

SHIFTING GEARS – LEADERSHIP DEVELOPMENT

INDIA'S LEADING REAL ESTATE DEVELOPERS (2021)

The Client Organization's Young Leaders increased their leadership capabilities significantly to realize the true potential of their teams and themselves.

NEED

Leading teams and leveraging their potential in an ever-growing DLF to build a safe India

The need to empower leaders to transition effectively from an Individual Contributor to a Team Manager was recognized. Skills pertaining to various facets of team management along with clarity on one's own role expectations formed the central idea.

KEY OUTCOMES

Leaders established role expectations from various stakeholders' standpoints including oneself.

The group was empowered to apply techniques and best practices to pursue learning agile leadership and a growth mindset.

Leaders learnt to modify their respective communication styles to construct behaviors most suited to elicit performance from self and their team-members.

NUMBER & PROFILE OF PARTICIPANTS – 15, Junior/Mid Management

SOLUTION

A 4-weeks journey covering 6 critical themes of leadership through Virtual & Classroom Sessions, supported by Cloud-based E-learning

Based on the diagnosis of leadership needs in a DLF work environment, a learning journey was curated to cover role demands from stakeholders, identifying personal conflict style & resolving conflict, emotional intelligence, situational leadership, building & managing teams and driving performance. The learning interactions took place online and offline, complemented with an adaptive learning platform to put learning into action.

OUTCOME-

Development of a well-rounded perspective & personality to be the DLF Young Leader

Training received through the highly reflective and practical sessions on significant issues of leadership built the managers' capabilities to efficiently provide & seek feedback, build and manage their teams as well as their own behavior to align their efforts to business goals.

LEARNING TO LEAD-

Young Leaders Program covered 6 themes-

- 'Role of a Manager'
- 'Conflict Management'
- 'Emotional Intelligence'
- 'Situational Leadership'
- 'Building & Managing Teams'
- 'Driving Performance'