

LEADERSHIP ACCELERATOR PROGRAMME



Institute of Public Enterprise
Hyderabad

LEADERSHIP ACCELERATOR PROGRAMME

Background

Leaders create tomorrow. They have a vision and see what others cannot see. Leadership is a competency which is the need of the hour. With the world entering the VUCA Prime phase, the role and importance of the leaders has assumed more importance than ever before. Given the increasing demands on the government for the creation of sustainable living for its citizens, the role of the private sector cannot be overlooked. With the growing urban areas, the demand for habitats for the ever-increasing population has become a challenge and this is where the role of private sector enterprises assumes importance.

Ramky Estates has been in the forefront of creating world class projects encompassing the whole gamut of real estate covering residential, commercial and integrated townships. With more and more projects in hand with the expanding business opportunities, there is a need to hone leadership skills.

The Leadership Accelerator Programme is precisely designed to address those specific needs of the participants wherein they can take up higher responsibilities and greater challenges as a part of the growth story of Ramky Estates.

Programme Design

The Leadership Accelerator Programme (LAP) is a structured learning programme with five modules. The modules are designed to enable the participants to revisit the journey of leadership. The programme covers the entire gamut of personal management skills to team management skills to leadership skills. The programme has five modules, and they are:

- ✓ Search Inside Yourself
- ✓ Personal Mastery
- ✓ Team Communication Skills
- ✓ Team Fitness Skills
- ✓ Leadership Skills

The entire programme is spread over a time frame of 5 months with will help the participants to absorb learning and apply the same.

Programme Delivery

One module will be delivered per month and allow enough space and time for the participants to apply them at the workplace for higher impact and higher outcomes. Once they complete a module, they go back to their workplace and apply what is learnt during the module. After one month of applying the learning at the workplace, they will attend the next module and the application of learning is transferred to the workplace again.

The participants will **JOURNAL** their learning and its application after attending every module which will be shared with the other participants during their presentations.

Each module will be delivered through lectures, case studies, activities, games, worksheets, videos, etc., so that the participants can have a thorough knowledge about the overall programme. Some sessions will be conducted by corporate leaders so that the participants are aware of the changes happening across a wide spectrum of industries, which include IT, automotive, pharma, engineering, manufacturing, services, etc.

The programme is residential in nature. The participants will stay at IPE Campus, Shamirpet. The IPE Campus has all the facilities which can be accessed by all the participants during their stay at IPE.

Participant Role

The participants are expected to complete all the assignments during and after the module as given by the faculty members. They are also expected to submit their assignments for evaluation as mandated by the modules from time to time. They are expected to read the books as prescribed during the module and make presentations during the sessions. They are expected to participate in the case study discussions and share the inputs and insights for mutual learning.

Deliverables

- ✓ Participants would learn about their Self.
- ✓ Participants would learn about their Strengths.
- ✓ Participants would learn about Team Communication Skills
- ✓ Participants would learn about Team Fitness Skills
- ✓ Participants would learn about Leader Skills

The participants will be awarded a ***Certificate of Leadership*** after the completion of all the five modules by the Institute of Public Enterprise, Hyderabad.

Venue

The Leadership Accelerator Programme will be conducted at IPE, Shamirpet Campus, Hyderabad.

Resource Persons

The IPE faculty members would act as resource persons, with a few speakers from the corporate world.

Fee

The fee for the programme is Rs. 5500/- (Five Thousand Five Hundred Only) plus GST per participant per day. The batch size is 15 participants for interactive and engaging sessions with a focus on personal learning. The programme fee covers professional charges for the faculty members, course books, reading books, food and accommodation on a double occupancy basis. The payment for each module will be made after its completion to IPE within fifteen working days.

Day 1: Arrive at IPE. Check-in into the rooms. Breakfast. Attend sessions. Dinner at 8.00 pm. Stay at IPE.

Day 2: Breakfast. Attend the sessions. Sports/games. Dinner at 8.00 pm. Stay at IPE.

Day 3: Breakfast. Attend the sessions. Check out. Back home safely.



“ A successful man begins the journey of self-exploration first and explores the world next.”

