

इशैरहार

SENIOR LEADERSHIP PROGRAM

*Where India's future CXOs
sharpen strategy, build scale,
and deliver enterprise transformation.*

LEADERSHIP IN A **NEW INDIA**

India is rising. **Markets** are evolving. **Competition** is global.

Senior leaders today must:

❖ **DELIVER GROWTH DESPITE VOLATILITY**

Navigating unpredictable markets while ensuring revenue, profitability, and scale

❖ **LEAD DIGITAL TRANSFORMATION WITH CONFIDENCE**

Driving technology adoption from strategy to frontline execution, not just running pilots

❖ **NAVIGATE REGULATORY AND STAKEHOLDER EXPECTATIONS**

Operating with agility while maintaining compliance, trust, and brand credibility

Yet many leaders reach a plateau — **strong performers, but not yet enterprise shapers. SHIKHAR** prepares them to step into that next league — of transformation leaders.



The biggest risk to growth is not market disruption, it is a senior leadership bench that is not ready for tomorrow.



ABOUT GLOBALGYAN LEADERSHIP ACADEMY

At **GlobalGyan Leadership Academy**, we believe leadership is not just taught in classrooms, it is built through experience, reflection, and action. Founded by seasoned industry leaders and strategy professionals, we partner with organizations to develop their next generation of leaders through immersive, contextual, and high-impact learning journeys.

43,000

Managers Trained

500+

Programs Delivered

60+

Enterprise Clients

4.8/5

Avg. Program Rating

WHAT SETS US APART



LEARN FROM LEADERS WHO'VE LED
Seasoned CXOs mentor managers with real experience and practical wisdom



IDEAS SHAPING MODERN LEADERS
Books and research inspire modern, India-focused leadership thinking



LEARN THROUGH REAL DECISIONS
Simulations turn decisions into practice; engaging, emotional, and unforgettable

ABOUT **SHIKHAR**

SHIKHAR isn't just a leadership program. It is a curated leadership journey built by industry leaders for industry leaders — anchored in India's business realities. Designed to develop following 4 key acumen



STRATEGIC ACUMEN

A clear and practical ability to see ahead, make competitive choices, and translate macro shifts into profitable opportunities



EXECUTION DISCIPLINE

Driving outcomes through systems and accountability — ensuring speed, consistency, and operational excellence across functions



INFLUENCE AT CXO TABLES

Strengthening executive presence and the ability to align boards, investors, and partners around strategic priorities



ACCOUNTABILITY FOR BUSINESS OUTCOMES

Shifting mindset from 'functional leadership' to 'enterprise ownership' where driving business objectives defines leadership

SHIKHAR prepares leaders to rise above functional excellence and lead with enterprise accountability. It's a journey that converts experience into influence, and potential into performance.

WHY IS **SHIKHAR** UNIQUE?

Unlike mundane leadership programs that rely heavily on global case studies, recorded videos and scattered virtual touchpoints, **SHIKHAR** is deliberately designed as an experiential learning lab.

