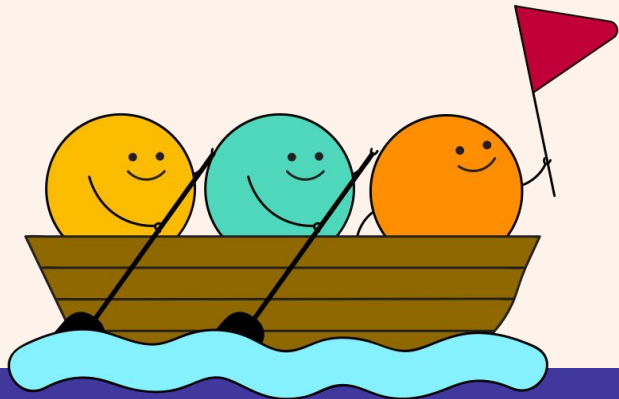


# Leadership Development





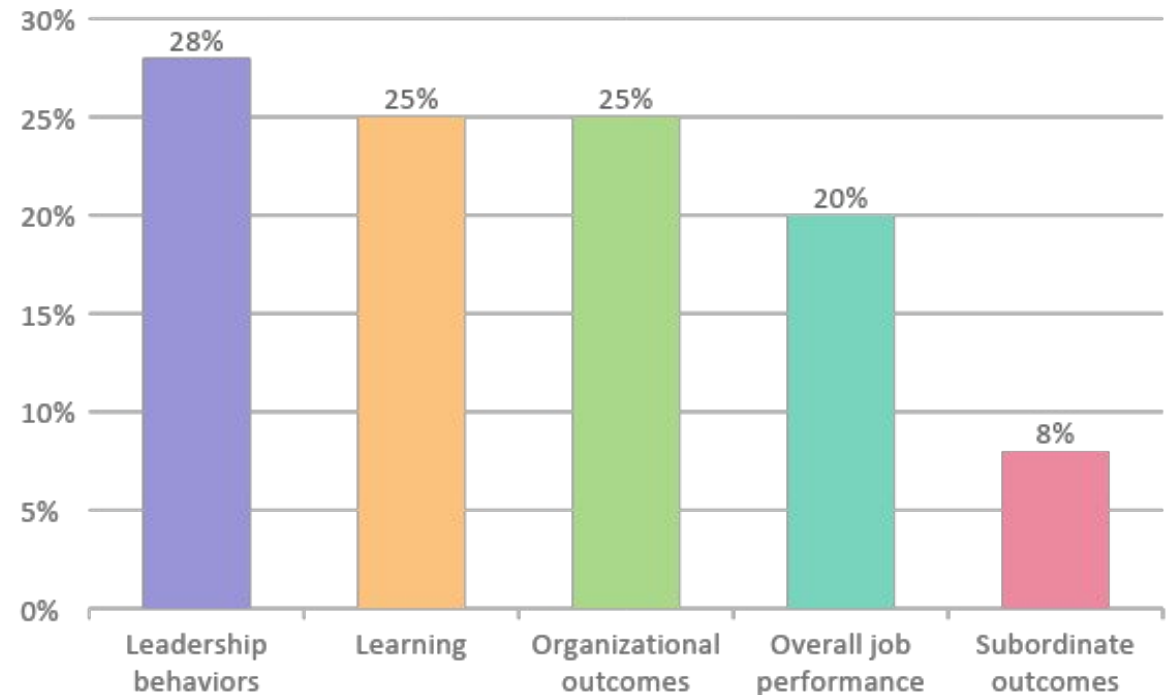
# Why Grow Managers into Leaders?

Leadership programs can be a strategic investment for organisations, as they improve overall organizational performance, and foster a culture of continuous improvement and growth.

Such programs can lead to cost savings by reducing turnover, improving efficiency, and avoiding costly leadership mistakes.

Beyond affecting regular business operations, in an ever-changing business landscape, the ability of leaders at every level to recognise and adapt to changing conditions can enhance competitiveness of the organisation. According to research, organisations that say leadership development is critical to their success are **29x** more likely to have a successful transformation than those where leadership is viewed as not important.  
– Harvard, 2018, 2023

