



# Future Leaders program

A transphorm case study

# Situation

- Worked with the most profitable BU of a fast paced NBFC
- A blend of home grown leaders and talent hired from outside
- A journey based on building awareness on the organizations culture anchors
- Specific areas identified were emotional intelligence , execution rigor , strategic thinking and business acumen
- Extensive interviews with the BU head , HR and L&D team and leaders to identify functional and dysfunctional behaviors
- Diagnostics through the 5 S framework

# Task

- Deep understanding of Core issues
- Three Step Leadership Journey – Experiential learning workshop , On Job Coaching , Design Thinking
- Thirty two leaders covered
- Surfacing and addressing the elephant in the room
- Co-creation of new vision for the business
- What is the story you will right – Who will be led by you

# Action

- Design of nine month leadership Journey
- 5 I model to build robust action plans
- Creating a safe container and experiences for behaviors to surface
- Deep conversations to address underlying issues
- Co-ownership for the new vision
- How do we build an enabling culture
- Action plan for post workshop impact

# Results

- Visible impact on people engagement and ease
- Honest conversations
- Co-creation of RACE framework to sustain the action plan
  - Retention
  - Alignment
  - Care and celebration
  - Ease
- Coaching support for the leaders , capturing of best practices
- Calenderization around Care & Celebrations
- Forums for organizational listening

# Contact Us

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