



Leading Change and Transformation

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Overview

The whole paradigm of Corporate Leadership has been disrupted during the Pandemic. Professionals across the spectrum have been ruthlessly shaken and were forced to redefine their priorities. Fears and Desires have been rewritten. Never-imagined-possibilities have become realities. Technology, Social-media, and Mobiles have stamped its authority strongly, as never before.

We are at a stage wherein we just cannot hope for the past to return, nor can we redesign the past for the future! We need to design a totally new future!

What got us here, won't get us there!!

The plethora of opportunities around freelancers, solopreneurs, entrepreneurs, open-source components, WFH-toolkits, etc., have instilled a deep sense of freedom and passion among competent professionals. People have enjoyed the taste of being multi-dimensional. Desire and commitment to 'being employed' is certainly dropping visibly. Hence, the conventional Leadership Paradigms have died, for sure.

We must transform ourselves to be Transformational!

This module would allow the participants to understand the difference between influencing people to merely get the work done versus their ability to inspire different stakeholders by empowering their own Personal Powers, than the Leader's Positional Power!

Intended Audience

This workshop is intended for the senior leaders in different functions. This workshop serves organizations of different sizes and industries too. The examples and artifacts that will be used, are more suitable for Indian Leaders who aspire to grow themselves and their organizations to be global players.

Intended Learnings

The main take-aways are embedded in the "Preamble" stated above and in the session-wise topics as stated in the pages that follows. Primarily, the focus would be to shake-up, enable and empower the participants to lead and manage the new needs of being Transformational.

Session-1

Self-Leadership (Internalizing vs. Externalizing)

- ▶ Why do some people achieve much more than others, under trying conditions?
- ▶ Deeper ramifications of ambition and fear
- ▶ Managing deeply engraved insecurity/fear/anxieties
- ▶ Conquering Fear through Cheer
- ▶ Staying focused in a distracting environment

Pedagogy: Presentation, Discussions and Video Clippings/Analysis

Session-2

Defining and Building a Strong Culture thru Driving Change

- ▶ Driving Change
- ▶ ‘Organizational Culture’—the key accountability of a Leader
- ▶ Culture and Values
- ▶ How does culture connect with Vision/Mission?
- ▶ The criticality of deep investment into building a strong culture
- ▶ Roadmap to building a strong culture

Pedagogy: Presentation, Discussions and Video Clippings/Analysis

Session-3

Managing Relationships/Alignment

- ▶ The four pillars of ‘Relationships’
- ▶ Moving from service to engagements (across all stakeholders)
- ▶ Aligning stakeholders to a common Vision/Purpose
- ▶ Moving from appreciation to celebration
- ▶ Establishing trust remotely

Pedagogy: Presentation, Discussions and Video Clippings/Analysis

Session-4

Leadership Presence

- ▶ Why this competency is more relevant now, than before?
- ▶ IQ – FQ/EQ – SQ
- ▶ Triggering and hooking deep energies in people, online and offline
- ▶ High-impact articulation and listening, online and offline
- ▶ Top-5 self-defeating thoughts/ behaviours in establishing credibility

Pedagogy: Presentation, Discussions and Video Clippings/Analysis

Session-5

Strategizing and Driving ‘Execution Engine’

- ▶ The four pillars of Effective Execution
- ▶ Enabling and Empowering the different layers of execution
- ▶ Building deep pride into the execution team
- ▶ The power of ‘systems’ that drives the execution engine
- ▶ Key philosophy—profitability is everyone’s business

Pedagogy: Presentation, Discussions and Video Clippings/Analysis

Session-6 & 7

Managing Crucial Conversations & Negotiations

- ▶ What is Crucial Conversation?
- ▶ Outcome-Credibility Model
- ▶ Key Aspects that Make Others ‘Listen’
- ▶ Bargaining vs. Negotiating
- ▶ The Critical Roles of Logical and Emotional Triggers
- ▶ Effective Techniques in Navigating Crucial Conversations
- ▶ The Role of ‘Perceptivity’ in Judging Others

Pedagogy: Presentation, Discussions and Video Clippings/Analysis

Session-8

Power of 'WHY'—the Purpose behind Profits

- ▶ Why is the question 'why' so important?
- ▶ The power of Inspiring and Aligning a strong Vision across the organization
- ▶ How's Purpose different from Vision/Mission?
- ▶ How to enable and empower people to experience 'Self-actualization'?
- ▶ Loyalty and Commitment; key foundation

Pedagogy: Presentation, Discussions and Video Clippings/Analysis



Faculty

Srinivasan Ranganathan

Prof Ranganathan (Ranga) is a visiting faculty of Leadership in Executive Education Programmes at Mahindra University. He is also a visiting faculty at the Indian School of Business.

He has taught in Programmes for Senior Executives from Public/Private sectors, and across different industry verticals. Some of the firms he has taught include Google, PepsiCo, Godrej Consumer Products, Oberoi Hotels, IndiGo, Bank of Baroda, Indian Bank, EY and several others.

Ranga enables leadership transformations at middle and senior management levels through focused training and consulting assignments for global organizations, operating in India—like Unisys, Capgemini, Microsoft, SAP Labs, Caterpillar, HP, Infosys, ING-Vysya Bank, Ramco Systems and others. Ranga also coaches senior professionals from select corporate houses in India on visioning and growth strategies.

He has led full-day tracks on topics connected to Leadership / Growth in huge events like TechED (by Microsoft) each year. Ranga also guides several NGOs that contribute immensely to the social sector in the areas of child adoption, destitute women rehabilitation, old-age homes, drug de-addiction etc.

Ranga holds a Post Graduate degree in Management from IIM Bangalore preceded by a Post Graduate degree in Mathematics from IIT Chennai

Programme Duration

Programme Dates: 7-8 December, 2023

Programme Mode: In-Campus

Programme Fee: 30,000/- plus GST per participant

About Centre for Executive Education

The Centre for Executive Education (CEE) at Mahindra University, creates and conducts learning programmes for working professionals, which are designed to provide timely and relevant knowledge, insights and perspectives, that help them progress in their current and future roles in organizations. By enhancing performance of executives, these programmes are aimed to positively impact the organisations that they work for.

Executive Education Programmes at Mahindra University span across multiple business disciplines, engineering & data science, and law, for different seniority levels, in various national and international geographical locations.

CEE's mission is to be a hub for engaging & beneficial interactions between business leaders and the academia. The centre works with some of the finest faculty in India and from leading Global Business Schools. Participants will have opportunities to learn from the innovative research and consulting experience of the faculty, wide experience of the peer group of learners, and from Industry practitioners who bring in strong domain knowledge.

About Mahindra University

Mahindra University, established in May 2020, is a multi-disciplinary global education and knowledge campus which offers industry-aligned curricula, a student-centered learning environment, and opportunities for international exposure. The University offers Undergraduate and Post Graduate programs in its five Schools namely Ecole Centrale School of Engineering, School of Management, School of Law, Indira Mahindra School of Education, School of Media and Liberal Arts. The University has been established in a sprawling, green, 130 acres at Bahadurpally in Hyderabad. The University provides students with a modern lifestyle and a unique multi-cultural immersion in a predominantly green campus. The Lecture Theaters, Seminar Halls and Syndicate Rooms deploy state-of-the-art technology, to impart a multi-media, interactive learning experience to participants. Executive Housing facilities on campus come with contemporary design, spacious & comfortable air-conditioned rooms.



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