



GLOBAL GYAN
LEADERSHIP ACADEMY



MANAGER DEVELOPMENT PROGRAM

Prepare Managers for Future



WHAT HOLDS MANAGERS BACK?





ABOUT THE PROGRAM

Our **Management Development Program** (MDP) equips managers with essential skills for navigating today's challenges, including effective team leadership, stakeholder management, and sound decision-making. Through interactive workshops and expert-led sessions, participants gain strategic insights and practical tools to drive organizational success.



While 83% of companies recognize the importance of developing future leaders, only 5% have formal leadership development programs in place

Source: International Journal of Innovative Research in Engineering & Management

PROGRAM SNAPSHOT

**Mid-level
Managers**

**6
Key Themes**

**Board Game
Simulation**

**10 Hours
Digital Pre-Work**

**4-6 Days*
Workshop**

**Pre/Post
Assessments**

**Virtual/Hybrid options can be designed*

PROGRAM OUTCOMES

- ❖ Appreciate the role of **owner's mindset** for personal & business success
- ❖ Understand **strategy and its linkages** to Execution & Roles
- ❖ Develop commercial acumen through **financial analysis**
- ❖ Apply **leadership styles** appropriate to the situation
- ❖ Manage various stakeholders and **influence without authority**

PROGRAM MODULES

Personal Identity

- Self-Awareness; Leadership Identity & working in systems
- Exploring Authority and Power

Growth Mindset

- Fixed vs Growth Mindset
- Taking Charge/ Responsibility
- Building Learning Agility

Ownership & Accountability

- Mindsets of a “Founder”
- What it takes to build and enable ownership

Strategic Thinking

- Environmental Scanning
- Anticipating External Mega Trends / Industry Impact
- Connecting the Dots

Competitive Advantage

- Designing & Contributing to the Value Proposition
- Digital as a source of advantage

Profitability Mindset

- Financial analysis: business metrics
- Managing Cost & Profitability

Leadership Excellence

- Stages of Teaming
- Managing Team’s Aspirations and Developing their Careers
- Goal Setting

Collaboration & Trust

- Managing Conflicts & Collaboration
- Handling Crucial Conversations

Persuasive Communication

- Influencing & Authority
- Persuasive & Structured Communication

The above themes are open to customization basis the diagnostic calls and the underlying objectives of the learning intervention

PROGRAM METHODOLOGY



Digital Learning



Pre/Post Assessment



In-Person Workshops



Application Assignment



Board Game Simulation



I got the route to become a highly skillful manager or a team leader who will always believe in excellence or motivation.

Sajed Sheikh
 Asst. Manager, Allana

Allana
 ...since 1865



PROGRAM FACULTY (Indicative)



ABHISHEK KUMAR

Leadership Faculty (Leading Self & Others)

Former Head, Talent Management, Godrej Agrovet

SUMAN ADDEPALLI
Director, GlobalGyan Leadership Academy
Former CMO, Business Head, Radio Mirchi



PRIYANKA SAHAY

Senior Leadership Faculty

Former Banker, Faculty at B-Schools

CHANDRAMOULEE PALANI
Faculty Partner
Ex-Director CITI, Faculty at B-Schools





ABOUT GLOBALGYAN

At **GlobalGyan Leadership Academy**, we design and develop future-focused leadership programs for individuals and corporates. Our variety of soft skills, business acumen, and leadership development programs tie in assessments, customized content, and coaching, based on learner and organizational goals. At our core is our faculty, who are highly experienced professionals specialized in imparting practical learning that is effective and outcome-oriented.

Our investors include luminaries from the corporate and academic world, like Mr. Ratan Tata and Dr. Jagdish Sheth. Our client roster includes Tata group, Godrej group, Mahindra group, HUL, ITC, ELGi, and Lucas TVS.



