

R Square Consulting



Stepping into leadership: A developmental program for First Time Managers





Why First time leaders developmental program?

Most companies promote best performers into first time leaders (FTLs)

Most FTLs have no experience or understanding of how to get work done through others

Most FTLs struggle to cope. Most end up doing the work of their team mates

As per research 20% FTLs are doing a poor job as per their subordinates, 26% FTLs feel they are doing a poor job. 50% FTLs are not effective in their role @

Structured leadership development programs based on action learning and mentoring address these issues effectively



@ as per Center of creative leadership white paper of 2014



Leadership challenges faced by FTLs

Source Center for creative leadership white paper of 2014

Challenge	Percentage of FTLs who faced that challenge
Adjustment to people management /displaying authority	59.3%
Developing managerial and personal effectiveness	46.1%
Leading team achievement	43.4%
Motivating others	27.1%
Performance management and accountability issues	24.1%
Coaching, developing and mentoring others	21.4%
Communication	17.6%
Delegation and micro management	17.6%
Conflict management	15.3%
Working with a range of employees	14.2%



The Outline Design

6 month / 10 contact days Experiential design which encourages exploration and reflection by participants

Based on the Action Learning Cycle to ensure learning is carried forward to the workplace

Experience- implement – reflect – learn cycle for all leadership concepts covered in the program

Program can be customised to address specific issues being faced by the organization

Live project with business results as part of action learning to ensure transfer of learning to workplace

Build up of support structure to ensure success : coaching and mentoring part of program





Case study

Client: An IT company specializing in web based applications.

The intervention:

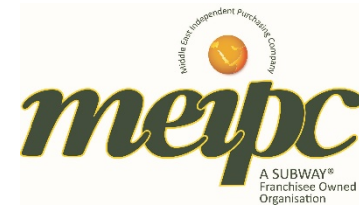
- a. Assessment center to assess competencies relevant to organization's business environment and first time supervisors role. Scores on each competency recorded. 15 first time managers part of the intervention.
- b. 6 month intervention to include 5 one day workshops to explore and learn about required competencies. Mentoring relationship set up post 3 months with seniors in the organization.
- c. Project with defined business results initiated post 3 months. Support from managers and mentors.
- d. Two coaching sessions with external coach to help participants through complex issues.
- e. Assessment center at the end of 8 months. Over 50% improvement in scores on all five competencies.



Partial Client List



SEARS HOLDINGS





The Team



Rajiv has over 3000 hours of facilitation experience and is a certified coach and a NLP practitioner. A MDI, Gurgaon alumni, he has vast experience in designing and conducting Assessment Centers. With over 32 years of experience in the Army and senior leadership roles in the corporate world, Rajiv excels in designing customised leadership development interventions for mid and senior roles in organizations. Rajiv has worked on diverse interventions in the arena of organizational culture transformation, establishing competency framework for organizations across industries like Manufacturing, IT, telecom, BFSI and Pharma. A certified executive coach from International association of coaches (IAC) he is the Pune chapter President of International Association of Coaches (IAC).



Amol Dhamne is a management graduate from University of Pune, with specialization in Marketing and HR. He is a certified 'Strength Scope' trainer. He carries a corporate experience of over 17 years in the field of sales, learning & development and HR in top notch FMCG, Insurance, Banking and Automobile companies. He has held active frontline to senior positions in various industries which gives him a unique strength in four core functional areas L&D, Competency Mapping & Assessment Centers, Corporate Training Execution & Training Content Development and HR. As a result of his exposure into these areas he has a practical and realistic view of conducting programs and HR consulting.



Vinayak Joshi is a management graduate from Pune University with specialization in Marketing. He is a certified 'DISC' trainer. He has corporate experience of two decades in the field of business, operations and customer service in top notch FMCG, consumer durables and telecom companies. His competence lies in business development, customer service and operations. He meticulously utilizes his experience of business realities and challenges in his workshop designs and delivery expertise of leading large group of people and cross functional teams to deliver business goals brings practicality in his workshops. Vinayak's competency of creating personal and managerial success, enhancing leadership capabilities for building winning teams makes him an effective experiential facilitator.

A close-up photograph of a hand holding a blue fountain pen, writing the words "Thank you!" in a cursive script on a white surface. The pen is positioned at the end of the word, as if just finishing the stroke.

Thank you!

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