



Mahindra™
University
Global Thinkers. Engaged Leaders.

CENTRE FOR
EXECUTIVE EDUCATION

Leading Teams for Hi Performance





Overview

The many disruptive changes have accelerated change and complexity in an unprecedented manner. There is need to accommodate these in the workplace, and build new capabilities to remain in the race. Leadership, change management, technology, collaboration, teams have all undergone a paradigm shift. New knowledge, new understanding, new ways of doing things, new ways of being are now the order of the day. Digitalization, virtual working and teams, volatility and ambiguity are here to stay.

High-performing teams do not form on their own. They are led by leaders who bring out the best in their people, utilizing their skills and abilities to the fullest. They validate and acknowledge growth and improvement with specific feedback to ensure that their people know they are valued and appreciated.

Day-Wise Topics Covered in the Programme

Day 1:

- Know Yourself-Collaborate-Foster High Performance Environment
- Team Competencies: Learning Agility / Emotional Agility / EQ of Teams
- Virtual Teams and Agile -- Anxiety of Learning
- Context of Digitalization and Team Relationships and Performance
- Psychometric Survey interpretation & discussion
- Core Skills of Engagement
- Crucial Conversations Skills
- Hi Performance Dysfunction – Enabling Hi power Performance
- Managing Conflict
- Team Norms and Hi Performance – The Real Measures of Excellence

Day 2:

- Delegation and Empowerment
- Developing Subordinates -- Pipeline of leaders
- Communicating Up Down Across
- Task orientation Vs Achievement Orientation
- The Performance Value Chain
- Team synergy through conversations and transparency
- Performance value chain and the role of KAIZEN
- Creating a psychologically safe environment that tolerates failure enabling iterations
- Role of emotional stability in managing team crisis
- Hi-Performance Team Leader's Tool-kit: The 15 Commitments Checklist
- **Action Planning for self-development**

Learning Methodology: Interactive Lectures, Role Plays, Discussion & Debrief of Psychometric Survey results, Team Activities, Case Studies, Video-based learning insights

Psychometric Tool: Typology-Lencioni instrument (identifies team dysfunctions & issues that prevent teams from being high performance)





FACULTY

Rajeshwar Upadhyaya

Rajeshwar is a visiting faculty in Executive Education at Mahindra University. He is currently the Dean of Academy of Applied Emotional Intelligence (AAEI) an organization that drives transformational learning and is based out of Mumbai (India). He has also been a visiting faculty in Executive Education at ISB, KAIST, LBSNAA, SVPNPA, NAIR, IIPA, NISA. Rajeshwar has over 28 years of industry and consulting experience.

He has consulted for business houses in India, South East Asia, and the USA. He has taught over 48,000 executives across Government, Public Sector, Private Sector. Participants in his programmes included executives from ESADE Business School, EADA, Spain, ESTM, Germany and RSM, Erasmus University. He also taught at School of Finance and Management, Oxford Brooks University, UK, Thunderbird, USA and SKOLKOVO Moscow Institute of Management, Russia

He has taught executives from an array of industries including Manufacturing, Infrastructure, Nonbanking Financial Services, Bank, Automobiles, Market Research, Pharmaceuticals, PR, Oil & Gas, Steel, Telecom, Shipping, Media & Entertainment, FMCG, Academia, etc. having engaged with more than 140 organizations. Rajeshwar teaches the Global Leadership Immersion Program at the Korean Advanced Institute of Science and Technology (KAIST), Seoul, South Korea to senior corporate executives with a focus on 'Leadership Skills for Doing Successful Business with India'.

He is a Leadership Speaker at various national and international forums and conferences including The London Speaker Bureau, India Literary Festivals and IQPC, Singapore. Rajeshwar is an author of two books and numerous articles. A third book "Insights from the Tragedies of Shakespeare – Exploring the Psychology of Leadership Failure" is underway.

Rajeshwar has an MBA with a specialization in International Management from Thunderbird, The American Graduate School of International Management, AZ, USA. He is also certified in various globally recognized psychometric and coaching tools like MHS EQI; Pearman; Pearman Flex, Big Five Personality Factors (Comprehensive Suite) , Hardiness Resilience Tool, Risk Type Compass Profile, Hogan Challenges/Motivations Preferences/Potential; FIRO-B and FIRO-Business; MBTI Step I and

Step II; DISC; ESQ, Leadership Tracker (Derailment Propensity Inventory), etc. He is also a Zig Ziglar Certified Trainer.

Programme Duration: 2 days

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 and Liberal Arts AND Centre for Executive Education.

The University has world class collaborations with Cornell Universities SC Johnson College of Business, Virginia Tech, Centrale Supélec, BABSON and University of Florida which serves inter-disciplinary learning through live industry projects and in-built flexibility of course choices, making the education very practical catering the needs of the students.



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