

A Leadership Development Process
INSPIRE, GUIDE, NURTURE
TO
UNLOCK TEAM POTENTIAL





## **Challenges Of Middle Level Managers**

Recently published Gartner research talks about an "unsettled" employee-employer relationship. The report highlights that employees are experiencing productivity/ career anxiety and there is mutual mistrust between Managers and employees. Therefore, there is a need to have more "Human Centric Managers".

Managers today are therefore struggling with the paradox of being more empathetic but also need to drive performance. In short, organizations need great people managers who are able to seamlessly lead in this context. They need to IGNite talent and inspire them to unlock their potential.

**I'Gnite** is a Brandon Hall award winning program which equips your middle managers with most critical people leadership skills so that they can perform their role effectively. Our program has been created basis more than 22+ years of practical experience and research in helping organizations develop better people managers.

### **Program Objectives and Success Measures**

#### **Key Objective**

- Enable middle managers to become an effective people leader
- Equip participants with most critical people management capabilities

#### **Lead Objective**

Enable Middle Managers to:

- Identify their strengths and enhancement areas
- Effectively lead through emotional intelligence
- Manage people to grow, develop and engage team members
- Develop high performing teams

#### **Impact Measures**

- % of participants achieving their goals
- Development of team members
- Increase in retention/ decrease in attrition
- Increase in team engagement

## **Key Themes Of The Program**

IGNite covers 3 key themes below. However, you can also choose themes from any of the other alternative modules as well.

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# Leading Through Emotional Intelligence

- Understanding the changing demands from role of the manager
- Managing your own emotions effectively
- Effectively lead with empathy

# Enabling Performance Through People

- Giving feedback and having performance conversations
- Follow a structured process for coaching
- Delegate effectively
- Adapting your leadership style to team member styles

## Inclusive Leadership and Managing Unconscious Biases

- Foster an environment of inclusion and psychological safety
- Recruit talent effectively through inclusive hiring methodologies

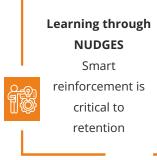
#### **Alternative Modules**

- Inspiring Engagement
- Driving Change
- Influencing
   Stakeholders
- Effective Hiring
- Career Conversations

## **Solution Design Principles**















### **Program Components**



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12 Weeks Learning Journey

On-the-job Application

Assignments





6 Core Learning Labs



Pre and Post Assessments – Leadership Insights



**Gamified Learning Modules** 



Weekly Learning Nudges

#### Our Gamified Learning Platform Master-O®



#### GLOBAL MANAGEMENT DEVELOPMENT INITIATIVE FOR A LEADING TELECOMMUNICATION COMPANY

A global telecommunication company, headquartered in the United Kingdom, wanted to roll out a global management development initiative to better support the people managers in its organization. We worked with the client to create a 20 weeks long virtual learning journey for more than 800 people managers. 4 virtual modules were developed and each virtual module consisted of learning labs, digital learning, application exercises and internal leader sessions. We provided the managers with the tools, skills, knowledge, and confidence to be able to thrive under challenging conditions.

#### **IMPACT**

- Internal mobility has already increased from 14% to 30%, already meeting the 2022 target.
- Employee engagement has increased from 80% to 86%, surpassing the 2022 stretch target.
- Female leadership representation has increased from 27% to 30%.

#### We Have Delivered Value For

























# About InspireOne

InspireOne is India's leading consulting firm offering organizational and leadership development solutions. With over two decades of experience in the consulting domain, we help organizations convert their people and organizational capabilities into corporate value.







Our solutions are developed on the research and know-how of our global partners - Tack TMI. We deliver solutions globally and in different languages.



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