



GLOBAL LEADERSHIP & COACHING WORKSHOP



A **3 day experiential learning program** which helps you:
Reframe your thinking | Tackle Leadership challenges |
Function at optimum levels *

**An experiential learning program which will help you with Deliberate Practice Support (DPS)*

**2021
Upcoming**

**VIRTUAL
Experience**

OUR DIFFERENTIATORS...

4 Reasons why Leadership Programs fail according to McKinsey Quarterly-

OVERLOOKING
CONTENT

DECOUPLING
REFLECTION FROM
REAL WORK

UNDER-ESTIMATING
MINDSETS

FAILING TO
MEASURE RESULTS

GLOBAL LEADERSHIP AND COACHING WORKSHOP HAS STRIVED TO OVERCOME THESE ISSUES THROUGH:

Quality of **Pework and Assessments** that work to distill the essence of each attendee's needs and context to their Leadership Challenges (from various stakeholders and the individuals themselves). Every module of the program ensures maximum relatedness to the individual's context for his current development and future growth.

1



2

Straight from the start to the post program support, the program is structured so as to tackle the **real time challenges of the leaders**. This approach has ensured maximum application of learning post program.

“

In my aquaculture operation, we are stuck in the day to day of what needs to be done. We firefight on a daily basis. I never had the chance to reflect or take a helicopter view and try to rationalize people's behaviour and the weaknesses in the organization. This 3 day workshop really enlightened me from that perspective – there is a science behind management.



Eng. Ahmad Alballee

Managing Director, National Aquaculture Group,
Saudi Arabia



The program has a strong focus on behaviour changes by leveraging the transformative power of coaching. Having been developed by practitioners, business leaders and Master Certified coaches, this program is built with the **focus on how leaders can change behaviours/ mindsets**, to achieve their desired goals and potential. The mix of various levels of coaching during the program, and **post program for 6 months** lends a beautiful support for the leaders to gain maximum benefits and tap into the depths of diversity in the group.

3



To discuss the value of the program, speak to our sales team-

Kumar Somayajilu

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Prasad Panapakkam

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4

We **track the leader's journey for a period of 6 months** and have touch points at intervals to help track their progress and provide the right levels of expert support to help them achieve their desired goals.

“

I think the best decision I took was to come to this workshop. Life is like a race, and you start with On Your Marks, Get Set and then Go. For the longest time I would feel I'm still on Get Set. What I'm taking away from this workshop is that today my GO starts! ”



Monisha Dewan

Co Founder & COO - Rosakue

REASONS TO ATTEND

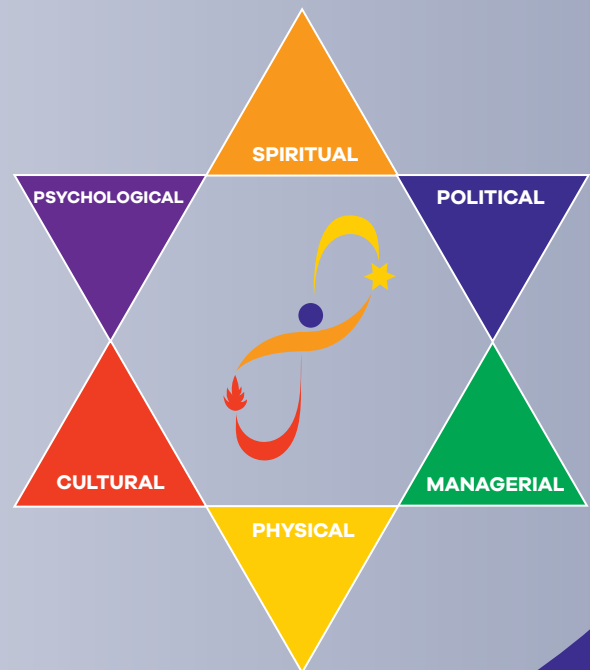


6 DIFFERENT PERSPECTIVES TO REFRAME YOUR THINKING

Leaders are lacking the perspicuity of a simple leadership framework – this denies them the opportunity to address complex challenges with perspicacity. Leaders need a simple, yet sophisticated model, that provides them with multiple perspectives, enabling them to generate better choices for their decision making.

WHAT YOU KNOW NOW IS INSUFFICIENT TO CATAPULT YOU INTO THE FUTURE

Leaders are now discovering that their knowledge and skills that enabled them to become leaders, are no longer sufficient to address the complex challenges facing them today and in the future. Leaders need more knowledge, better skills, and more effective behaviors that can transform their leadership for the 21st century.