Performance Improvement Due to Leadership Training



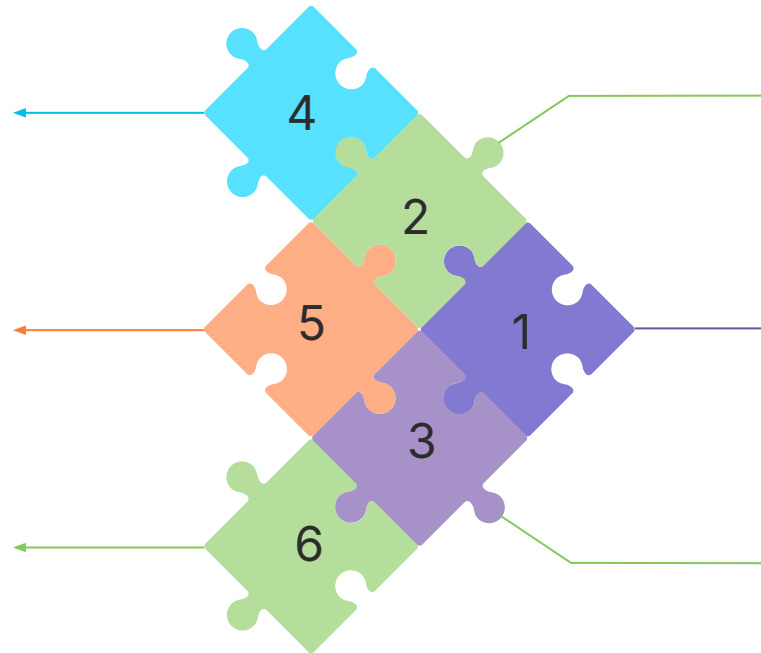


# 6 Reasons to Consider a Leadership Program

Improved use of authentic & people-first leadership

Boots employee retention, productivity, & performance

Drives culture alignment and grows people through coaching



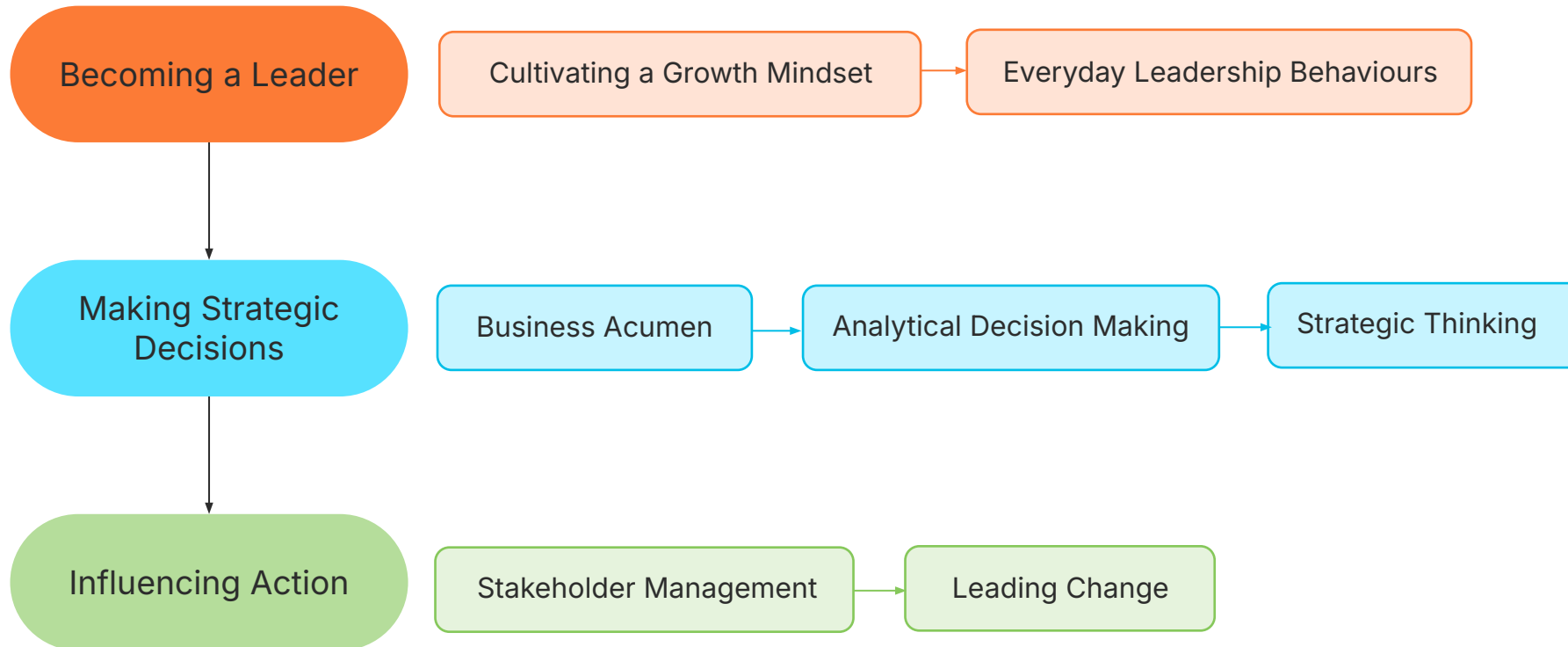
Enhanced strategic decision making for organisational growth

Enhanced big-picture thinking

Drives innovation and leads change



# Steps in Developing Leaders





# ADVANCE: The Manager to Leader Journey

Month 1

Month 2

Month 3

Month 4

Month 5

- Kick start journey
- Pre Assessment: 180 Degree Survey
- Psychometric Assessment: Emergenetics

## Becoming a Leader

- Pre-Work
- Full-Day ILT on Growth Mindset & Emergenetics
- Two Full-Day ILTs on The Leadership Challenge
- WA thru Learnworlds
- Group Reflection

