Initiatives of Change
India

Heart of Effective Leadership (HEL)

*A residential program for *MSME Entrepreneurs & Spouses at Asia Plateau, Panchgani*

*(*MSME - Medium Small and Micro Enterprises)*



in association with

ICB Initiatives of Change for Business

FOR WHOM

For Entrepreneurs and their Spouses, in the Pune region. (Primarily - Small & Micro scale businesses)

BY WHOM

Designed by active Entrepreneurs, orchestrated by the IofC & ICB-India team.

PURPOSE of the Program:

'When people are happy, they perform better'. In order to improve one's Relationships - with himself/ herself, colleagues, others & society at large, this program offers an unique experiential journey for each participant. One can accomplish this purpose by investing wholesomely in treating people better (those who work With and For us).

A significant consequence of this nurturing culture is more sustainable business outcomes & results.

HYPOTHESIS

As an entrepreneur, if you are challenged with productivity and performance issues in your business, despite implementing the latest technology and associated best practices, it is time to look within to examine what is lacking from a human potential perspective. This MSME Entrepreneur led HEL program, addresses this need

MEASURABLES: Learning Outcomes

1. Why am I here? What changes within myself am I committed to make, going forward? (Who am I at the core. Am I willing to change?)
2. How do I Re-Invent the current version of myself to the next level? (Self-Improvement endeavour)
3. By when can I commit myself to implement the changes I have decided to do? (Result orientation)
4. What is my Role going forward? How can I transform the performance and productivity of my people by investing more in them? (How My Behaviour impacts the performance of others in the team/ organisation?)



Our Program

OBJECTIVE

The prime objective is to reflect with an open mind and heart on a holistic approach to Human Capital, focused on measuring the benefits of contribution by each employee/stakeholder, working collaboratively & cohesively, in your business organization.

KEY INGREDIENTS:

1. Exploring 'Inner Governance' - for the Self. Tuning into others perspectives as well. (the Journey within)
2. Reinventing Organisations - for the Entrepreneur in you (Abundance Inspired Mindset)
3. Re-engineering the Human Being in You (Rediscovering the Human dimension)

Backdrop & Track Record

Leadership challenges

1. Most of us seek change almost everywhere – in the family, neighbourhood, organisation, country and of course, the world itself. The need of the hour is effective 'Change Leaders'. There is enough evidence throughout history that a values-based life driven by 'Inner Governance' engenders trust and empowers positive change.
2. With real life examples and case studies, this program is designed to resolve four key leadership questions:
3. Why a leadership style based on fear fails in the long run; what can be an alternative basis of leadership?
4. How the practice of 'inner governance' leads to more trustworthy leadership?
5. Are there practical tools that can help each of us to be steered by 'Inner Governance'?
6. How to build teams more effectively for organisational transformation? What could it mean to Reinvent our organisation to be future ready?



HEL Program Emphasis

A responsible business ensures its financial health and sustainability while staying firmly focused on the welfare of all its stakeholders. People with character and values to match the larger mission of the organisation can strike the right balance between profit, the planet and societal responsibility. Trustworthiness of character and values driven motives are at the 'Heart of Effective Leadership' program.

For decades, the focus of business has been to build competence in its people for economic efficiency. The need for character and values in its leaders and executives has become increasingly obvious, because of its absence to a large degree, for sustaining business. The challenge is how we rebuild character into the people who work with us, starting with ourself.

The generally interactive and reflective sessions are experiential rather than instructive. They inspire participants to adopt effective ethical leadership through good corporate governance for sustainability. A special feature of the programme is that it is based on the core principle that 'good inner governance leads to effective external governance'. Experience with these programs confirms our conviction that each person has within himself/herself the knowledge, wisdom and courage, which come to the fore on inculcating a habit of 'quiet reflection'. The program is designed and conducted by facilitators from a variety of backgrounds, including business and industry, who have chosen and applied the highest values they know and have reaped gratifying results personally, and for the organisation.



About ASIA PLATEAU

Asia Plateau (AP) in Panchgani, Maharashtra, opened in 1968, is the education and training centre of Initiatives of Change (IofC), a movement for global change based on change in people. It is owned by Friends of Moral Rearmament (MRA), India. The 68-acre campus at an altitude of 1,300 meters is 100 kms from Pune, the nearest railway station and airport. The centre inspires individuals to make an honest introspective observation of their lives, take corrective steps where needed and to bring about positive change in themselves first and then in the world around. From a learner's perspective, the scenic beauty and ambience of Asia Plateau offers an unique experience for such introspection.

A significant consequence of this nurturing culture is more sustainable business outcomes & results.

Testimonials on Asia Plateau

"A visit to Asia Plateau re-affirms my faith that when change begins with self and when there is teamwork, ordinary people can do extraordinary things".
- Padma Shri Anu Aga, Director, Thermax Ltd. Pune

"I have personally attended this program along with my entire leadership team in 2011 and found it of immense value. It has helped me transform myself and helped me build a winning team."
– R. Ramesh Shankar, Head HR, Siemens Group, India & South East Asia.

We sincerely appeal to you to avail of this opportunity to visit one of Maharashtra's most iconic places of 'experiential learning'.

Participating Organizations

The Heart of Effective Leadership (HEL) programs, have drawn over 2500 senior executives from leading business houses of the country since 2005. Reputed business groups like Tata, Kirloskar, Mahindra & Mahindra, Siemens, John Deere, SKF, Thermax, Keihin Fie, TransAsia as well as several small and medium enterprises, have been regularly nominating their senior managers for this program. Public sector institutions include, among others, SAIL, CIL, BARC, KPTCL, NIRD as well as several state Government enterprises from across the country. Custom designed programmes based on HEL have been conducted for institutions like BESCOM and Municipal Corporation of Greater Mumbai.



What participants can expect

1. The free, congenial and favourable atmosphere at AP, created by multiple program factors provides an opportunity to explore:
2. The power of silence to tap into one's inner resources for navigating leadership challenges
3. Realising the secret of building sound relationships for greater effectiveness at home and at work, by reducing stressful living.
4. How to build teams in which the ordinary achieves the extraordinary.

What organizations can expect

Organisations that have nominated a sufficient number (a critical mass) of senior leaders to the program, over a period, have reported gradual positive transformation towards:

1. Increased commitment to values driven practices and ethics
2. Improved listening and care for employees
3. Increased harmony among employees at all levels
4. Enhanced stakeholder trust towards the leaders in the organization
5. Increased awareness about the environment and commitment to care for its protection.

Faculty

Asia Plateau garners a pool of faculty spread all over the country. They represent virtually every area of endeavour:

- Highly regarded serving and former directors of leading companies who have faced and navigated through many ethical dilemmas.
- A successful Orthopaedic Surgeon who turned around a loss-making company hospital and ended up heading the administration of the entire company.
- Management teachers with practical case studies and issues that occupy the minds of today's aspiring business leaders.
- Senior government officers who have dealt with both public and private sector issues.
- Host of people of all backgrounds who have fascinating and insightful experiences as a result of applying the fresh ideas triggered through the HEL experience and similar programs.

[Former participants very often return to share their own experience post-HEL]

To participate or for more information,

write to us at :
programs.ap@iofc.org

or call on :
02168 240241

www.in.iofc.org