



Leadership Journeys  
for every Transition!

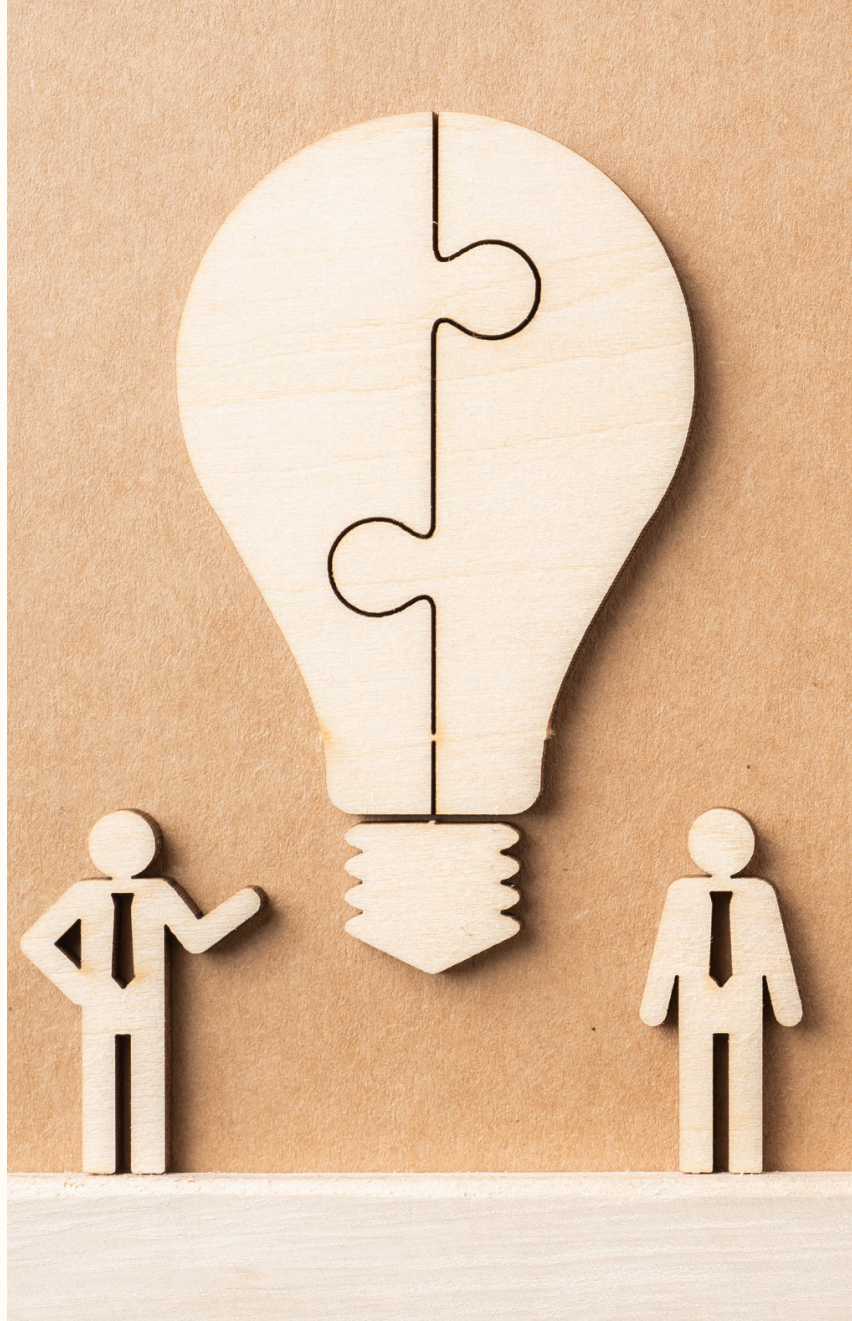
# THE NEED FOR LEADERSHIP TRAINING

- People seldom leave Organizations; they usually leave their Managers!
- Leadership does not come naturally to most people because Leaders are required to take accountability for the actions of others, and not just their own!
- Leaders carry the onus of defining and sustaining the Culture of an Organisation. They create experiences that form the building blocks of Culture and Employee Engagement and hence Results.
- Each upward Leadership transition requires a shift in Skills, Behaviours and Mindsets. Usually, no prior formal support is provided to the transitioning Leader.



