



**Mahindra™**  
University

Global Thinkers. Engaged Leaders.

CENTRE FOR  
EXECUTIVE EDUCATION

# Leadership Competencies for Top Management



# Programme Overview

" The problem with turbulence, is not the turbulence; it is working with yesterday's mind " - Drucker

" AI is more Profound than fire or electricity " - Sundar Pichai

Leadership in the 21 century is going to be the most critical factor for individuals and organisations to succeed. More than 16 years of research and engagement with leaders across industries and sectors, suggests that Senior Leaders' technical and functional skills need to be heavily complemented by emotionally intelligent competencies, and other Leadership skills for Success at Top levels. This programme has been designed using this philosophy. This programme enables individuals to build the 21st century leadership capabilities for success, and also to learn how to drive transformational change.

The Programme draws from objective and reliable data sources, in its attempt to drive leader success capabilities. One is the curated 360-degree Feedback, and the other is a reliable, validated Psychometric tool MHS EQi 2.0. Using the findings of the two Reports, our team of Executive Coaches will work with each participant, in deriving critical insights that will enable high performance. Their competencies will be studied at a micro-level and leadership potential will be assessed; subsequently, the coaches will help each participant to formulate a personal action plan, to sharpen their leadership competencies.

The design of the programme enables specialised and personalised inputs for each executive. The plenary sessions will be in the classroom with the Lead Faculty and subsequently each breakout group of 6 to 8 participants will have one Certified Coach who is an industry veteran and comes with professional maturity and experience. Over the 4-day period, the participants will have 8 coaching-intensive inputs with the Coach and also be able to leverage the group as a resource.

A check-list of success behaviours will be drawn up, relevant for those leading at the top, and for driving successful transformation. The group, which builds familiarity with each other during the programme, will be a rich source of feedback and peer-support. Each individual will take away a Personal Development Action Plan, following inputs from the Faculty as well as the Coaching Sessions.

## Pre-work for the Participants of the Programme

- Expectations Mapping
- 360 Degree Survey of Leadership Competencies
- Global Psychometric Tool: EQI Workplace Report

## Programme Structure and Methodology

- Plenary Sessions on Key Leadership Competencies, interspersed with Group and one-one Coaching, with seasoned HR Professionals & Industry Experts
- Individual Leadership Assessment against a set of pre-defined competencies that contribute to superior performance of Top Leaders
- Feedback on Specific Skills in motivating others and leading teams & organizations, with the help of a 360-degree Survey and Psychometric Data Reports
- Developing a personal action plan for successful leadership in the future and for the identified changes in personal leadership styles

## Takeaways from the Programme

- A clear understanding of the critical competencies for success as a Top Leader, in the 21st Century
- Insights into Personal Leadership Skills & Styles, through Psychometric Data and 360° feedback
- Documented Action Plan to bridge gaps / strengthen your leadership skills, for future success

## Participant profile

This programme is designed for Senior Executives, Business Heads, and Functional Heads such as Sales & Marketing, Finance, HR, Operations, IT and Strategy: from Large & Medium Public/Private Organizations; and Professionals from the Top Management who are responsible for implementing Transformational Change.



## Key Topics addressed in the Plenary Sessions

- Mind of the Leader in an Exponential Economy
- Context of the Exponential Leader: Leader as Techno Utopist, Design Thinker and Innovator
- Self-Awareness & Unconscious Biases, Complexes & Defense Mechanisms
- Leader Derailment through Leadership Vulnerability
- Emotional Awareness of Self and Others; Crucial Conversations
- Building Constructive Relationships & Stakeholder Management
- Decision making at Senior Levels: Inclusive, Collaborative, Future Focused, Solution Oriented
- Wellbeing & Self Renewal; Stress Management & Organizational Vitality
- Driving Change: Successful Models

### Programme Details

**Programme Dates:** 3-6 December 2024

**Programme Duration:** 4 Days, In-Campus

**Programme Fee:** INR 115,000 + GST Per Participant

**Corporate Discount:** Secure a complimentary Nomination for every 4 nominations!



## PROGRAMME LEAD FACULTY

### Prof. 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.

# 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. The University has been established in a sprawling, green, 130 acres at Bahadurpally in Hyderabad. The University provides students with a modern lifestyle and a unique multi-cultural immersion in a predominantly green campus. The Lecture Theaters, Seminar Halls and Syndicate Rooms deploy state-of-the-art technology, to impart a multi-media, interactive learning experience to participants. Executive Housing facilities on campus come with contemporary design, spacious & comfortable air-conditioned rooms.



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