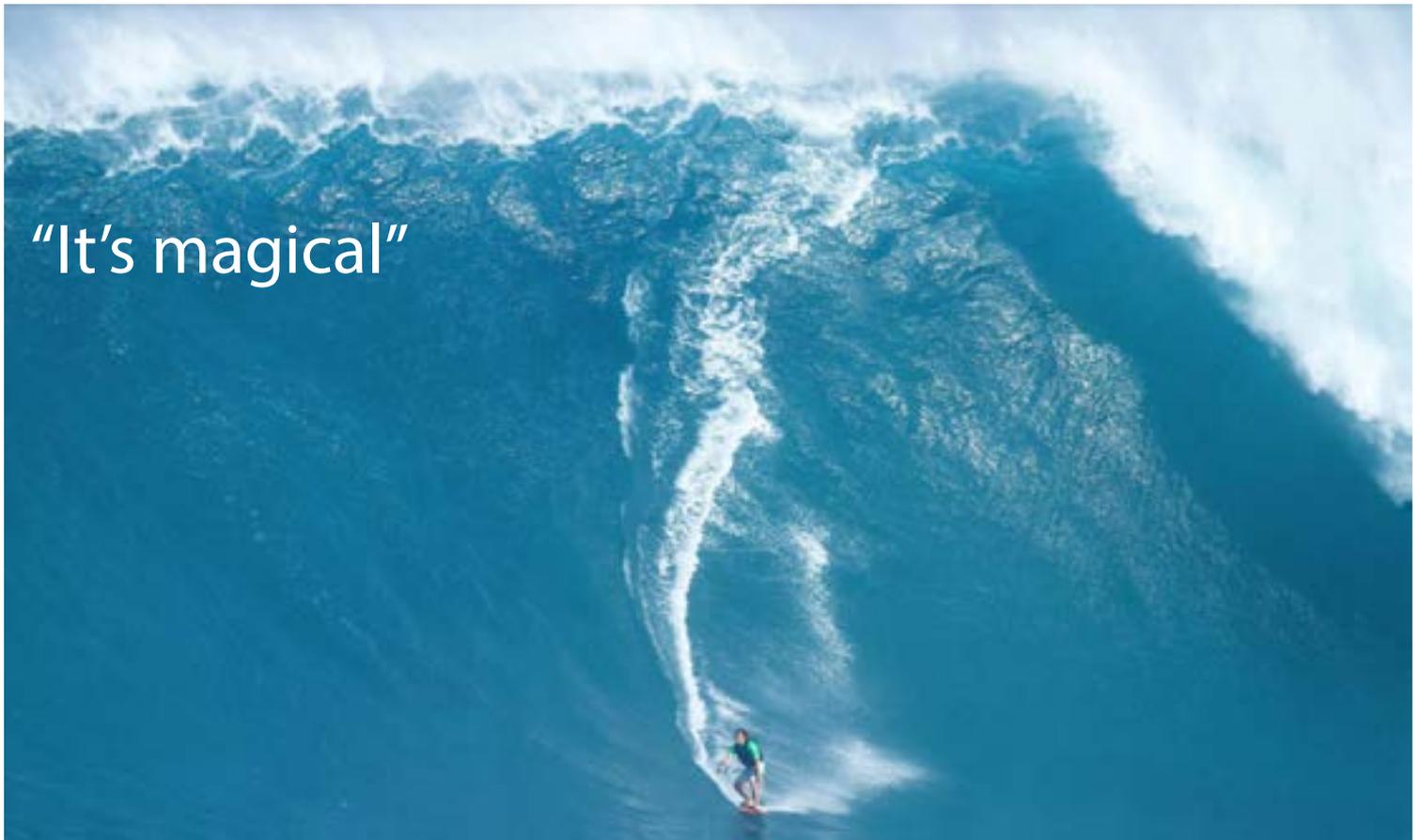


# Leadership Development

Creating a new future



“It’s magical”

“

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The past doesn't predict the future  
You have to create the future or you may not have one.  
Learn and Master the art of 'Presencing' the Future and leveraging  
opportunities as they emerge...

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”



# Integrate your head, heart and hand



An invitation to explore a whole new world



Sometimes the past can be a burden, even when the past has been a brilliant success. Sometimes all you need to really leap forward is to break free from your past ways of thinking and allow yourself to listen differently, see differently, and then act differently. Breaking free from the past way of thinking can be a truly liberating, truly refreshing experience. Suddenly, you see opportunities, where previously you saw only obstacles. You see support where you previously saw only conflict. Suddenly you move from inadequacy to abundance. From I can't, to we can... we will... we did it!

Ego based leadership to Eco based leadership. You will discover leadership not as individual heroics but the collective will, where Leader holds the space for Ownership, Innovation and breakthrough Performance

During the Intervention your leadership team will learn to become observant of their current patterns of listening, seeing, acting, and how powerfully these past pattern influence everything, especially the future. The awareness itself is the beginning of the shift to new possibilities

A three month leadership intervention with blended learning opportunities which include workshops, online learning, workplace interactions and special projects. The entire program is based on [Theory U by MIT Prof. Dr. Otto Scharmer](#). It's magical!