Module 1 Search Inside Yourself

Day 1	What got you here, won't get you there	09.30 am – 11.00 am
	What do people say about me? (Spouse)	11.15 am – 01.00 pm
	What do people say about me? (Colleague)	01. 45 pm – 03.30 pm
	Personal Leadership – Corporate Speaker	03.45 pm – 05.15 pm
Day 2	Enneagram: Psychometric Test using the Personality Inventory comprising of 180 questions - 1, 2 & 3	09.30 am – 11.00 am
	Enneagram: Psychometric Test using the Personality Inventory comprising of 180 questions - 4, 5 & 6	11.15 am – 01.00 pm
	Enneagram: Psychometric Test using the Personality Inventory comprising of 180 questions - 7, 8 & 9	01. 45 pm – 03.30 pm
	Personal Leadership – Corporate Speaker	03.45 pm – 05.15 pm
Day 3	My Positive Buttons – Aligning for Organizational Growth	09.30 am – 11.00 am
	My Negative Buttons – Changing/Alteration of Habits	11.15 am – 01.00 pm
	Atomic Habits for Personal Enhancement	01. 45 pm – 03.30 pm
	Personal Leadership – Corporate Speaker	03.45 pm – 05.15 pm
Action Steps	<p>Implementation Charter for Excellence (ICE)</p> <p>Participants: The participants will work on personal change and personal effectiveness using ICE. Further, they will focus on either terminating those habits which are impeding their personal growth and start those habits which enhance their overall personal growth and effectiveness. The participants will maintain a personal journal as to how they are progressing in their overall growth and development.</p> <p>Mentors: The faculty members who act as mentors will guide and shape their journey through their personal growth and development in the first month through a midterm feedback session.</p>	One interactive session with the participants at their workplace to gauge their application of their learning.



“ I have the wings to fly high. Let me fly higher and higher because sky is the limit for me. ”

Module 2 Personal Mastery

Day 1	ICE Presentation by Participants	09.30 am – 11.00 am
	Habit 1: Are you proactive in approach?	11.15 am – 01.00 pm
	Habit 2: Do you have the end in mind?	01. 45 pm – 03.30 pm
	Leadership Excellence – Corporate Speaker	03.45 pm – 05.15 pm
Day 2	Habit 3: Do you put first things first?	09.30 am – 11.00 am
	Habit 4: Do you think win-win situation?	11.15 am – 01.00 pm
	Habit 5: Do you understand others?	01. 45 pm – 03.30 pm
	Leadership Excellence – Corporate Speaker	03.45 pm – 05.15 pm
Day 3	Habit 6: Do you synergize with stakeholders?	09.30 am – 11.00 am
	Habit 7: Do you have the learning quotient?	11.15 am – 01.00 pm
	The 5 Levels of leadership	01. 45 pm – 03.30 pm
	Leadership Excellence – Corporate Speaker	03.45 pm – 05.15 pm
Action Steps	<p>Implementation Charter for Excellence (ICE)</p> <p>Participants: The participants will work using ICE on the habits discussed as a part of Module 2 and start applying them every day. They will journal the habits they have applied in their daily activities and how they benefited from the application. They will also write the narrative about the incident in the journal.</p> <p>Mentors: The faculty members who act as mentors will try to see that they apply at least one of the successful habits in their daily life and try to nudge them towards their application for personal and professional growth. The mentors ensure that the participants don't miss on the application of the successful habits.</p>	One interactive session with the participants at their workplace to gauge their application of their learning.



“The more I use the term, WE, the more our team succeeds. The more our team succeeds, the more I succeed.”

Module 3

Team Communication Skills

Day 1	ICE Presentation by Participants	09.30 am – 11.00 am
	Team Huddle – Goal Setting / Expectation Setting / Vision Crafting	11.15 am – 01.00 pm
	Team Communication – FACE Model – Feedback	01. 45 pm – 03.30 pm
	Teamwork – Activity	03.45 pm – 05.15 pm
Day 2	Team Communication – FACE Model – Assertive	09.30 am – 11.00 am
	Team Communication – FACE Model – Corrective	11.15 am – 01.00 pm
	Team Communication – FACE Model – Empathetic	01. 45 pm – 03.30 pm
	Teamwork – Activity	03.45 pm – 05.15 pm
Day 3	Writing an Appreciation Letter to a Team Member	09.30 am – 11.00 am
	Developing Team Members – Mentoring / Coaching	11.15 am – 01.00 pm
	Team Camaraderie: Outbound Learning	01. 45 pm – 03.30 pm
	Team Camaraderie: Outbound Learning	03.45 pm – 05.15 pm
Action Steps	<p>Implementation Charter for Excellence (ICE)</p> <p>Participants: The participants will develop ICE and apply team management skills accordingly. They will use FACE Model extensively. The participants journal the critical incidents in team communication which have helped in achieving team camaraderie and organizational goals.</p> <p>Mentors: The mentors will keep track of the actions of the team leaders and encourage them to journal their actions. This helps them in seeking input from the mentors from time to time for corrective actions.</p>	One interactive session with the participants at their workplace to gauge their application of their learning.