## Making Strategic Decisions

- Self Paced Simulation on Build Your Business
- Two Full-Day ILTs on Strategic Thinking & Decision Making
- WA thru Learnworlds
- Group Reflection

## Influencing Action

- Pre-work
- Full-Day ILT on Stakeholder Management
- Full-Day ILT on Leading Change
- WA thru Learnworlds
- Group Reflection

- Reaching the Milestone
- Project Presentations
- Post Assessment: 180 Degree Survey

**WA** Workplace Application

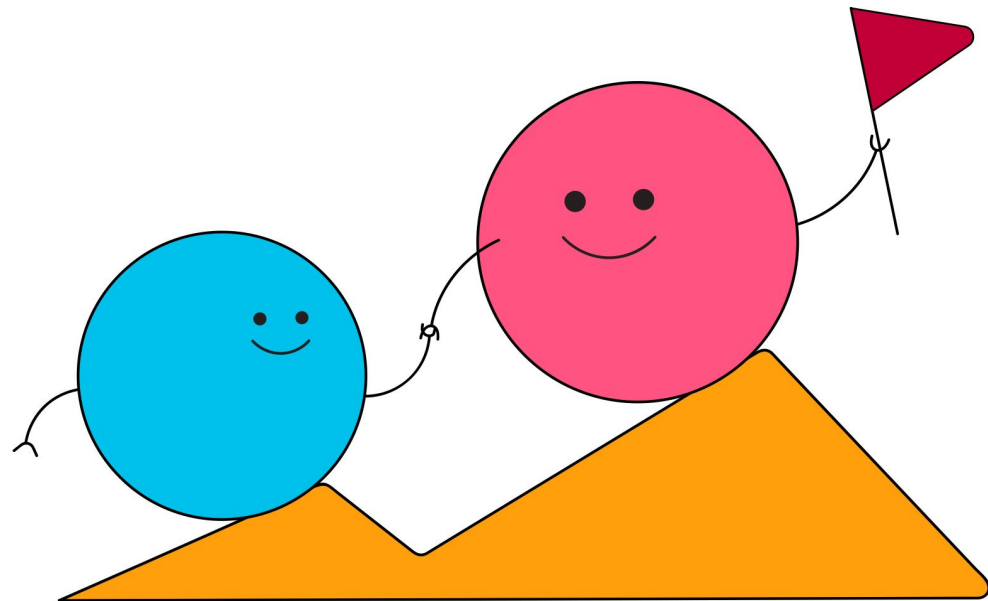
**LMS** Learnworlds

**SDP** Storified Digital Product (self-paced)

Duration:  
5-6 Months



# Journey Snapshot



Pre & Post 180 Survey Psychometric Assessment



Workshops contextualized to your organisation  
7 Full-Day Instructor-Led Workshops



Group Reflection  
3 Sessions



Self-Paced Post-Session Workplace Application Modules  
Self Paced Business Simulation



Optional: Internal Action Learning Project  
Project Support Provided

*\*Designed using learning principles from Dr. Will Thalheimer's L-TEM model for learning transfer design and measurement*



# Impact Measurement

**L1** Attendance

Know the topic

- Attendance captured for in-person and online sessions. Progress/completion on online reinforcement and workplace application activities captured through our LMS

**L2** Activity

Know the topic

- Whether learners were interested and participative
- Activity captured by accounts from facilitators
- FocusU would also share an engaging video of the participants.

**L3** Learner Perspective

Know the topic

- Quick feedback captured post each session. Captures learner satisfaction & learner's views about their understanding of the topic.

**L4** Knowledge

Know & understand the topic

- Knowledge quizzes conducted on LMS post sessions to reinforce content and gauge depth of understanding of the topic.

**L5** Decision Making Competence

Know, understand, analyse, & evaluate the topic

- Case studies & scenario-based activities through microlearning/ Storified Digital Products
- Practice-Based Learning modules
- Simulations
- Situational Judgement Tests

**L6** Task Competence

Know, understand, analyse, evaluate, & apply the topic

- Role plays for skill practice – peer feedback and facilitator observations

**L7** Transfer

Know, understand, analyse, evaluate, & apply the topic (in the work setting)

- Pre/post 180/360 degree assessments to gauge needle movement in terms of behaviours in the workplace environment
- Each learner to present their application, post the learning journey, in a pre-designed format (STAR framework).
- Abilities enhanced by group reflections.

**L8** Effect of Transfer

- Qualitative feedback from learners, managers, teams, etc. on impact of learning transfer and practice of new behaviours at the workplace and beyond
- Action Learning Projects

Based on the L-TEM Model by Dr. Will Thalheimer

What has FocusU designed in the space of leadership **programs**?

Here are a few of our bespoke solutions designed for our clients over the years...



# Case I: Automotive Technology Company

## Problem

To align with the Industry best practices on leadership the client organization decided to conduct an intervention for their senior leaders.