❖ EXPERIENTIAL LEARNING

Learn through simulations, dialogue, and practice

❖ REAL-WORLD APPLICATION

Apply tools directly to live challenges

❖ PERSONALIZED INSIGHTS

Assessments reveal real leadership patterns

❖ IMMEDIATELY APPLICABLE

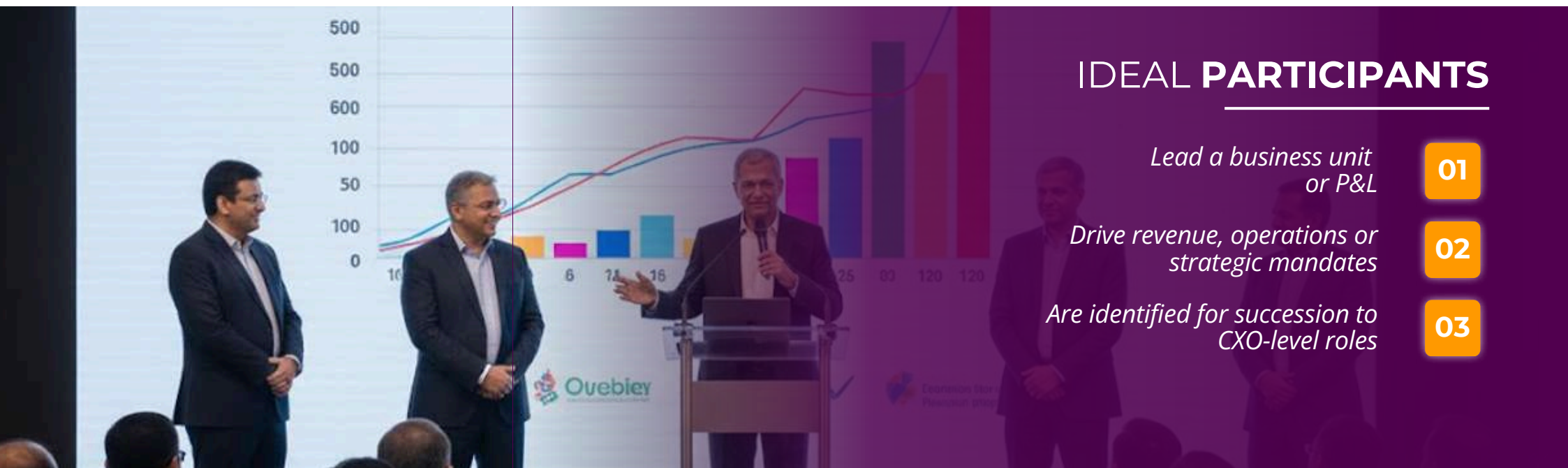
Develop skills you use right away

❖ ACTIONABLE OUTCOMES

Walk away with a clear action plan

❖ ANCHORED BY SOOTRADHAR

Enabling inter-linkages throughout the journey with leaders



IDEAL PARTICIPANTS

*Lead a business unit
or P&L*

01

*Drive revenue, operations or
strategic mandates*

02

*Are identified for succession to
CXO-level roles*

03

PROGRAM **STRUCTURE**



DURATION
9 Months



COHORT SIZE
10-15 Leaders



MODE
Blended Learning

| PHASE | FORMAT | DESCRIPTION |
|--|-----------|---|
| Pre-Work | Online | 6 hours of e-learning modules with gamified quizzes |
| Psychometric Assessments | Online | <ul style="list-style-type: none"> • Four Princes (Leadership Identity Simulation) • LeadPro (Leading Others Simulation) • Strategic Acumen Assessment • 360° Feedback Assessment |
| 6-Days Workshop (2 Workshops of 3 Days Each) | In-person | <ul style="list-style-type: none"> • Facilitated sessions • Assignments • Case Studies • Board Game Simulation |
| 3 MasterClasses | Online | <ul style="list-style-type: none"> • Leading Self • Leading Others • Leading Business |
| Applied Learning Project | On-job | Individual activity with reviews during coaching sessions |
| Group Coaching | Online | In groups of five |
| Learning Continuity | Online | Weekly micro-nuggets for sustained practice for 8 Weeks post program |

SPOTLIGHT ON **BOARD GAME SIMULATIONS**



4 PRINCES SIMULATION

Through this assessment, discover your leadership identity and shift gears to elevate your influence and impact



GROWPRO

During workshop 2, navigate strategy, finance, and choices to shape your leadership journey towards winning outcomes



STRATAI: THE FUTURE PLAYBOOK

Use AI tools to pitch bold ideas and make high-impact strategic decisions fast; conducted during MasterClass 2





01. LEADERSHIP ASSESSMENTS

Leaders undergo online assessments on leading self and others. Each participant receives a personalized report with debrief done during 1st workshop



02. OFFSITE RETREAT (1ST WORKSHOP)

3 days workshop focusing on leading self, authentic leadership and exercising executive presence; board game simulation on Day 3



04. GROUP COACHING (ROUND 1)

Your transformation doesn't end in the workshop. Now your coach steps in—helping you turn powerful insights into meaningful action



03. MASTERCLASS 1 + ALP LAUNCH

After a refreshing offsite and understanding more about themselves, leaders now meet an industry guest speaker to fine tune their action plan and kickstart their applied learning projects



05. MASTERCLASS 2 + ASSESSMENT

Leaders now meet a guest speaker from the industry on a fireside chat format. Also, the strategic acumen assessment is launched; leader will carry their reports before 2nd workshop



