

Raising the Leadership Bar

A 360° feedback triggered Leadership Development Program for corporate forerunners

"it's what we learn after we know it all that really counts" – john wooden

About the Program

Like a compass, the 360° feedback is a leadership navigational tool that let's us know when we are on or off course. It can fill the gaps that may exist between how you see yourself and how others see you in your role as a *Leader*. This awareness can be a vital catalyst to our performance and growth. Inquiring into one's feedback the program helps an executive connect the dots providing meaningful actionable insights into her/ his self-behavior, team productivity, and performance. The program culminates in an individual action plan aimed at realizing one's potential.

This program **provides you a deep insight into your leadership style through a uniquely designed 'reflection and planning space' for further enhancing your Leadership Quotient** based on your own 360° feedback.

Program Outcome

- A **scientific understanding** of the multi-rater feedback process
- An insightful and accurate **Interpretation** of your feedback
- A desired and actionable **meaningful behavioral change**
- **Reflection and clarification** across the displayed leadership behaviors
- Experience the process of making a plan to **leverage your Strengths** and **bridge Development Opportunities**

Benefit to the Organization

With a sharper understanding of how they are viewed, Leaders can adapt their style for improved focus on customer interactions, interpersonal communication & problem-solving. Resultant of this -- increased customer experience, stronger collaboration with stakeholders, higher productivity and demonstration of robust 'Leadership' for superior business results

General Electric CEO Jack Welch's increased shareholder value every year at GE by using 360-degree feedback as one of the processes and inputs --- Shane Thornton

Methodology & Duration

A highly experiential and interactive program one day program where reflection, interpreting the report and absorbing the feedback will be the key. Laced with case studies and role plays the program will be facilitated in a manner that a participant will be able to shed the defensive self to truly inquire and gain deep insights about self and make a workable action plan for developing her/ his leadership quotient. This will be further strengthened in an individual coaching session offered post the program.

Who should attend

Senior Functionaries' responsible for the growth of the organization. These managers are responsible for leading other managers and/or senior professional staff. They are strategic, operational, group or department managers who have several management-level direct reports and work with multiple peers, often across functions.

About Us

Potentia aims to bring out the best in people & organizations we work for. Our offerings include OD Consulting, Leadership Development, Inner Transformation & Motivation, Capability Building and Strategic HR. Potentia collective brings together an experience of over 300 person-years. For more details visit www.potentia.in.

Participant Echo for "Raising the Leadership Bar"

"Great eye-opener" -- S Ghosh (Mumbai)

"Was very happy to attend this program as the insights discussed will help me immensely to grow as a leader as also adequately help work on my areas of development" -- Arup Dutta (Patna)

"The program facilitated an individual to have an insight into his/her behavioral aspects" -- P Natraj (Mumbai)

"The programme highlights how to evaluate yourself through the report/views received from others. Also guides your way to develop yourself" -- B. Choudhary (Kolkata)

"Overall an excellent program, well designed & executed to help people re-invent themselves through the eyes of others" -- A VP of a leading bank (Mumbai)

"The programme helped me understand my behavior in different light and how I can improve my actions/ reactions under circumstances existing in my job role. Would help me to increase my effectiveness as a senior officer of the organisation" -- S Sen (Mumbai)

"The program was good. The method adopted was very good" -- R Ramarathna (Bangalore)