As every company is going through a digital transformation, and that employees are also under immense pressure, the journey recommended for these leaders is basis a Human Centered Leadership White paper and basis some of the challenges experienced by the Automotive sector in the last 18 months.

## Competencies Addressed:

- **Human-Centered Leadership**
  - Growth mindset
  - Self awareness, Emotional Intelligence & Empathy
  - Building Trust and Psychological Safety
  - An Inspiring Leader
  - Developing accountability
  - Delegation and coaching
  - Developing Resilience
- **Business-Centered Leadership:**
  - Critical thinking and problem solving
  - Better Defensible decisions
  - Customer centricity
  - Managing change
  - Execution Excellence

## Methodologies Used:

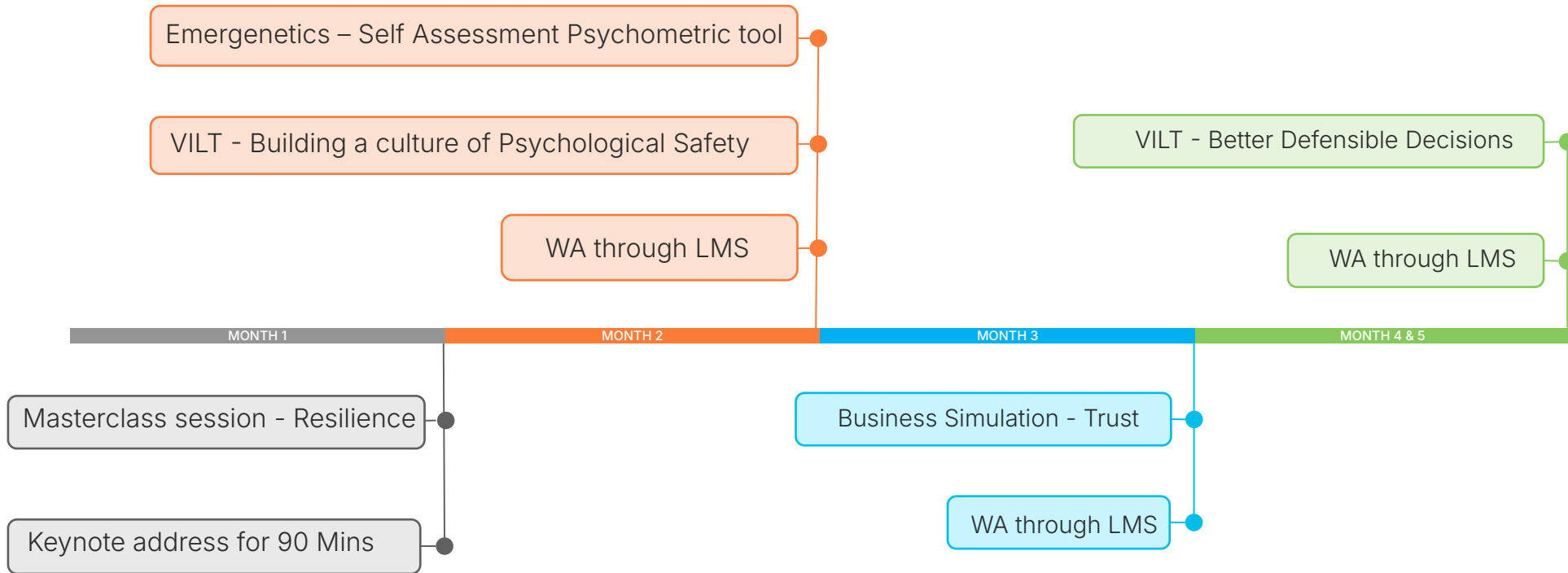
- Masterclass
- Virtual Instructor-Led Trainings (Facilitator led virtual workshops)
- Facilitator Led Business Simulation
- Self-Paced Courses

## Duration – 5 months

(FocusU recommended each session be not more than 3 hours considering the busy schedule of the leaders)



# Journey Snapshot



**WA** Workplace Application



# Case II: Water Purification Company

## Problem

The client organisation decided to conduct an intervention for the senior leaders in the organization to upskill them on crucial leadership competencies. The competencies to address were shared by the client. The journey began with emphasis on self-awareness and self-discovery. Subsequently, the journey unfolded through distinct phases, addressing Business and Financial Acumen, Strategic Orientation, and Coaching.

