

IMPLEMENTING LEADERSHIP EXCELLENCE FOR SENIOR EXECUTIVES

Leadership isn't just a skill; it's a perishable art that requires continuous cultivation. Musicians rehearse, athletes train, and like them, successful leaders must dedicate themselves to lifelong learning. But does leadership development work?

Alarmingly, the answer is often 'no.' Statistics reveal that 90% of what's learned is forgotten three days after a seminar, and within a year, 90% of the skills are lost. ELEVATE addresses this gap.

A New Approach

1. **'Helper by the Side' over 'Expert on Stage':** This method, focusing on experiential learning through group activities, workshops, and peer coaching, ensures a more fruitful process.
2. **Application-Oriented Learning:** ELEVATE doesn't just teach; it lets participants apply their skills in a safe and supportive environment, addressing the reason why 90% of skills are lost - they aren't used.
3. **Continuous Reinforcement:** Learning is ongoing, not a one-time event. Our program incorporates ongoing reinforcement through follow-up sessions, coaching support, and peer learning circles. The twelve modules are spread over a six-month or one-year period, with a sincere aim to raise and build leaders.

Elevate's Twelve Modules

DEVELOP SELF: Enhancing leadership effectiveness through self-awareness, resilience building, authenticity, leadership presence, and personal well-being.

THINK STRATEGICALLY: Cultivating a strategic mindset with tools like SWOT, PESTEL, Balanced Scorecard, Porter's Five Forces, and the GROW model.

CAST VISION: Teaching visionary leadership through clarity, foresight, inspiring purpose, big-picture thinking, stakeholder alignment, public speaking, and compelling narratives.

NAVIGATE CHANGE: Equip to lead change using Lewin's Change Management Model, ADKAR model, and adaptations to the VUCA world.

SOLVE PROBLEMS: Critical thinking, decision-making frameworks, problem-solving techniques like IDEAL, The 5 Whys, and Fishbone Diagram.

HARMONIZE EMOTIONS: Focusing on emotional intelligence, understanding value and harmony, clear boundaries, flexible work arrangements, and quality family time.

COMMUNICATE CLEARLY: Enhancing communication skills - verbal, non-verbal, and written, through the CLEAR Framework, Carnegie's Principles, 5 Cs of Communication.

RELATE EMPATHETICALLY: Mastering stakeholder management through consistency, reliability, personalization, regular check-ins, appreciation, and feedback.

STAY ETHICAL: Promoting ethical standards using the Code of Ethics and Conduct, Principle of Rights, Utilitarianism, and Virtue Ethics.

EMBRACE INNOVATION: Fostering innovation with Design Thinking, Innovation S-Curve, and Blue Ocean Strategy.

DEVELOP SUCCESSION: Skills for talent identification, mentoring, coaching, 360-degree Feedback, succession planning strategies, and development plans.

CREATE A LEGACY: Guiding executives to shape the future through sustainable growth, future leader development, organizational culture values, and social responsibility.

Methodology & Implementation

The Elevate Program for the Leadership Cohort will consist of 12 modules in total, delivered over a six-month or one-year period:

The exact dates for the in-person sessions will be determined based on the mutual understanding of Humane and the organization/ Company.

The twelve ELEVATE Leadership modules will include:

1. Teaching and explaining concepts and principles.
2. Coaching elements with questions for self-reflection and discussion.
3. Activities, implementation tools, role plays, and practices.
4. Ongoing review, feedback, and monitoring of all outcomes.

ELEVATE is a profound shift from conventional leadership programs. It doesn't merely teach; it empowers, it embeds, it transforms.

With a focus on experiential learning and continuous reinforcement, ELEVATE raises and builds leaders, ensuring that the skills learned are retained and applied.

Thank you,

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