


Leadership Retreat

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Programme Overview

This programme 3-day leadership retreat equips participants with deep self-awareness, authentic presence, and practical leadership tools. Through 360° feedback, habit mapping, and vision-building, leaders align their personal goals with professional impact. The program develops coaching skills, fosters high-performance culture, and enhances influence through storytelling and presence. Interactive sessions, mindfulness practices, and reflective storytelling create a transformative leadership journey. Participants leave with a clear leadership identity, actionable goals, and peer-supported commitments for growth.

Who Should Attend

- Mid to Senior-Level Managers looking to deepen their leadership impact
- High-potential professionals preparing for leadership transitions
- Team Leaders and Project Heads aiming to build high-performance teams
- HR and L&D professionals seeking experiential leadership development
- Entrepreneurs and Business Owners committed to personal and team growth

Programme Outcomes

- Have a clear personal leadership vision & development goals
- Build awareness of how their time and routines shape leadership impact
- Gain skills in presence, team alignment, feedback, and coaching
- Create a plan to lead high-performing, values-driven teams
- Commit to a personal 21-day leadership action plan



Day wise Session Topics Covered

Day 1: Foundations of Self-Leadership

Session 1 & 2 — The Mirror – Leadership 360 & Life Goal Setting

- 360° Feedback Review
- Wheel of Life Exercise
- Leadership Goal Setting
- Wrap & Reflection

Session 3 & 4 — Aligning Time, Habits & Routines with Leadership

- Ideal Leader Day Visualization
- ABCD Time Usage Exercise
- Routine & Habit Mapping
- Action Planning

Day 2: Leadership Presence & Team Alignment

Session 5 & 6 — Leadership Presence – Gravitas, Influence & Authenticity

- Presence Diagnostic & Feedback
- Gravitas Practice
- Storytelling Workshop
- Wrap-up Reflection

Session 7 & 8 — Building Aligned Teams – Vision, Mission & Behavioral Norms

- Team Vision & Mission Canvas
- Behavioral Norms Definition
- Team Charter Development
- Action Commitments

Day 3: Coaching, Culture & Integration

Session 9 & 10

Coaching for Performance – Feedback & Empowerment

- Leadership Styles Assessment
- SBI Feedback Model Introduction & Practice
- Coaching Triads
- Challenging Conversations Lab

Session 11 & 12

Building High-Performance Culture

- Culture Mapping Workshop
- Motivation Diagnostic
- Define Culture Statement
- Action Planning

Programme Details

Dates



21-23 January 2026

Duration



3 Days

Mode



In-Campus



Programme Fee: INR 75,000+ GST Per Participant

Programme Faculty

Nitin Sanker



Nitin Sanker is a visiting faculty member at the Centre for Executive Education, Mahindra University. He is also the CEO and Managing Director of Middle Earth HR, Asia's largest specialized company in HR and leadership certification training. With over 5,000 leaders trained and partnerships with more than 200 companies, Nitin has made a significant impact on leadership development across Asia.

Nitin holds a Bachelor's degree in Computer Science from IIT Roorkee and a Postgraduate degree in Business Administration (HR and Marketing) from IIM Calcutta (1989-1991). He has served as a visiting faculty member at a range of prestigious institutions, including SP Jain Dubai, IIM Calcutta, ISB, IIM Indore, the University of Jakarta, ITB Bandung, and others. He has also designed and delivered faculty development programs for institutions across various sectors.

In his professional career, Nitin has collaborated with several leading companies on a wide array of leadership development initiatives, including designing and managing assessment centers for organizations such as TATA Motors, SAMSUNG, VAR Group, and EBI Egypt. He has served as a consultant on strategic leadership projects, including a major initiative for over 140 organizations in Indonesia through the Asian Development Bank, and strategic planning for ERC Mongolia under the World Bank. Additionally, Nitin has been a partner trainer for ISB, conducting Leadership Development Training for various organizations.

Nitin has delivered leadership development programs for renowned organizations across India, the UAE, the Middle East, and other parts of Asia. Some of his notable clients include Dr. Reddy's, HSBC, Amazon, Birla Soft, JSW Steel, Wipro Infotech, Indigo, TCS, Reliance Media, Suzlon Energy, Infosys, Tech Mahindra, CII, IDBI, Patil Group, Dubai Holding Group, Dubai Port, Qatar Airways, Aztech, EBI Egypt, BCC Egypt, World Bank, SAR Group, Corplease, Altruista, and Hapag Lloyd.

With his extensive experience and deep expertise in HR and leadership training, Nitin Sanker has established himself as a respected thought leader, driving meaningful change across prominent organizations throughout Asia.

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, Centre for Sustainability, School of Design and Innovation 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.

Some of our Clients



MahindraTM
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Global Thinkers. Engaged Leaders.

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