“ I believe in the fitness of my team because I want to walk faster and walk longer distances. ”

Module 4 Team Fitness Skills

Day 1	ICE Presentation by Participants	09.30 am – 11.00 am
	Team Fitness – IDEAS Model – Intimate	11.15 am – 01.00 pm
	Team Fitness – IDEAS Model – Direction	01. 45 pm – 03.30 pm
	Teamwork – Activity	03.45 pm – 05.15 pm
Day 2	Team Fitness – IDEAS Model – Excellence	09.30 am – 11.00 am
	Team Fitness – IDEAS Model – Accountability	11.15 am – 01.00 pm
	Team Fitness – IDEAS Model – Service	01. 45 pm – 03.30 pm
	Teamwork – Activity	03.45 pm – 05.15 pm
Day 3	Forest Camping – Survival Skills	09.30 am – 11.00 am
	Forest Camping – Camaraderie	11.15 am – 01.00 pm
	Forest Camping – Resource Management	01. 45 pm – 03.30 pm
	Forest Camping – Thriving Together	03.45 pm – 05.15 pm
Action Steps	<p>Implementation Charter for Excellence (ICE)</p> <p>Participants: The participants will apply team management skills using as learnt during Module 4 and provide the necessary fitness for the team. They will use the IDEAS Model for making the team fit in, enhancing its overall capabilities.</p> <p>Mentors: The mentors will speak to the participants about how they are applying their IDEAS Model of teamwork and provide necessary inputs from time to time.</p>	One interactive session with the participants at their workplace to gauge their application of their learning.

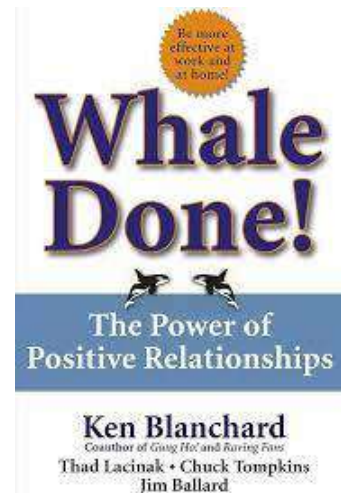
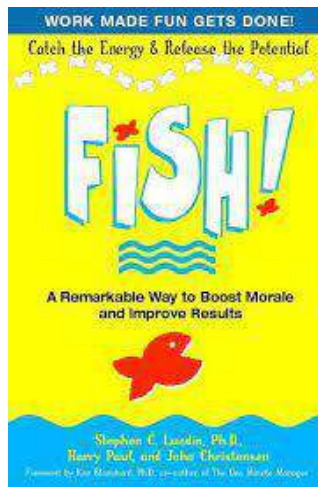
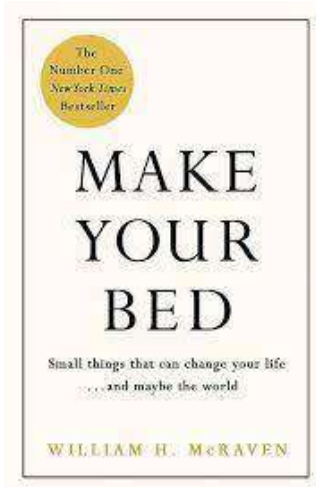
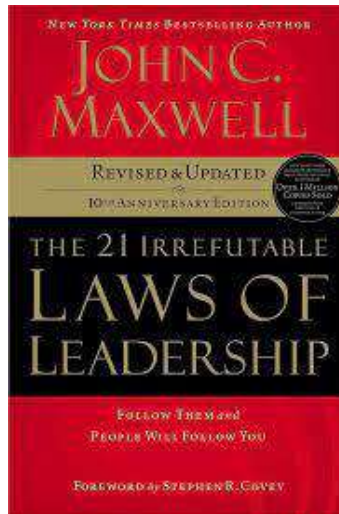
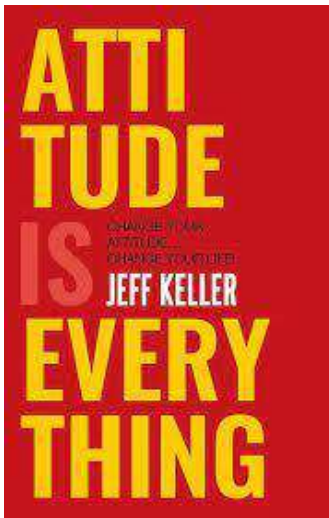
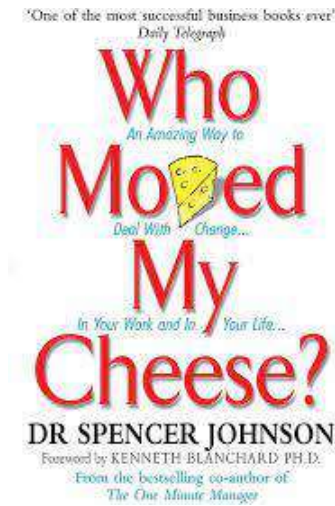
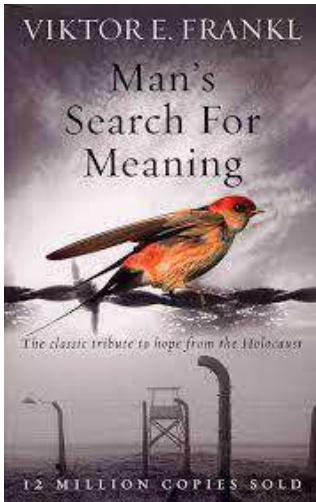