GIVEN THE DYNAMIC BUSINESS ENVIRONMENT THAT LEADERS ARE IN, WE BELIEVE, AN interconnected and a multi-perspective approach is necessary now, for leaders to discover and develop a broader set of skills, competencies and behaviours needed to navigate a fast- changing VUCA* and SMACASB* environment. When this new approach is aided by expert facilitation, the potential for blended learning, and opportunities for peer coaching; the possibilities for positive change in leaders are multiplied.

**VUCA (Volatile, Uncertain, Complex, Ambiguous)*

SMACASB (Social, Mobile, Analytics, Cloud, Artificial Intelligence, Security and Blockchain)

WORKSHOP MODALITIES

You will enter this workshop with **your Leadership Challenge clearly defined** – this will help you keep your challenge at the center, while you leverage the various perspectives, to discover possibilities

1

In the **Physical Perspective**, you will assess your overall physical fitness to discover your gap to your physical best. You will also assess your team's gap to their physical best and ponder on its implications on your Leadership

In the **Managerial Perspective**, you will address multiple situations to improve upon your situational fluency, while appreciating greater insights on **Managing Up, Down and Across** effectively

2

Through the medium of dance and music, you will learn to discover and unleash the **Archetypes** within you – these are the hidden powers and emotions that exist within all of us, that we call upon at will, to achieve more

In the **Psychological Perspective**, you will understand the impact of the Unconscious on your decision making, biases and beliefs. Unconscious Ego Defense Mechanisms help you rationally understand others' irrational behavior.

3

In the **Political Perspective**, you will learn how to build Power so that you can engage in Constructive Politics. Peer Coaching within this perspective will allow you the opportunity to develop other leaders, and also develop yourself

At the end, you will engage in a meaningful **powerful activity** that will help you translate your insights into commitment for action

4

In the **Spiritual Perspective**, you will engage in some right brain activity to discover the purpose of your life – this will lend meaning and direction for the conduct and control of your life, and its choices.

In the **Cultural Perspective**, we discover a vocabulary for you to understand differences between people, and to build a plan to leverage those differences to achieve more

6

5

POWERFUL TAKEAWAYS

1

LEVERAGE MULTIPLE -PERSPECTIVES OUTLOOK

Multiple perspectives refer to a broad range of different disciplines, alternative cultural world-views, and various forms of intelligence as well as diverse archetypes available to us.

2

APPRECIATE DOING WELL BY DOING GOOD

Eager to frame personal and organizational goals in the broader context of improving the world.

3

DEVELOP AUTHENTICITY

Living a genuine life they can truly call their own.

4

DELVE DEEP INTO HEALTH AND FITNESS

Taking proactive steps to be healthy and fit, and to promote wellness in their organizations.

5

SHARPEN YOUR RESULTS ORIENTATION

Achieving results and adding value.

6

DEVELOP EMOTIONAL AND RELATIONAL COMPETENCIES

"Emotionally intelligent" and able to build productive relationships

7

BUILD POWER TO ENGAGE IN CONSTRUCTIVE POLITICS

Engaging in constructive politics.

8

RAISE AWARENESS THROUGH CULTURAL INCLUSIVENESS

Leveraging cultural differences and building unity in diversity.

9

PONDER YOUR OWN SPIRITUAL AWAKENING

Living purposefully and mindfully.

10

FORGE DEEP INTERCONNECTEDNESS

Connecting the dots,
Linking and Synthesizing

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TIMELINE

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1

PREWORK – Failing to measure, is planning to fail!

Setting up measurement metrics. Your preparation phase comes with your internal reflections, and your stakeholders in your work and life. They add the additional perspective to help you build your measureable results.

2

YOUR LEADERSHIP CHALLENGE

Looking at your leadership challenge, keeping your context in the centre as a fulcrum as you weave the 6 perspectives around it

3

Your 6 months journey post program from Unconscious incompetence to unconscious competence! We have build in 3 security checkpoints into the program to help you not drop the ball on your learnings

4

ACCOUNTABILITY PARTNER

You will identify an accountability partner at the program. You will both set a rhythm of communication and peer coach each other as you work through your challenges

We recommend you connect for 6 months

5

1:1 COACHING

These 1:1 Coaching sessions with your assigned coach are meant for you to land your learnings post program

1 session/month for 3 months

6

COMMUNITY SUPPORT

Connect with the larger Global Leadership and Coaching community over scheduled community calls once in 2 months. Be part of the GLACS Alumni group to receive Leadership Insights and Impact stories from the field

You could be a **CxO, Manager of managers, Independent Professional, SME, Startup, Entrepreneur, Executive Coach, Innovation and Thinking Expert**

OUR FACILITATORS AND CONTRIBUTORS



**VENKATARAMAN
SUBRAMANYAN**

**Lead facilitator and
master coach**

*How are you tapping into your
multiple intelligences to make
you the leader you could be?*

