



Executive Development Programme in **Transformational Leadership**

- » Batch: 7
- » Duration: 8 Months
- » Class Start: 04 August 2024
- » Class Days/Timing: LIVE sessions on Sundays from 09.00 a.m. to 1.30 p.m. IST

Overview

A senior corporate executive, facing the relentless pace of business, is expected to be a “force multiplier” today! It thus becomes imperative for the executive to be firmly grounded – while staying in control of one’s context – in the pursuit of leading oneself, one’s team, and one’s organization to greater heights of accomplishment and performance.

While the maturing executive does come to terms with the cross-functional requirements of the widening ambit of one’s roles and responsibilities, it is usually in investing in one’s competencies and capabilities that one falls short. One’s competencies may thus get taken for granted. These capabilities, at their root, spring from the mental models that no longer meet the tests of the times.

This program helps aspiring senior leaders take a hard close look at themselves and reassess their preparedness to handle the increasingly complex world beset with a multitude of challenges and opportunities. A broad-based exposure to the many opportunities available at leading oneself, one’s teams, and the organization shall doubtlessly lead the way to a healthier, happier, and more engaged workplace that continues to deliver exceptional results.

Our recent struggle with the COVID-19 pandemic has highlighted the need to manage one’s inner world effectively. Not only must the senior executive maintain one’s composure, but he/she must also role-model the unshakeable calming center to inspire one’s team.

Carefully designed modules shall expose the participants to the distilled wisdom from various fields, including neurosciences, management, behavioral sciences, and psychology, to lead healthy organizational cultures that deliver. The content is rooted in cutting-edge mindfulness, scholarly research, practitioner field experiences, and clinically proven methodologies. We will appreciate why the Harvard Business Review calls mindfulness the “must-have skill for executives” and how to leverage the same for extending one’s well-being along with that of our colleagues, teams, and organizations. The Holistic Mindfulness training module is a science- and practice-based technology for catapulting your personal and professional lives into the next orbit. As we refine our perceptions of the external and internal stimuli, a greater sense of mastery enables overall well-being and efficacy leading to eventual transformation.

As Yoda wisely said, *“You must unlearn what you have learned.... Do or do not. There is no try.”* Let us invite you to a journey that will transform how you look at yourself, life, and the world. Transformational results, both internal and external – as experienced by 270+ participants with a cumulative professional work experience of 6000+ years in the previous batches – shall surely follow.

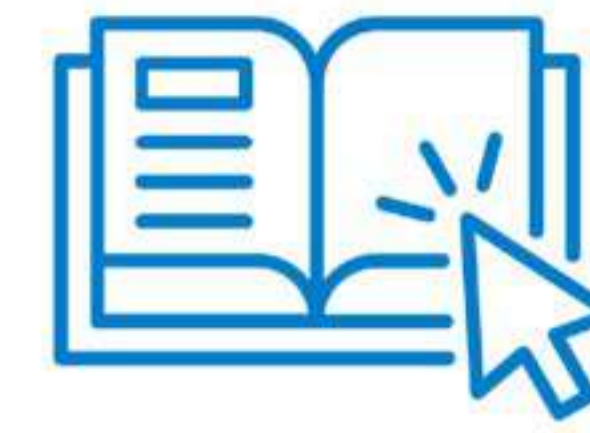


Program Highlights



Certificate from XLRI Jamshedpur

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



Peer Learning

Many group assignments and exercises contribute towards networking with and learning from worthy classmates from other sectors and industries.



Engaging Pedagogy

The program is uniquely designed such that participants can connect the topics with their current day-to-day life and take away actionable guidance for the future. Faculty with significant corporate education and training experience deliver the sessions and handhold participants to derive action-oriented learnings.



Applied Learnings

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.



Soak in the Campus

2 on-campus immersions of 3 days each at the commencement and culmination of the program, 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 program.



Optional Leadership Assessment

Upon payment of an additional fee, leverage the option to participate in an integrated 360-degree leadership evaluation to assess your leadership. A personalized report will be prepared and shared with you based on the feedback you receive from your superiors, peers, and subordinates.



Syllabus

On-Campus Component 1 (3 days from 8-10 August 2024)

- Re-imagining Multi-tasking for productive efficiency
- The Changing Arena of Leadership
- Self-mastery – Honing the essential leadership instrument

Program Coverage via Live Virtual Sessions

- Mindful leadership
 - Attention & The Now
 - Automaticity of thoughts and emotions
 - Judgments in Life
 - Acceptance of the Present Moment
 - Exploring Goals & Gratitude
 - The Inner Critic and Compassion
 - The Ego: Self as Story, Self as Process, Transcending the Self
 - Continuing Mindfulness in Daily Life
- Engendering the Growth Mindset for Personal Excellence
- The Leadership Essentials
- The Journey to Transformational Leadership
- Leadership for Competitive Advantage
- Elements of Outstanding Leadership: Insights from the Indian Experience
- Leveraging Swadharma, Swabhava, and Karma Yoga for exceptional outcomes
- Stress Resilience for Exceptional Results
- The Emotional Dynamics of People-Mastery
- Embedding Motivation & Inspiration
- Overcoming Communication Challenges
- Using Power, Exercising Influence
- Assessing Political Capital for leading well
- Lessons from Behavioral Sciences
- Coaching conversations for development
- Celebrating Leadership

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

- Assessing one's Developmental Networks
- Leveraging Opportunities-in-place for leadership development
- Lessons of Experience: What to focus upon and where
- Being Well: Promoting Well-being
- Appreciative Inquiry Summit: Looking Back, Surging Ahead

