Best

Lectures imparted by eminent faculty from XLRI.



## On Campus Visit

Make 2 visits to XLRI's Jamshedpur campus at the commencement and culmination of the programme to attend in person classes and network with your faculty and fellow participants.



## Access to Recorded Sessions

Subsequent to the live synchronous classes, participants can access the recorded sessions for review and revision as and when needed.



## Financing Options

Speak to our academic counsellors to know more about the loan and financing options offered by multiple Finance Partners.

# Programme Fees

## Total Programme Fees

**INR 2,98,000 + TAX / USD 5800**

Above fee includes boarding/lodging charges at XLRI Campus for both the on-campus sessions.

## Payment Options

Options I	Options II	Options III
Make an upfront payment of the full programme fee of <b>Rs.2,98,000 + GST</b>	Pay <b>Rs. 65,000 + GST</b> at the time of registration and avail a loan/financial assistance on the remaining <b>Rs. 2,33,000 + GST</b>	Make payments as per the Instalment structure provided below.

Instalment Options			
Instalment	Fees in INR	Fees in USD	Payment Due Date
Instalment 1	Rs.65000 + GST	USD 1300	On or before Registration Date
Instalment 2	Rs.65000 + GST	USD 1300	On or before 08 August 2025
Instalment 3	Rs.84000 + GST	USD 1600	On or before 05 November 2025
Instalment 4	Rs.84000 + GST	USD 1600	On or before 05 January 2026

# Batch 7 Campus Immersion





# Testimonials



**Sunil Padmanabhan**

**Associate General Manager at Asian Paints**

The TL programme has been a truly transformative journey. It enhanced my self-awareness, emotional intelligence, and mindfulness—while grounding leadership in Indian knowledge systems and principle-based values. Professor Manish's energy, preparedness, and passion made each session insightful and deeply engaging.

Grateful to XLRI and my organization for enabling this experience. I highly recommend this one-of-a-kind programme to aspiring and current leaders across the globe.

**Soma Roy Sarkar**

**Director of Operational Excellence**

TL programme changed my life for good. It taught me to look at myself, my job, my aspirations, my personal relations from a totally different angle. It's as if finally I developed a vision for myself, I could pop up my head from the rat race and breathe some fresh air, feel the vast sky above me and learn to love everything around me including myself. Few lessons learnt in this course are ingrained for life and I follow till date.

It's as if my go to safe heaven whenever in doubt or whenever I am confused. This course is useful for everyone and everyone will have something to cherish forever from here.



**Dipanwita C**

**Head of Human Resources, RR Donnelley**

The transformational leadership programme of XLRI has been a life-changing experience for me. The programme integrates the Indian and the Western philosophical perspectives that has profoundly transformed both my personal and professional life. The learnings helped me to align my actions with my core values, fostering greater inner peace and mindfulness. I learned the significance of self-awareness, ethical conduct and the pursuit of a higher purpose following the Indian and

Western philosophy. This comprehensive programme has enriched my relationships, improved my leadership capabilities, and significantly boosted my overall sense of fulfilment and purpose in both personal and professional realms.

# About the Institute

XLRI, the oldest B-school in India, was founded in 1949 by a few visionary Jesuit Fathers to bring a change in the economy and society at large. The institute always strives to be a management school with a difference. Pursuit of academic excellence and fostering whole-person integral growth of students has been the hallmark of XLRI for over six decades.

XLRI Jamshedpur ranking is one of the best among the private MBA colleges. Jamshedpur, established in 1949 is one of the oldest B-Schools in India. It has been ranked 9th by the NIRF Ranking 2024. It is among the top private B-Schools with 1st rank by IIRF Ranking 2024 and Outlook ICAR Ranking 2023.

XLRI is well known for its flagship PGDBM programme and is ranked 85th by the Financial Times for Masters in Management (MIM) in 2023. According to the QS World ranking, XLRI has been ranked for Masters In Management (MIM) as 5th in India and 13th in Asia.







Programme by



**XLRi**

Xavier School of Management

For the greater good



**XLEAD**

XLRi Leadership Education and Development

Admission Partner

**Veranda**  
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Contacts



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