**MANAGEMENT INNOVATIONS**  
Vision to Implementation

# Outside-in perspective

Walk a mile in another person's shoes and you'll see that person differently. What happens when you are walking in that person's shoes and you look at yourself? Something even more powerful happens. You begin to see yourself from that person's point of view. It often leads to an "Oh my gosh, but that's not at all what I wanted to portray." Such awareness allows you to reflect on what results you want to create not only as an individual but also as an organization.



## How will the participants benefit:

Begin to develop competency in deep listening and sensing - leading to richer relationships within the organization and outside **A**

Getting the stakeholders' world like never before. Also get a new view of how you and your organization show up in the stakeholders' view. **B**

Develop a deep and empowering relationship with yourself as the source of a new paradigm of leadership integrating your head, heart and hand **C**

You will learn to open your will and be able to observe/see/listen in such a way that you can actually begin to see the future as it starts to emerge. **D**

Begin to develop competency to distinguish and transform the conversational field and thus the culture of any team **E**

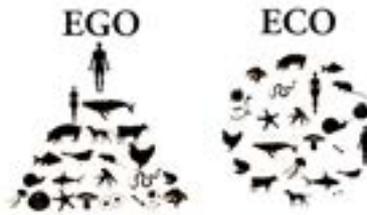
Co-sense, Co-create and Co-evolve the future **F**



Letting go of the past  
inefficient ways of thinking



Moving from Ego to Eco



Co-creating the future



## Leadership Challenge

1



Breaking past patterns and old habits is never easy. The breakthrough process begins with awareness. Participants learn to observe, observe, observe. How do I listen, see, and act? What's stopping me from listening, seeing and acting more effectively? Those are the key questions that each participant must find her unique answers to. The result? A wonderful liberation from the past, and an opening for a new future.

Developing new competencies to let the new future emerge. Deep Listening, Suspending opinions and judgments, Empathy, Sensing, Outside In thinking, Collaboration ... are just some of the vital new skills and competencies that are to be developed during this intervention. Future based thinking begins to replace past ineffective thinking in your organization

2



Sensing and creating a new future. The past does not determine the future. Instead of struggling to predict the future from past ineffective ways of thinking, leaders in the organization will begin to learn the fine art of presenting the new future as it emerges

3



# Three phases of the Intervention

The three phases are:

1. Deep Connect with Outside World
2. Deep Connect with your core self
3. Leverage principles of design thinking to express your vision in the world, co-creating the future with stake holders

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## Deep connect with the outside world

Going out of our bubble and that of our organization and sometimes even our industry, one starts to see the world in a different light. Also one can see things from other perspectives, which weren't available before

The ongoing expansion of the horizon of thinking is the foundation for leadership from the emerging future.

Shifting from the world of judgements and opinions and the world of debates, when one starts to enter the world of dialogue and creativity - a new platform gets created. A platform for ownership, continual innovation and breakthrough performance

## Deep connect with SELF

A truly deep connect with one's core self, is a critical part of accessing ones' real leadership and one's vision in life

Simple, powerful and short exercises will allow you to get in touch with yourself in a way that you can build the future of your life and your work

Express your SELF, your vision through projects, products, services which are co-created with the internal and external stakeholders

Leverage the principles of design thinking to co-create the future in whatever form inspires you including but not limited to, new projects, new products, new services, new methodologies and much much more.



# Creating the future

## through collaboration with stakeholders



Leaders of the Emerging Future need to be fully aware of the difference between Ego (boundary) based thinking v/s Eco (whole) based thinking. Eco based leadership creates a WIN WIN for all and by all - whether it is the stakeholders from within OR the stakeholders outside the organization. This does not mean that they give up, or alter the organizations key goals and vision. It merely means that the organization's vision and goals now also include a deep understanding of those ecosystems and the need to collaborate with stakeholders to achieve that vision and goal. The vision and goal is now a truly shared one