On-Campus Component

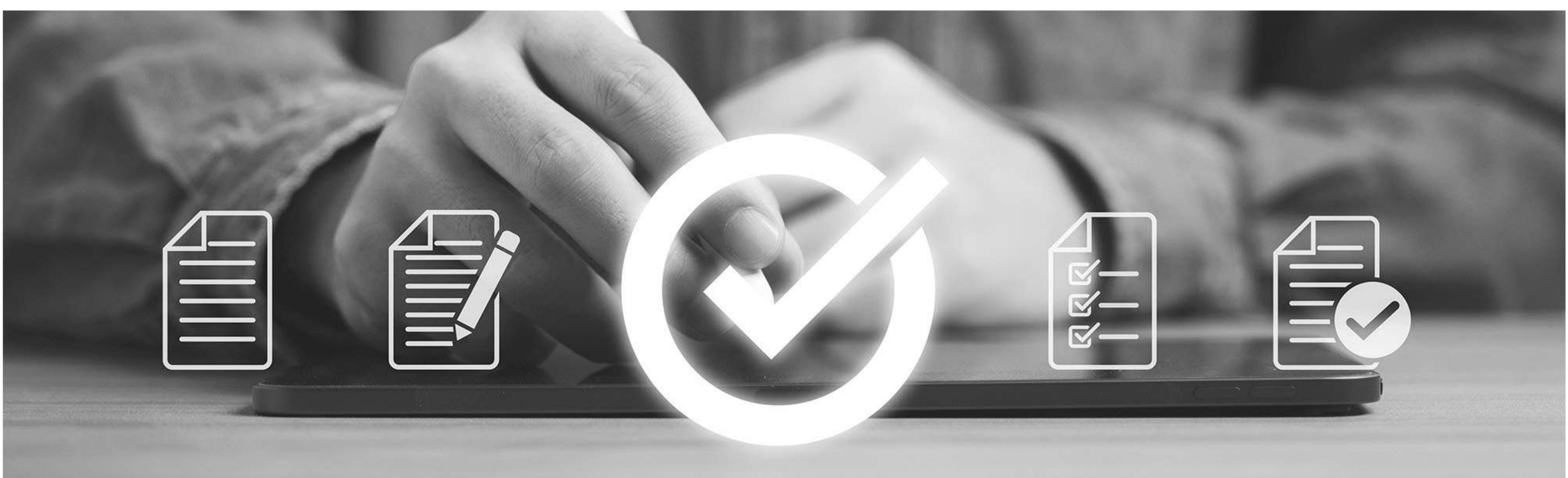
The dates of the on-campus immersion sessions will be communicated after the Jharkhand State Government permits Higher Education Institutions to conduct in-campus sessions and programs. Attendance in the On-Campus module is MANDATORY for all participants. The on-campus modules are subjected to the conditions that prevail at the point in time. Should the pandemic return, alternative options for the on-campus modules will be made available via online sessions scheduled as extended sessions on Sundays and additional sessions on Saturdays.

Eligibility

- For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline.
- For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country.
- Working professionals with a minimum of 15 years of work experience as of 01 August 2024.
- A keen desire to introspect and look within to seek answers for internal and external challenges.

Who Should Attend

- Mid to senior leaders seeking to break into the C-suite
- CXO's with cross-functional responsibilities
- Function and Department Heads handling diverse teams
- Business Unit Leaders with P&L deliverables





Programme Director



Dr. Manish Singhal

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

An eclectic profile with qualifications in mechanical engineering, finance, general management, organizational behavior, and sociology, along with field experience in anthropology, archaeology, journalism, and yoga as sadhana and therapy.

Dr. Manish Singhal has work experience in chemical plant maintenance (J K Synthetics, Jhalawar), event management, administration, teaching, and training in holistic personality development and various management functions and skills. In particular, he has six years of full-time experience as a selfless missionary dedicated to 'Man-making & Nation-building' that has provided the breadth of experience to relate to various human challenges and encourage the move towards actualizing one's potential.

At XLRI, over the last 17+ years, he has taught MBA courses on INDIVIDUAL BEHAVIOR, MANAGERIAL COUNSELING, NEGOTIATIONS, GROUP BEHAVIOR & LEADERSHIP, and individual-, group-, and organization-level issues that underlie Leadership effectiveness.

Dr. Manish has guided Ph.D. students in their theses on Leadership emergence; Moral & Spiritual Leadership; Mentoring processes and outcomes; and The Role of Spousal Network Overlap in Networks in Organizations.

As a renowned trainer, Manish has designed and directed several successful open-enrollment Management Development Programs at XLRI on a range of themes, 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" and "Leading Teams to Synergy." His services have been availed by corporates across sectors and hierarchies for upgrading and transforming their talent pipelines.

Certificate

A minimum of 70% attendance to the LIVE lectures is a prerequisite for completing this program. The evaluation components of the program would also include Daily Diary and Reflective Journal Assignments over and above other individual and sub-group submissions. These evaluations are designed to ensure continuous student engagement with the course and encourage learning.

Participants who complete 80% of the assignments satisfactorily and meet the 70% attendance criteria will be awarded a Certificate of Successful Completion by XLRI. Participants who complete 50% of the assignments and satisfy the 70% attendance criteria will be awarded a Certificate of Participation by XLRI.



Features

- » 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 program 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.

Fees

Total Programme Fees - **INR 2,95,000/- + GST**

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



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 2023. 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 program 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.





FOR MORE DETAILS

XLRI Website: <https://vil.xlri.ac.in>

Visit: verandahighered.com

Email: admissions@verandahighered.com

Call: +91 9810241746