# WHY U-LEAD?

- Clearly articulated problem statements and success hypothesis
- Well-established and scientifically proven skill models
- Engaging, Experiential Learning
- Peer learning through Group Coaching
- Measurable and impactful Learning and Business Outcomes



## U-LEAD OUTCOMES

- Accelerated Growth for the individual and the organization
- Ensures a reliable Leadership Pipeline
- Lower attrition rate
- Improved employee engagement
- Improved people dynamics and culture



# U LEAD OFFERINGS

## Transition 1:

Getting Aspiring Individual Contributors ready as First time Managers

From Doing to Getting it done by **working with others**



## Transition 2

Developing Supervisor/First time manager as First Line Manager

**Work on others** to improve their efficiency



## Transition 3

Developing Line Manager as Operational/Functional Leader

**Work through people**, make them accountable, **Build Teams**



## Transition 4

Developing Functional Leaders as Business Leaders

Work through **ideas, strategies, environments.** **Build Business, inspire performance.**



## Transition 5

Energizing Tenured Managers

Energizing Tenured Managers to find a larger purpose, and become viable



## TRANSITION

**Aspiring Executor → First Time Manager**

## PURPOSE AT THIS LEVEL

- Work with others, be effective
- Build Relationships, deliver efficiency

## PARADIGM SHIFT NEEDED

- Doing well to Getting it done • Efficiency to Prioritizing Effectiveness
- Self Awareness leading to maturity
- Personal to Team Productivity

## CAPABILITIES REQUIRED

- Role Clarity – Leadership Self Awareness, Regulation, Personal Productivity, Interpersonal Intelligence
- Problem Solving & Decision Making
- Communication Effectiveness
- Learning Mindset & Development Orientation

## TRANSITION

**Supervisor (FTM) → Effective Front- Line Manager**

## PURPOSE AT THIS LEVEL

- Work on others, Make them effective
- Build value, deliver effectiveness

## PARADIGM SHIFT NEEDED

- Engagement leading to Performance Consistency
- Capability Development leading to Sustainable Productivity
- Achieving Customer focus.

## CAPABILITIES REQUIRED

- Role Clarity – Leadership
- Self Awareness, Regulation
- Personal Productivity
- Emotional Intelligence, Leadership Style Adaptation.
- Sustainable Problem Solving
- Coaching Skills & Development Diagnostics
- Execution Excellence Drive & Skills
- Customer Interfacing & Influencing Skills.

## TRANSITION

**Line Manager (LM) →  
Operating/Functional Leader**

## PURPOSE AT THIS LEVEL

- Work through People, Make them Accountable
- Build Teams, Sustain Effectiveness

## PARADIGM SHIFT NEEDED

- Building & Managing a High-Performance Culture
- Building & Sustaining Culture-Aligned Teams
- Influencing Customers & Business Impact

## CAPABILITIES REQUIRED

- Self Awareness, Regulation & Personal Productivity
- Situational Leadership Capability
- Influencing, Conflict Resolution & Problem Solving
- Coaching & Mentoring Capability
- Systemic & Design Thinking - Driving process efficacy
- Win-Win Negotiating & Consulting
- Building & Aligning Teams, Managing Culture

## TRANSITION

**Operating Leader →  
Business Leader**

## PURPOSE AT THIS LEVEL

- Work through ideas, Strategy & Environments
- Build Businesses, Inspire Performance

## PARADIGM SHIFT NEEDED

- Building & Guiding Strategy aligned to objectives
- Designing Work Environments - Policy, Plans
- Inspire Customers & Organization

## CAPABILITIES REQUIRED

- Self Awareness, Regulation & Personal Productivity
- Situational Leadership Capability
- Influencing, Conflict Resolution & Problem Solving
- Coaching & Mentoring Capability
- Designing Business Environments
- Strategizing & Planning
- Inspiring Customers, Executive Presence
- Communication & Outreach Capabilities outside the organization.
- Networking & Leveraging Connections
- Analytics, Insighting & Persuasion.

# OUR HABITUATION JOURNEY



# SOME OF OUR CLIENTS



ADITYA BIRLA GROUP



**HL Mando**



genpact

**ANAND** >>

>  
**accenture**



SysCloud



**YAMAHA**

**KENSTAR**





**THE  
MENTOR  
EDGE**

*FOUNDER & CEO*

## Desikamani Gopaladesikan

Boasting over a decade of rich experience with renowned organizations such as Widia, Advani Oerlikon, Carborundum Universal, and NIS Sparta, Mani also served as a consultant at the School of Inspired Leadership in Gurgaon and the Great Lakes Institute in Chennai.

Driven by the desire to enable people in workplaces to be their effective best, Mani launched Mentor Learning Services in 2002. Since then, he has designed numerous leadership and behaviour management interventions that have transformed thousands of individuals, optimizing human capital within organizations. Mani also specializes in helping organizations formulate their vision, instil strategic design thinking among senior leaders, and provide one-on-one executive coaching.

- 20+ years of experience in the L&D space
- Multi-industry delivery of learning interventions
- Patented and well authenticated psychometry and assessments
- Experienced facilitators