## Competencies Addressed

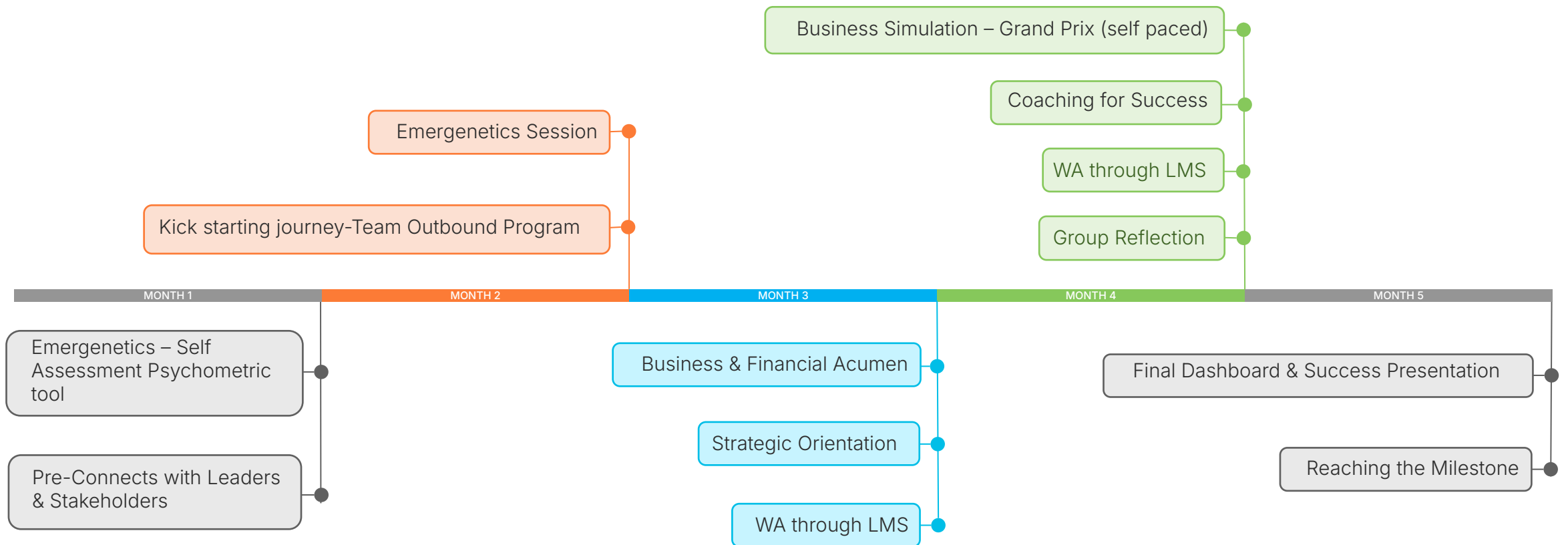
- **Business Acumen:**
  - Market Analysis and Customer Segmentation
  - Operational Excellence
- **Business Simulation:**
  - Strategic decision making
  - Risk Management
  - Result Orientation
  - Change Management
- **Financial Acumen:**
  - Understanding financial statements
  - Impact on ROA tree
- **Coaching for Success:**
  - Understanding and applying the GROW Model of Coaching
- **Strategic Orientation:**
  - Leading through big picture
  - Driving performances

## Methodologies Used:

- Assessments
  - Emergenetics Psychometric Assessment
- In-Person Instructor-Led Trainings
- Online Business Simulations
- Team building offsite
- Microlearning reinforcement & application on LMS
- Group Reflection Sessions

**Duration: 6 Months**

# Journey Snapshot



**WA** Workplace Application



# Case III: IT Healthcare Company

## Problem

The client organization was working on foundational leadership development for its directors and group project managers, recognizing their critical role in project success, organizational growth, and team development. They reached out to FocusU to conduct a development journey.

The competencies to address were shared by the client and spanned three areas:

- Leader as a designer
- Leader as a coach
- Leaders as a consultant

## Competencies Addressed:

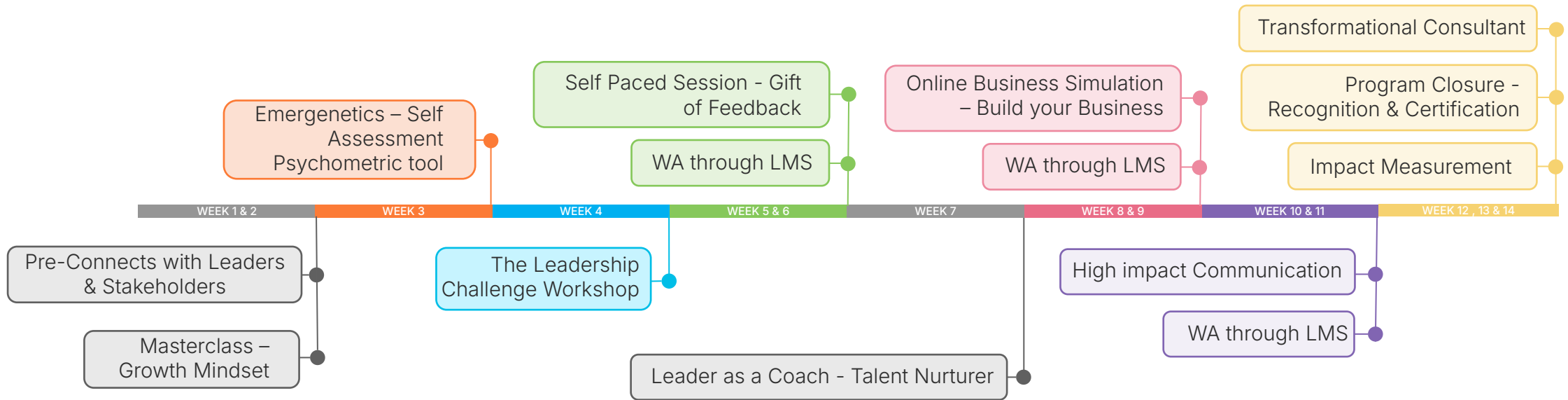
- **Impactful communication**
  - Giving Impactful feedback - S-B-I (Situation Behaviour Impact) Model.
- **Strategic Mindset**
  - Strategic Execution
  - Market Orientation
  - Execution Excellence
  - Inventory Management
- Cultivating innovation and agility
- Nurture high performing teams and driving results.
- Emotional intelligence

