
Table of Contents: **Leadership Development Program**

Audience: Mid-Level Managers (Cross-functional, India + International)

Duration: 25 Days (200 Hours)

Format: Modular, Experiential, Assessment-Driven

Includes: Pre & Post Assessments, Refresher Sessions, Reporting

OUTLINES

Program Structure Overview

Phase	Description
Phase 1	Foundation & Self-Leadership
Phase 2	Core Leadership Competencies
Phase 3	Strategic Leadership & Execution
Phase 4	Application, Integration & Review

Each module includes:

- ✓ In-Person Workshops
 - ✓ Individual & Group Activities
 - ✓ Assessments & Reflections
 - ✓ Leadership Journal & Action Plans
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Detailed TOC by Modules and Days

Phase 1: Foundations & Leading Self (Days 1–5)



Day 1: Program Kickoff & Leadership Mindset

- Orientation, Expectations & Learning Objectives
- Icebreakers & Cohort Building
- Growth vs. Fixed Mindset
- Introduction to the 70:20:10 Learning Model
- Pre-Assessment (Leadership Styles, Self-Awareness)

Activities: Learning Contract, Leadership Circle, Self-Reflection Journal



Day 2: Leadership Identity & Emotional Intelligence (EQ)

- Personal Leadership Story
- Understanding EQ and Self-Regulation
- Self-Awareness Tools (MBTI/DiSC/360° feedback)
- Managing Triggers and Reactions

Activities: EQ Assessment, Emotional Journaling, Mirror Exercise



Day 3: Values, Purpose & Resilience

- Personal Values Clarification
- Purpose-Driven Leadership
- Building Resilience & Self-Motivation
- Overcoming Limiting Beliefs

Activities: Purpose Canvas, Guided Journaling, Stress Map



Day 4: Time, Energy & Priority Management

- Strategic Time Use
- Energy Zones & Productivity
- Eisenhower Matrix
- Delegation Techniques

Activities: Time Audit, Delegation Role Play, "Stop-Start-Continue"



Day 5: Personal Mastery & Action Planning

- The Personal Leadership Brand
- Reflection on Self-Leadership
- Goal Setting and Development Planning
- Peer Coaching Introduction

Activities: Vision Board, Coaching Triads, Leadership Development Plan

Phase 2: Leading Others – Core Leadership Skills (Days 6–14)



Day 6: Communication & Executive Presence

- Assertive vs. Passive Communication
- Verbal & Non-Verbal Cues
- Leadership Presence

Activities: Presence Role Play, Elevator Pitch, Mirror Practice



Day 7: Influencing Without Authority

- Principles of Influence (Cialdini)
- Power Mapping & Stakeholder Engagement
- Relationship Building

Activities: Influence Grid, Influence Practice Circles



Day 8: Coaching & Feedback Skills

- Manager as Coach
- GROW Coaching Model
- Delivering Constructive Feedback
- Feedforward vs. Feedback

Activities: Live Coaching Practice, Feedback Do's & Don'ts, Fishbowl



Day 9: Conflict Resolution & Crucial Conversations

- Conflict Styles
- De-escalation Techniques
- Difficult Conversations Model

Activities: Role Play Scenarios, Conflict Mapping, Crucial Conversations Practice



Day 10: Team Building & Collaboration

- High-Performing Team Traits
- Trust & Psychological Safety
- Tuckman's Stages of Team Development

Activities: Team Simulation, Marshmallow Challenge, Trust Walk



Day 11: Delegation & Accountability

- Delegation Ladder
- Ownership Culture
- Holding People Accountable with Empathy

Activities: Case Discussions, Peer Review Sessions



Day 12: Diversity, Equity & Inclusive Leadership

- Unconscious Bias
- Inclusive Communication
- Leading Cross-Cultural Teams

Activities: Bias Awareness Activities, DEI Role Plays



Day 13: Motivation & Engagement

- Intrinsic vs. Extrinsic Motivation
- Drivers of Engagement
- Leading Remote/Hybrid Teams

Activities: Engagement Case Studies, Motivation Mapping



Day 14: Reflection & Integration

- Review of Core Leadership Practices

- Peer Feedback Circle
- Mid-Program Reflection

Activities: Leadership Circles, Group Sharing, Insight Wall

Phase 3: Strategic Leadership (Days 15–20)



Day 15: Strategic Thinking & Decision-Making

- Operational vs. Strategic Thinking
- SWOT, PESTEL, BCG Matrix
- Decision-Making Models (Rational, Intuitive)

Activities: Scenario Planning, Simulation Game



Day 16: Business Acumen & Financial Awareness

- Reading Financial Statements
- ROI, Cost Centers, Profit Margins
- Linking Strategy to Finance

Activities: Business Simulation, Case Study (Harvard/Custom)



Day 17: Change Leadership

- Change Curve & Resistance
- Leading People Through Change
- Communicating Change

Activities: Change Leadership Simulation, Change Case Analysis



Day 18: Innovation & Agility

- Innovation Thinking
- VUCA and Agile Leadership
- Leading Experimentation

Activities: Design Thinking Sprint, Lego Serious Play



Day 19: Leading in Complexity

- Systems Thinking
- Navigating Ambiguity
- Strategic Risk-Taking

Activities: Real-Life Challenge Labs, Systems Map Creation



Day 20: Capstone Project Planning

- Project Guidelines & Group Formation
- Problem Framing
- Stakeholder Alignment

Activities: Group Work, Mentor Assignments

Phase 4: Application, Review & Post-Assessment (Days 21–25)



Day 21–23: Capstone Leadership Challenge (Presentation Days)

- Group Projects Based on Business Challenges
- Application of Tools from All Modules
- Executive Panel Review & Feedback

Activities: Group Presentations, Q&A Panels, Reflection Circles



Day 24: Post-Assessment & Growth Planning

- Repeat Leadership Assessment
- Progress Mapping (Pre vs. Post)
- Finalization of Leadership Development Plan

Activities: Assessment Debriefs, Personal Growth Reports



Day 25: Graduation & Recognition

- Sharing of Personal Leadership Journey
- Key Learnings and Highlights
- Award Ceremony and Recognition

Activities: Reflection Letters, Cohort Photos, Certificates Distribution



Key Activities Summary (Across Program)

Activity Type	Examples
Assessments	MBTI, DiSC, 360°, EQ Test, Self-Checklists
Simulations	Business Strategy Game, Coaching Simulation, Change Simulation
Peer Work	Peer Coaching, Triads, Team Projects, Role Plays
Reflection Tools	Leadership Journals, Vision Boards, Insight Wall
Creative Exercises	Lego Serious Play, Storytelling Circles, Visioning
Capstone Project	Group Challenge aligned to business goals