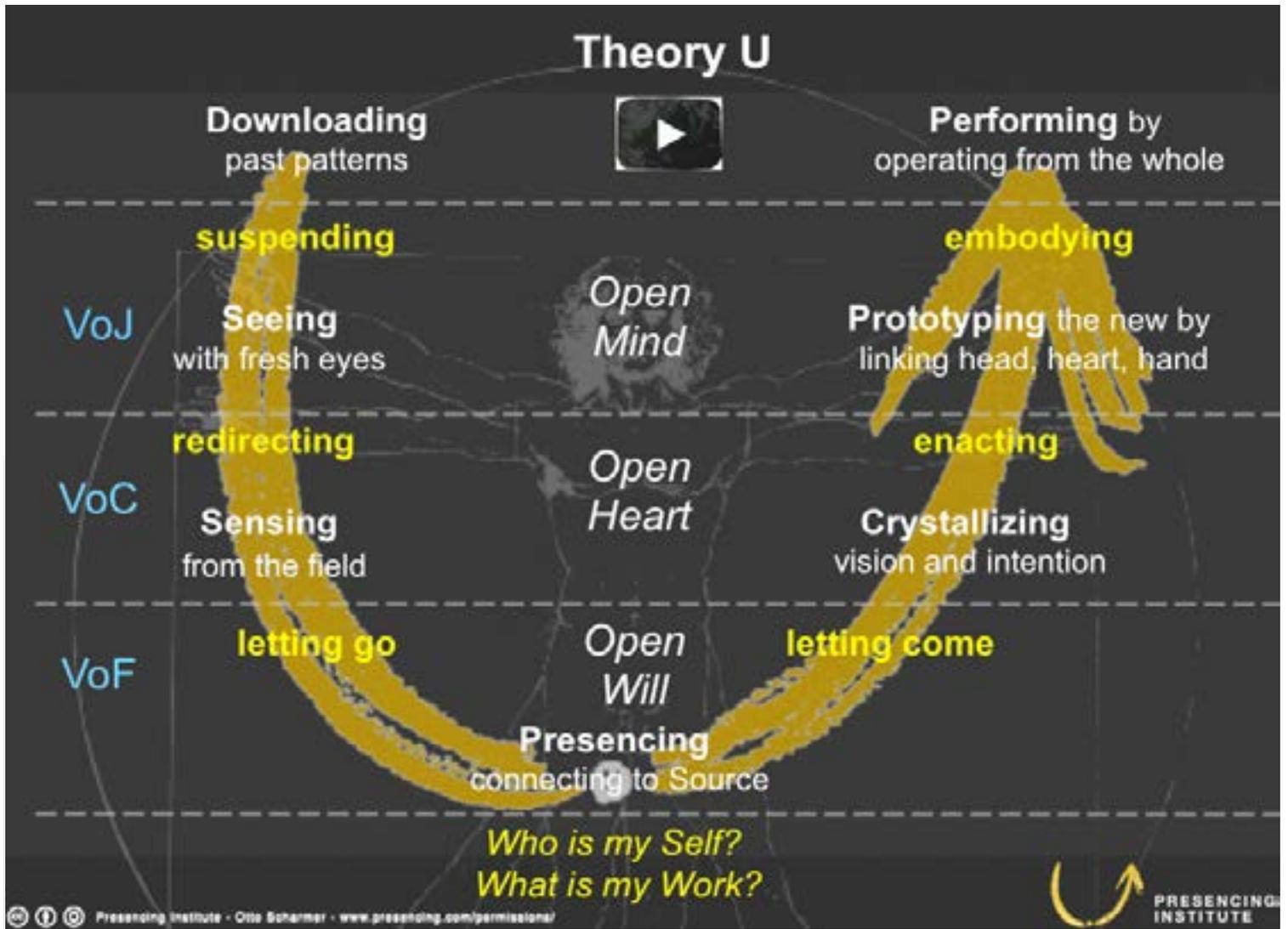
A vital skill that leaders master in this intervention is something called Stakeholder Empathy. Without this Empathy the future may never emerge. With it, what emerges is a whole new future you were not even aware existed and is now eagerly waiting to emerge. The exercises of Empathy Walks, Stakeholder Interviews, Deep Listening, Presencing v/s Absencing etc., help one distinguish the blind spot of leadership.



Collaboration that fosters ownership, co-sensing and co-creation allows everyone to contribute to the game beyond the boundaries of hierarchies and egos and allows for new games and new quality of play with each person developing themselves and being a better version of themselves as new way of learning and sharing takes place

Real leaders know the importance of a future that includes all stakeholders versus a future that is Ego based. WIN WIN futures are the only futures that are sustainable and fulfilling





## Intervention Design

Workshop 1	Online Coaching Session	Workshop 2	Projects - Online Coaching
3 days	4 VC Sessions (2 hours each)	2 days	4 VC Sessions (2 hours each)



Videos



Role Plays



Empathy Walks



Live Coaching



Stakeholder Interviews



Live Assignments



Case Clinics



Workbook Exercises



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# The facilitators...



Ferdi D'Souza - an internationally recognized name in leadership development. He has a track record for altering organizational culture and developing leadership at all levels of the organization

His leadership coaching is grounded in a technology whose roots lie in a conviction that, to be a leader one requires a depth of understanding and acceptance of oneself - a willingness to distinguish what is missing in oneself and then to develop it

Ferdi's style is simple yet empowering. He listens, and when he speaks, what he says leaves you with a transformed and empowered view of life from which improved productivity and performance emerge



Manoj Onkar - has an impressive 24 years' experience in Organizational Development and People Transformation, particularly in the field of leadership development

He is an OD Consultant, Master Coach and Master Trainer. As Landmark Forum Leader and Seminar Leader he has worked with thousands of people worldwide, helping them in their personal and professional transformation journey

As a Corporate Professional, he has trained and certified hundreds of Trainers and Coaches in the B2B, B2C and Education Sectors. He is known for managing breakthrough projects in establishing as well as transforming organizations

For more details on this customised Leadership Intervention contact:  
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Email: [manoj@managementinnovations.co.in](mailto:manoj@managementinnovations.co.in)



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