## Methodologies Used:

- Assessments
  - Emergenetics Psychometric Assessment
- Virtual and face to face sessions
- Online Business Simulations
- Microlearning reinforcement & application on LMS

**Duration: 14 Weeks**

# Journey Snapshot



**WA** Workplace Application

# Case IV: Global Confectionery Company

## Problem

The client organization aimed to focus on diversity, specifically related to the development of women. Around 70 women in the organization were nominated for a three month leadership journey. A foundational program on “Unconditional Bias” was planned for all the managers to build a culture of diversity and inclusion.

The objective of this journey was to develop and have more women leaders in the organisation and build a diverse leadership pipeline. The program focused on the unique needs and capabilities of women and provided the knowledge and support they needed to succeed in their roles as holistic leaders.

## Competencies Addressed

- **All managers: Understanding unconscious bias:**
  - Openness
  - Psychological safety
  - Awareness of Biases
  - Trust
- **Band 6 and above: (Radiating confidence and Transforming self)**
  - Personal branding
  - Time management
  - Conflict resolution
  - Influencing skills
  - Feedback skills
  - Network skills
  - Story telling
- **Band 8 And above: (additional topic covered for more seasoned leaders)**
  - Executive Presence

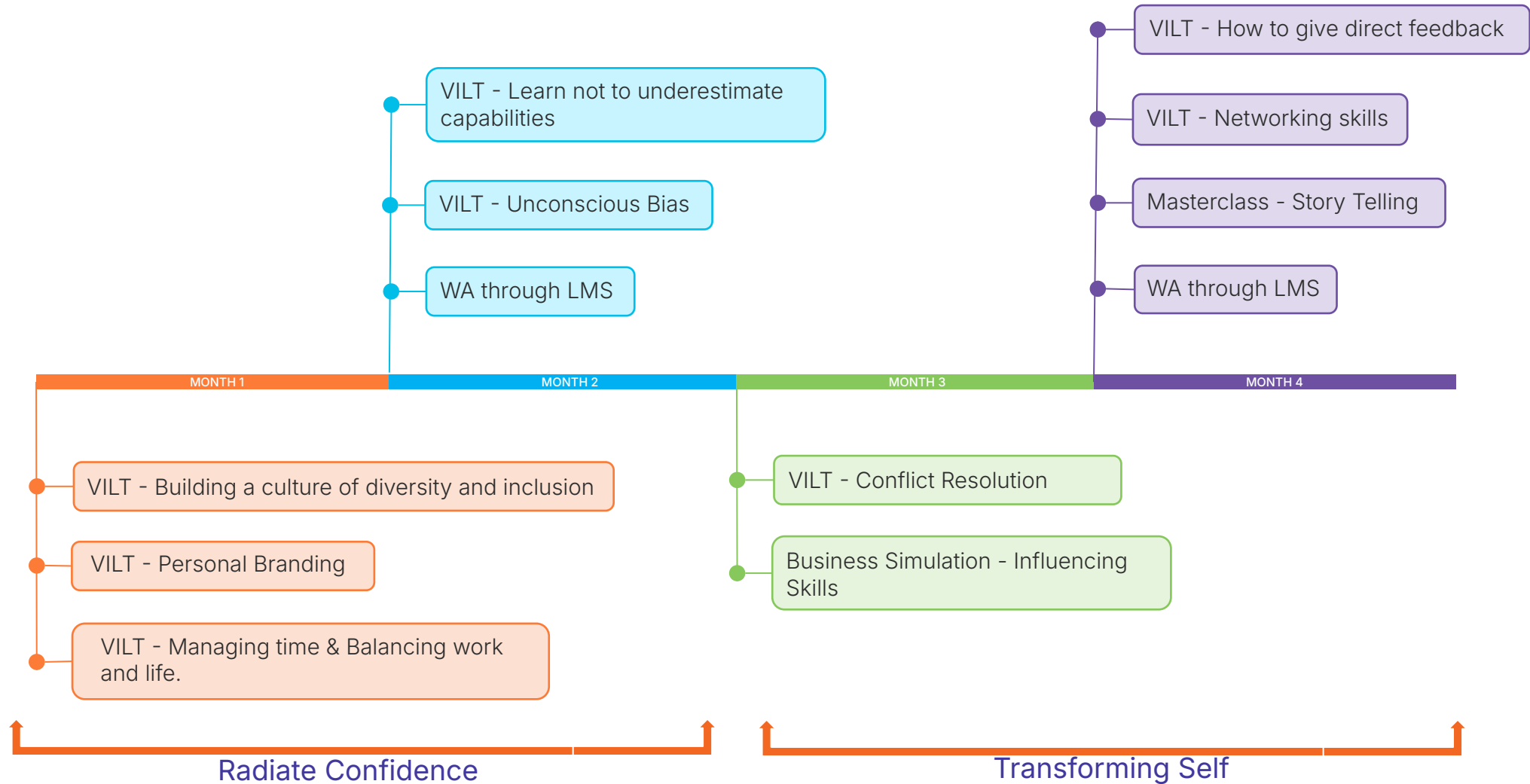
## Methodologies Used

- Masterclass
- Virtual Instructor-Led Trainings (Facilitator led virtual workshops)
- Facilitator Led Business Simulation
- Group Reflections

Duration: 5 months



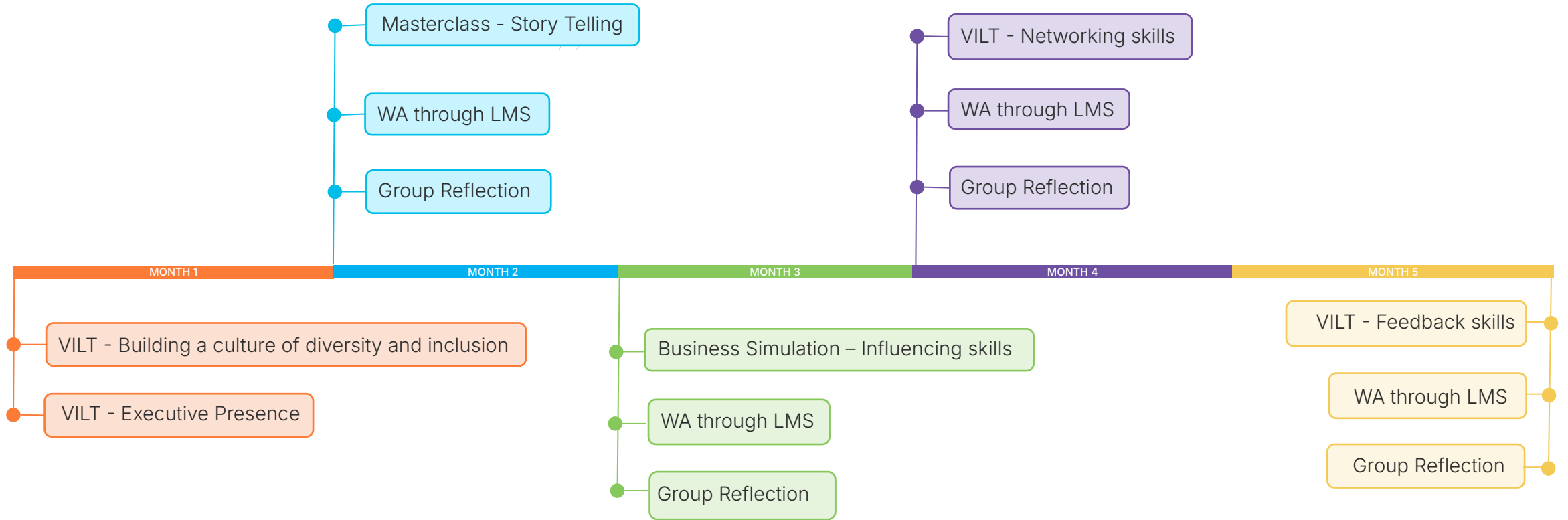
# Journey Snapshot - Band 6&7







# Journey Snapshot - Band 8 & above



**WA** Workplace Application



# Case V: IT Services and Consulting Company

## Problem

The Drive Program was designed to enable the associate managers of the client organization who are the bridge between the organization's strategy and execution to develop influencing and persuasion skills.

The areas of development were centered around three categories:

- Drive self
- Drive team
- Drive culture

## Competencies Addressed

- **Business Outcomes:**
  - Leadership skills
  - Relationship management
  - Strategic communication skills
  - Influencing skills
- **Learning Outcomes:**
  - Model The way
  - Inspire a Shared Vision
  - Challenge the Process
  - Enable Others to Act
  - Encourage the Heart