*a STRONG PANEL
DISCUSSION with
some of the top
leaders/ experts who
can connect the dots
to their learnings with
their experiences*

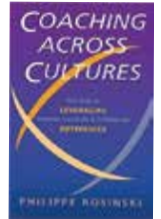
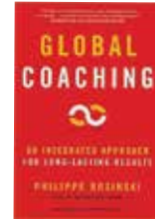
*a Team of
Experts will integrate
during the programs –
Fitness, Right brain
Experts and
Executive Coaches*



**SRIPRIYAA
VENKATARAMAN**
Program design
and execution



**PROFESSOR
PHILIPPE ROSINSKI MCC**
Author of **Coaching
Across Cultures** and
**Global Coaching-
Foundation** for this
leadership program



*“A provocative, exciting, and
wise book! Rosinski’s work
draws on a well-presented
range of material, from
psychology to medicine,
economics to physics,
philosophy to mysticism, and
beyond- and challenges us to
open up to new ways of
thinking. He presents well
written business coaching
cases and examines how
embracing multiple
perspectives will enhance our
coaching and enable our
clients to become more
effective.”*

*-Prof. Carol Kauffman,
Harvard Medical School;
director, Institute of Coaching*

Acknowledgements

“

“ My main learnings during those 3 days were the different dimensions and fundamentals of Leadership and that everything starts with yourself. Some elements you already know, other competencies were completely new and I became conscious how incompetent I was on these aspects. There was a good blend of theory and practice. I didn’t only learn from the facilitators, but also learned a lot from my peers in the program. ”

Wilfred Van Wel

SVP Global Field Operations SAP

“

“ Venkat is a role model and has real passion for people development. As an accomplished business executive, he finds ways to transfer his profound knowledge in business strategy, transformation and execution in a way that creates value and drives business results. His presence in the room and ability to drive the group dynamics is outstanding. He leaves long lasting impressions on every person that participate in his training and coaching sessions. It has been a privilege working with Venkat, and I can highly recommend him to any organization that is looking to create long lasting impact on their business results. ”



Tatiana Ohm

MD Europe Agile One

FACILITATOR PROFILE



VENKATARAMAN SUBRAMANYAN Lead Facilitator and Master Coach

Venkat is an experienced business leader, facilitator and coach and delights in the joy of making others great. His strong communication, presentation, and coaching skills inspire individuals and teams to uplift their aspirations, to realize their true potential.

His clients respect him for his utmost honesty and integrity, his passion for excellence, his ability to ask hard questions in a soft way, and on helping them think critically, so that they could execute with rigor and compassion.

His vast experience across Asia in a variety of leadership roles helps him tailor his engagements across cultures. He is currently leading several engagements in areas of Global Leadership Development, Execution Excellence, Sales Leadership, Women Leadership, Group Coaching and Executive Coaching.

Venkat is the Founder and Director of Tripura Multinational, an organization dedicated to driving Sales Excellence within organizations, building an Integrated Educational Institution, and Tripura Foundation to serve the under-privileged through the power of Education. As a Sales 3.0 facilitator and sales coach, Venkat engages in capability building around deal coaching, partner sales management, account management, and pipeline management. Through these engagements, he has generated over US\$3 Billion in net new opportunities, and helped develop deal strategies for multiple deals ranging from \$100K to over US\$40M. His Deal Qualification framework has also been adopted as a Global Standard by organizations, and implemented as part of their Global CRM. Venkat is an experienced coach, and uses his coaching and training skills to coach CxOs, Partners, directors and managers at many Fortune 500 Companies. He has over 1000 coaching hours over the past 36 months – split as 30% on individual coaching, and 70% on Group coaching. He has had the privilege to coach leaders from over twenty nationalities across the Globe. With 25 years of experience in the IT industry, Venkat has had a strong and successful career at Microsoft for over 13 years, in multiple roles, culminating as the COO for their Enterprise and Partner Business. Venkat, and his wife, Sripriyaa live in Singapore and delight in the opportunities to make others great!!

***Their vision is to Touch and Transform a million lives by 2020
and a billion lives by 2030.***

SOME CLIENTS WHO HAVE BENEFITTED FROM OUR VARIOUS INTERVENTIONS



How can you give yourself the permission to powerfully bridge the gap between your latest potential and your larger life purpose?

ACT NOW!

Join us at the **Global Leadership and Coaching Workshop** on **November 19, 20 and 21, 2019** in **Chennai**.

The investment for your attendance will be **Rs. 85,000 plus taxes**

Early bird prices are available till
Oct 10th (12.5 % Discount)
Oct 25th (10% Discount)

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TO HAVE A PREVIEW OF WHAT WOULD BE EXPERIENCE IN THE WORKSHOP – View these videos



GLACS 2016



GLACS 2015



GLACS 2014