

Essential Skills for 21st Century Leaders



An opportunity for companies to reskill their workforces and emerge stronger from the Pandemic.

The almost unending changes and disruptions that have been ushered in by the Digital Era have only been accentuated because of Covid. All of a sudden the pandemic has changed the business

landscape and the way we work and live for good. We have scrambled to cope with the disruptions due to Covid but perhaps not well prepared to deal with the changes which will unfold in the coming months and years.

What is clear though, is that, to successfully navigate the current situation and prepare for the future, there has to be a mind-set shift and attitudinal change. The way we think and how we embrace change will have to be reimaged. Some of the core leadership skill sets that organisations will have to support their employees in enhancing are:

Systems Thinking Skills



System thinking skills are a set of mental skills that are required for leaders to make the right choices in dealing with the complexities of business. Critical thinking is necessary to make better decisions. Problem solving skills are needed in changing environments, and curiosity and creativity skills are required to stay ahead of competition.

Emotional and Social Intelligence Skills

Our emotions strongly influence our perceptions, beliefs, attitudes, and decisions. People with greater awareness of and control over their emotions are more successful than people and can nurture and build high performance teams. Social skills are required to build relationships with customers, stakeholders and team members to build a culture of good execution and enduring success.



Adaptability and Resilience Skills



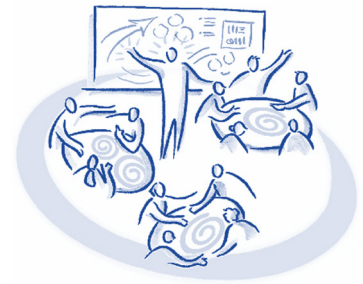
Adaptability is the ability to change course or approach or actions to suit different situations or environments. It is a willingness to modify both attitudes and behaviors for people to take charge, rather than being driven by changing circumstances. Resilience is grit, staying power, and persistence. It is digging deeper to find inner reserves of strength during times of challenge or stress and builds the ability to bounce forward and improve mental wellbeing.

Learning Objectives

This training program is aimed at facilitating participants to gain a deeper understanding of the core skills that successful leaders possess. Even before, it was desirable for leaders to have these skills as a part of their repertoire. However, Covid has made it imperative for executives to hone these skills in order to effectively handle the changes that we are yet to witness. This program will give participants an immersive learning experience and will assist them to rethink and reshape their beliefs, attitudes and behaviours to emerge stronger and successful in these challenging times.

Program Delivery

This program will be conducted in a blended **‘Coaching cum Training’** mode. A combination of facilitation, one to one and group coaching approaches would be used for skill enhancement and knowledge sharing. Some of the advantages of a blended method are that participants can have a personalized learning experience, integrate knowledge better, embed new behaviours and benefit from sharing of ideas and best practices.



Who Should Attend

Managers, senior managers, CXOs and CEOs from any industry will benefit from this training program.

In the digital era, to remain relevant and in demand, professionals must develop a quest for lifelong learning.

Facilitators



Amit Dasgupta

Over 40 years' experience in Management Consulting and IT Services in the areas of strategy, business excellence, software services, leadership development, coaching and change management. He held senior leadership positions at IBM and other companies and successfully led large engagements and transformation programs for several Fortune 100 clients worldwide. He is a Professional Certified Coach (PCC) from International Coaching Federation (ICF).



Bikramjit Maitra

Over 40 years' experience in IT consulting & general management, with a fine blend of business and HR expertise. In his last role at Infosys he was Head of HR. Bikram is qualified and accredited as Professional Certified Coach (PCC) by International Coach Federation (ICF). He is certified to administer the MBTI and FIRO-B instruments and has vast experience in Assessment Centers, Behavioural Event Interviewing and Appreciative Inquiry.

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