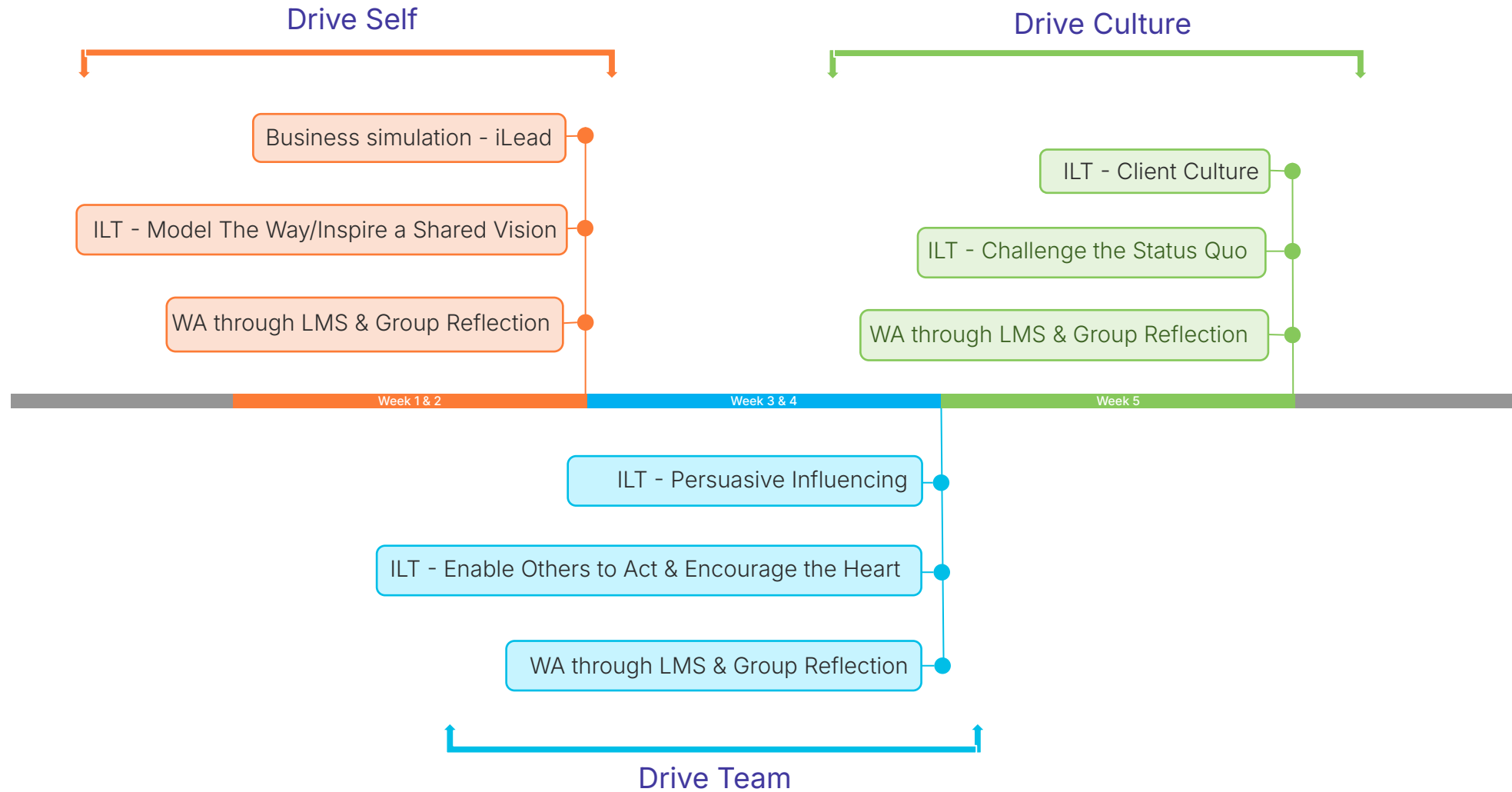
## Methodologies Used

- Business Simulation
- Experiential Facilitator Led sessions (Face to Face)
- Microlearning reinforcement & application on LMS
- Group Reflection Sessions
- Pre-work before every learning module

Duration: 5 Weeks



# Journey Snapshot



# What Do Our Clients Say About Our Manager Capability Development Programs?

"LEADING FOR SUCCESS" – One other brilliant session. Thanks a ton to CGI for creating a platform to explore. I thoroughly enjoyed the two day session! And I would like to share my experience with all of you who are keen

-Sumeetha  
Senior Software Engineer - CGI



This holistic approach offers a new decision-making framework that managers in a variety of enterprises, cultures, and countries are using to help ensure that the decisions they take are economically, socially, and environmentally sound. I recommend this course for both functional and technical leaders.

-Cory L. Smith  
American Express



My overall experience as a learning consultant was definitely perfect and I would surely recommend FocusU within my network. Content for the two series of workshops on Leadership challenge was apt for our new managers and added a lot of value.

-Upasna Bhatia  
Talent Management, BlackRock



"The messages of continuous learning and co-creation were brought out beautifully through the experiential activity, during our workshop with our Top distributors. "

-Ekta Kumar  
Lean and Continuous Improvement Lead- India,  
Shell Lubricants



Looking Forward  
To Partnering  
With You!

focus▶U

BE  
MORE!