The **GLOBALGYAN EDGE**

- 🚩 Outcome-oriented customized programs
- 🚩 Blended programs taught by experienced faculty
- 🚩 Relevant contextual content and program material
- 🚩 Personalized development journeys
- 🚩 Gamified Assessments and Board Game Simulations

Running Seventh Season of MDP for Mid-Level Managers

As a strategic partner for GAVL's flagship Management Development Program (MDP), we successfully launched the 7th season of the program in FY24. Our relationship dates back to 2018 and since then each season, the MDP welcomes 40-45 high-potential managers eligible for promotion from L1 to L2. Over a six-month journey, participants engage in live workshops, virtual sessions, project reviews, and assignments, preparing them for the next step in their careers. Upon completion, managers are nominated for the promotion process, with an impressive ~60% eventually being promoted. Participants consistently praise the program's practical takeaways, which they effectively apply in their day-to-day roles.



Making a Difference with a Board Game

The Game of Stones has been a game-changing learning intervention at Mahindra, leaving participants speechless with an experience they never imagined. This innovative board game has proven to be a powerful companion to workshops on Leading Self, and decision making or as a stand-alone experience, offering unique insights on personal growth. Over 200 participants at Mahindra Leadership University have undergone this remarkable experience, with all reporting eye-opening takeaways that transformed their understanding of leadership.



Democratized Learning for Managers

In the 4th year of our successful engagement with Tata Chemicals, we continue to provide a flexible B2B2C learning model, empowering employees to choose courses tailored to their needs. With a diverse portfolio of 50 courses spanning strategy, customer centricity, leadership, and innovation, managers have found this platform to be an easy, on-the-go solution for continuous learning. This personalized approach ensures that employees can upskill at their own pace, enhancing their professional development and aligning with the company's strategic goals.



TATA CHEMICALS LIMITED



Diagnose

- Conversations with leaders & managers
- Understand business priorities
- Review of company documents/reports

Design

- Co-create program with HR & business
- Comprehensive multi-modal journey
- Focus on application & assessment



Develop

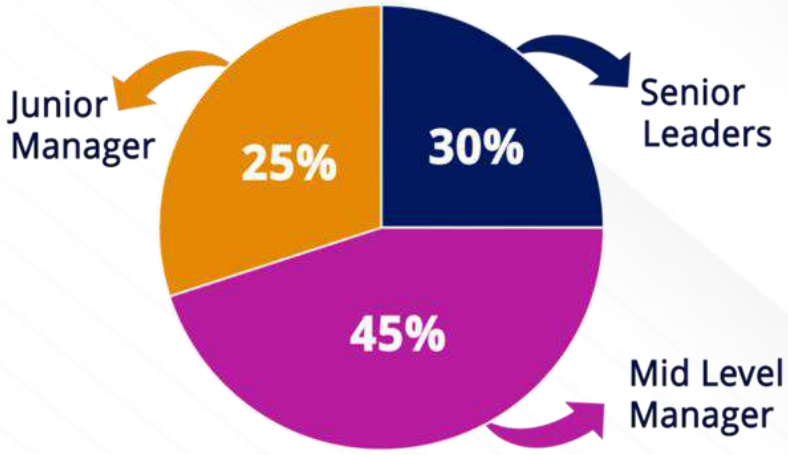
- Build content for various modes
- Create customised cases/role-plays
- Adapt existing content for design

Deliver

- Delivery by industry experts & faculty
- Manage overall program experience
- Updates & Reports to HR/business



WE PARTNER WITH LEADING CLIENTS



Mix of Our Business Across Learner Levels



Average Relationship Tenure with our clients



Revenues from Repeat Clients and Repeat Projects





Blended Journey Champions

4.8/5 Average Program Feedback Rating

Successfully delivered **impactful, multi-batch transition programs** for several clients



Digital Content & Platform Edge

200+ Hours of Digital Courses & Assessments

Our **in-house digital learning platform** enables customized courses, simulations, and assessments



Contextual and Customized

100+ Cases, Simulations & Games

Our core approach to **tailored experiences**; diagnostic inputs from leaders, sponsors



Pool of Industry Leaders & Faculty

50+ Curated Experts Network

Facilitators available **across competencies** of transition programs



Partner in Action

50K Learning Hours in FY24

End-to-end program management support from **launch to closure & beyond**



GLOBAL GYAN
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YOUR PARTNER IN ACTION



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