

## LEADING LEADERS

### **Program Overview:**

Leadership is influence and every leader has the opportunity to influence people at every level of a business, corporation or organization. Leaders can only succeed if they are able to influence people at various levels in relation to them; above, below and peers.

The success of any organization is largely dependent on how its top leader inspires and leads other leaders. When leaders are able to influence, leverage and lead their peers towards a shared vision the results are often exemplary and transformational. While good leaders can lead their followers well it takes a great leader to lead other leaders.

### **Key Benefits:**

Through this workshop participants will learn the art of influencing and managing multiple leadership styles, views and perspectives to build a common vision for the team/ organization. They will through a highly experiential design explore how they can leverage the skills and talents of other leaders/ colleagues within the organization to deliver on the Organizational goals.

Through the course of it participants will learn:

- Leveraging peers to create value
- Multi-stake holder influencing within and outside the organization
- Leading cross functional teams
- Mobilizing colleagues through influence and not authority

### **Individuals and Organizations that can benefit from the program:**

#### **Individuals:**

- CEO and CXO's leading a team of senior leaders \*
- Mid and senior level leaders leading cross functional projects/ teams
- Leaders recently appointed to leadership roles, which need them to manage erstwhile peers
- New to company leaders who have to build cohesion in the teams they take over
- Leaders who are seeking to change the culture and dynamics in their team

#### **Organizations:**

- Organizations which have undergone/ are undergoing a change in leadership at senior levels.
- Organizations where there is a felt need to build cohesion within a team of leaders/ cross-functional or project team

## **Content Highlights:**

### ***Building shared perspectives:***

- Learning to respect multiple perspectives
- Valuing opinions that are different to individual opinions
- Building shared perspectives by co-holding and synthesizing perspectives

### ***Influencing & Leveraging:***

- Understand individual power orientation and its impact on others
- Sensing others motives, thoughts and preferences
- Managing interpersonal relations and power dynamics in a group
- Collaboration
- Managing differences and agreements
- Resolving team conflicts constructively

### ***Mobilization & Multi-Stake holder Influencing:***

- Navigating the political landscape
- Mobilizing peers, influential internal and external stakeholders and employees

### ***Creating a Shared Culture: Trust, Respect, Ownership & Accountability***

- Building a culture of trust, mutual respect, valuing each other, empathy and sensitivity
- Building Ownership
- Being decisive and driving action and building accountabilities

## **Our Design:**

The workshop has been designed to be highly experiential with small-group exercises, structured simulations, deep-dive case studies and curated interviews with eminent sports people. The theoretical constructs and exercises are based on published researches by Meredith Belbin and Coverdale practitioners.

A proprietary psychometric tool will give participants an insight into their individual power orientations.

## **Duration:**

This is a two - day workshop in its current design. Based on specific needs of a group/ organization this can be customised in content