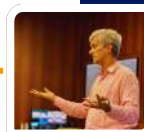
06. LIVE SESSION (2ND WORKSHOP)

3-Days workshop focusing on strategic acumen, value creation with finance, business model innovation; board game simulation on Day 3



08. SHARK TANK PRESENTATIONS

Final idea showcase to the leadership panel bringing the applied learning project live with fine-tuning from coaching feedbacks



07. GROUP COACHING (ROUND 2)

Final review with mentor - think of them as your sounding board, mirror, and strategic ally. They'll help you reflect, realign, and rise

CUSTOMIZE SHIKHAR FOR YOUR LEADERS

Every organization has unique leadership expectations and cultural nuances.

That's why we offer two pathways:



CUSTOMIZED PROGRAM (MOST PREFERRED)

Once we understand your team's context and challenges, we'll prepare a tailored proposal with:

- ❖ Recommended modules
- ❖ Duration
- ❖ Learning Journey (*Pre-work | # Workshops, Masterclasses & Coaching Sessions | Assessments | Post Program Learning etc.*)
- ❖ Recommended modules

[Click Here to Submit Inputs for a Customized Proposal](#)



STANDARD CURRICULUM (READY TO DEPLOY)

A structured program covering all essential first-time manager skills. **Ideal for quick rollouts.**

- ❖ 6 Hours of Digital Pre-Work (self-paced)
- ❖ 3 workshops & masterclasses, 2 coaching sessions
- ❖ Assessments & applied learning projects
- ❖ Gyan Café (post program weekly nuggets for 8 weeks)

[Click Here to Schedule a Call For a Discussion](#)

CHOOSE WHAT WORKS BEST FOR YOUR ORGANIZATION

**Key modules will be shared upon selection of the Standard Curriculum.*

THE GLOBALGYAN EDGE



Because real growth demands real business wisdom. GlobalGyan's faculty comprises **CEOs, COOs, CMOs, CFOs** and industry veterans who have:

- 1 BUILT AND SCALED MAJOR INDIAN BUSINESSES**
- 2 LED DIGITAL AND MARKET EXPANSION JOURNEYS**
- 3 MANAGED CRISES AND TRANSFORMATION MANDATES**

We partner with you to build the leadership that drives India's next era of growth.

THE GLOBALGYAN EDGE



I have never had an experience of a leadership program where the protagonists of the case study has come to provide the actual insights. I think that's the beauty of the program, unique and has set high standards for leadership programs.

JABEZ SELWYN
Redington Group



This was one of the most thoughtfully designed workshops I've attended—even compared to IIMs and NUS, Singapore. GlobalGyan's intuitive, participant-focused approach made it truly impactful.

SUMIT GANGULY
UltraTech Cement

ORGANIZATIONS INVESTING IN SHIKHAR WITNESS

❖ ELEVATED BUSINESS PERFORMANCE

Leaders deliver stronger revenue, profitability and operational efficiency — with data-driven execution

❖ STRATEGIC DECISION VELOCITY

Better choices are made faster, with clarity on risk, trade-offs and long-term impact

❖ STRONGER STAKEHOLDER ALIGNMENT

Improved ability to influence boards, customers, partners and cross-functional leaders

❖ CXO SUCCESSION READINESS

Future roles are filled with leaders who already think and act like enterprise owner

❖ LEADERSHIP CULTURE THAT INSPIRES GROWTH

Senior leaders become role-models who elevate talent, productivity and innovation across levels

SHIKHAR builds leaders who create competitive advantage — not merely manage operations.

STRATEGY LAB @ FUTURE SHAPERS



Immersive program on Strategy, Decision Making & Execution for senior leaders of Mahindra group

mahindra ^{Rise}

IGNITE - LEADERSHIP CATALYST PROGRAM



10 months of learning, application & mentoring career acceleration of functional leaders



GOLD LEADERSHIP PROGRAM *(since 2022)*



5 months module for mid-senior managers with focus on strategy & financial acumen



BUSINESS LEADERS PROGRAM *(multiple cohorts)*



Blended journey with in-person workshop & personal coaching for emerging leaders at ITC



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