



Leader as a Coach

Programme Overview

In an environment of rapid change and competition, talent retention and engagement are crucial concerns for organizations. The onus is substantially upon the organization to make its executives successful as they are in serious need of hand-holding and guidance, feedback and energizing conversations to enhance their involvement, sustain their performance and continue to build their career. Knowledge here is best passed on in person – along with all the emotional components that comprise holistic learning. It is an imperative therefore for the Leaders to create an environment for engagement, ownership, development, career enhancement and commitment through coaching.

This two-day workshop is anchored in the philosophy of leveraging strengths of team members in coaching conversations and dialogue. It is designed to help Leaders build perspective as well as the skills required to engage in meaningful career and talent related dialogues with their team members. This is a hands-on workshop with classroom inputs, implementable takeaways, practice-feedback and personal guidance. With extensive use of exercises, assessments, activities, role-plays, video-recording and feedback, the workshop provides rich insights and build skills of the Leaders to successfully conduct coaching conversations with their team members.

Key Learning Outcomes:

- Understanding the imperatives for Leaders to double up as Coaches
- Gaining Insights into the coaching process using established frameworks
- Developing the core competencies that comprise excellent coaching
- Enhancing Skills for meaningful coaching conversations
- Learning to conduct winning career dialogues with team members

Key Topics Covered in the Programme

- ▶ Rationale and Imperatives for 'Leader as a Coach'
- ▶ Coaching Conversations for Talent Retention and Development
- ▶ Structuring a Coaching Session: The Steps in Coaching
- ▶ Core Skills of Coaching – I: Listening/ Asserting (Role Play Based)
- ▶ Coaching Spectrum: The Ask/ Tell Repertoire
- ▶ 'GROW' Coaching Framework: Steps, Challenges and Response
- ▶ Core Skills of Coaching – II: Giving/ Receiving Feedback (Role Play Based)
- ▶ Building Trust/ Rapport in Coaching Relationships
- ▶ Managing narcissistic tendencies in talented but disruptive subordinates



Programme Details

Programme Dates: 24-25 October 2024

Programme Mode: In-Campus

Programme Fee: Rs. 40,000/- + GST Per Participant



FACULTY

Prof. Rajeshwar Upadhyaya

Rajeshwar is a visiting faculty in Executive Education at Mahindra University. He is currently the Dean of Academy of Applied Emotional Intelligence (AAEI) an organization that drives transformational learning and is based out of Mumbai (India). He has also been a visiting faculty in Executive Education at ISB, KAIST, LBSNAA, SVPNPA, NAIR, IIPA, NISA. Rajeshwar has over 28 years of industry and consulting experience.

He has consulted for business houses in India, South East Asia, and the USA. He has taught over 48,000 executives across Government, Public Sector, Private Sector. Participants in his programmes included executives from ESADE Business School, EADA, Spain, ESTM, Germany and RSM, Erasmus University. He also taught at School of Finance and Management, Oxford Brooks University, UK, Thunderbird, USA and SKOLKOVO Moscow Institute of Management, Russia

He has taught executives from an array of industries including Manufacturing, Infrastructure, Nonbanking Financial Services, Bank, Automobiles, Market Research, Pharmaceuticals, PR, Oil & Gas, Steel, Telecom, Shipping, Media & Entertainment, FMCG, Academia, etc. having engaged with more than 140 organizations. Rajeshwar teaches the Global Leadership Immersion Program at the Korean Advanced Institute of Science and Technology (KAIST), Seoul, South Korea to senior corporate executives with a focus on 'Leadership Skills for Doing Successful Business with India'.

He is a Leadership Speaker at various national and international forums and conferences including The London Speaker Bureau, India Literary Festivals and IQPC, Singapore. Rajeshwar is an author of two books and numerous articles. A third book "Insights from the Tragedies of Shakespeare – Exploring the Psychology of Leadership Failure" is underway.

Rajeshwar has an MBA with a specialization in International Management from Thunderbird, The American Graduate School of International Management, AZ, USA. He is also certified in various globally recognized psychometric and coaching tools like MHS EQI; Pearman; Pearman Flex, Big Five Personality Factors (Comprehensive Suite) , Hardiness Resilience Tool, Risk Type Compass Profile, Hogan Challenges/ Motivations Preferences/ Potential; FIRO-B and FIRO-Business ; MBTI Step I and Step II; DISC; ESQ, Leadership Tracker (Derailment Propensity Inventory), etc. He is also a Zig Ziglar Certified Trainer.

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.



CENTRE FOR
EXECUTIVE EDUCATION

Address: Survey No: 62/1A, Bahadurpally Jeedimetla, Hyderabad - 500043 - Telangana, INDIA
Email ID: executive.education@mahindrauniversity.edu.in | **Mobile no:** +91- 90595 38001