“Leaders make positive contributions to the lives of people and make the world a better place to live.”

Module 5 Leadership Skills

Day 1	ICE Presentation by Participants	09.30 am – 11.00 am
	Primal Leadership	11.15 am – 01.00 pm
	Strategic Leadership	01. 45 pm – 03.30 pm
	Leader as a Change Agent	03.45 pm – 05.15 pm
Day 2	Risk Management Competency	09.30 am – 11.00 am
	Diversity Management	11.15 am – 01.00 pm
	Basic Finance for Leaders	01. 45 pm – 03.30 pm
	Basic Finance for Leaders	03.45 pm – 05.15 pm
Day 3	Business Ethics	09.30 am – 11.00 am
	Leadership Grooming – Corporate Speaker	11.15 am – 01.00 pm
	Leadership Grooming – Corporate Speaker	01. 45 pm – 03.30 pm
	Participant Presentation on Leadership	03.45 pm – 05.15 pm
Action Steps	<p>Implementation Charter for Excellence (ICE)</p> <p>Participants: The participants will apply leadership skills as a part of ICE and hone their leadership skills every day.</p> <p>Mentors: The mentors will speak to the participants to nudge them towards leadership skills.</p>	One interactive session with the participants at their workplace to gauge their application of their learning.

Any Five Books to be read by the Participants during the Programme



IPE Faculty Resource Team for the Leadership Accelerator Programme



Prof. Ujal Mukherjee



Prof. Meher Karuna



Prof. Sridhar Raj



Dr. Prarthana Kumar



Dr. Anupama Dubey



Dr. Sinju Sankar



Dr. Vasanthi



Dr. Swathi Mathur

Institute of Public Enterprise



The Institute of Public Enterprise established in the year 1964 was originally conceived as a research institution devoted to systematic and sustained study of issues relevant to the formulation, implementation, review, monitoring and assessment of policies and programmes concerning public enterprises. The Institute is partly funded by the Ministry of Human Resource Development, GoI. The Indian Council of Social Science Research (ICSSR), Ministry of Human Resources Development, GoI recognized the Institute as a 'Centre of Excellence' in Social Science research. The research studies of IPE have been extensively used by the Committee of Public Undertakings (CoPU), several ministries of the GoI, Planning Commission, SCOPE, Department of Public Enterprises (DPE), Comptroller and Auditor General of India (CAG) and pay revision committees.

Contact:

Dr. Sridhar Raj
Professor
Institute of Public Enterprise
Hyderabad
Call or WhatsApp: 9246294086

Dr. Sinju Sankar
Assistant Professor
Institute of Public Enterprise
Hyderabad
Call or WhatsApp: 9885678513



IPE Library



IPE Auditorium



IPE Seminar Hall