

Leadership Competencies for Top Management

Programme Details

Dates: 21 evening(Inaugural), 22,23,24 January 2025

Mode: In-Campus



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Programme Overview

“ The greatest danger in times of turbulence is not turbulence itself, but to act with yesterday's logic”
- Peter Drucker

" Artificial Intelligence is more Profound than fire or electricity! " - Sundar Pichai

“ The world is willing to obey, are you prepared to command? ” — Fredrick Nietzsche

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

- 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



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Programme Fee: INR 115,000 + GST Per Participant



Programme Lead Faculty

Prof. Rajeshwar Upadhyaya

Rajeshwar is a visiting faculty in Executive Education at Mahindra University with decades of experience spanning industry, consulting, and academia, he has been actively engaged in the field of Emotional Intelligence (EI) for over 20 years. He is associated with prestigious global business schools, including the Indian School of Business (ISB), INSEAD (Fontainebleau). Additionally, he is a visiting faculty member at national academies like Lal Bahadur Shastri National Academy of Administration (LBSNAA), Sardar Vallabhbhai Patel National Police Academy (SVPNPA), National Academy of Indian Railways (NAIR), and the National Rail & Transportation Institute (NRTI).

Rajeshwar's engagements with global business schools include ISB, INSEAD in Fontainebleau (France), the Korean Advanced Institute of Science and Technology (KAIST) in Seoul (South Korea), the School of Finance and Management at Oxford Brookes University (UK), Thunderbird School of Global Management at Arizona State University (Tempe, USA), and SKOLKOVO Moscow Institute of Management (Russia).

He has been a leadership speaker at numerous national and international forums and conferences, such as The London Speaker Bureau, India Literary Festivals, and IQPC, Singapore. Rajeshwar has also worked with Lamas from various monasteries worldwide and facilitated an intensive program for the Kung Fu Nuns in Kathmandu.

Rajeshwar's academic credentials are equally impressive. He is a university topper on three occasions and holds an MBA with a specialization in International Management from Thunderbird, The American Graduate School of International Management (Arizona, USA). He is also an alumnus of the Indian School of Business, having completed a one-year Management Program in Public Policy in collaboration with the Fletcher School of Law and Diplomacy (Tufts University).

Globally certified in a wide range of psychometric and coaching tools, Rajeshwar's expertise includes MHS EQI 2.0, Pearman, Pearman Flex, Big Five Personality Factors, Hardiness Resilience Tool, Risk Type Compass Profile, Hogan Challenges/Motivations/Preferences, FIRO-B, FIRO-Business, MBTI Step I and II, DISC, ESQ, EIRS Suite of Instruments, CreselPro, CTL-360, and Leadership Tracker (Derailment Propensity Inventory). He is also a certified Zig Ziglar 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, Centre for Sustainability, School of Design and Innovation 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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