



LEADERSHIP DEVELOPMENT

HR Anexi's **Leadership Speedometer** assists organisations in identifying their next generation of leaders and develops them and builds a strong leadership culture. The speedometer is easily applicable and scalable. It connects the everyday challenges a leader faces with the mission critical skills required for success.

HRAnexi

POWERING ORGANISATIONS. EMPOWERING PEOPLE.

Leadership isn't getting any easier!

Expectations of leadership have risen beyond the capabilities of most senior executives. Leadership today is about connecting the strategy and the everyday work. It is extremely demanding and needs to address the tensions inherent in leading through the fine art of balancing business competence and personal connection.

The best leaders know they need to be compelling and inspirational, but they are often challenged by how to do it. What does it take? They must also build authentic bonds with employees, customers and stakeholders - a daunting challenge.

Therefore, HR Anexi focused on a few questions that help you critically view the leadership skills currently practised in your organisation. These questions serve as accelerators to transform the leaders such that their skills add more value to today's industrial requirements.

Are your senior executives capable of fulfilling the expectations of a leadership role?

Are the leaders adept at connecting the strategy and everyday work?

Are the leaders able to perform the fine art of balancing business competence and personal connection?

Do the leaders effectively use communication skills that compel and inspire employees to follow their lead?

Are the leaders building authentic bonds with employees, customers and stakeholders?



An F1 Racer controls his speed to hit the right acceleration for the perfect thrust in every part of the race... along the straight and around the bends of the track. Similarly it is imperative for a leader to adapt to the environment, speak the right leadership language and practice the right behaviours.

LEAD TEAMS

Leaders of individual contributors

LEAD MANAGERS

Leaders of managers

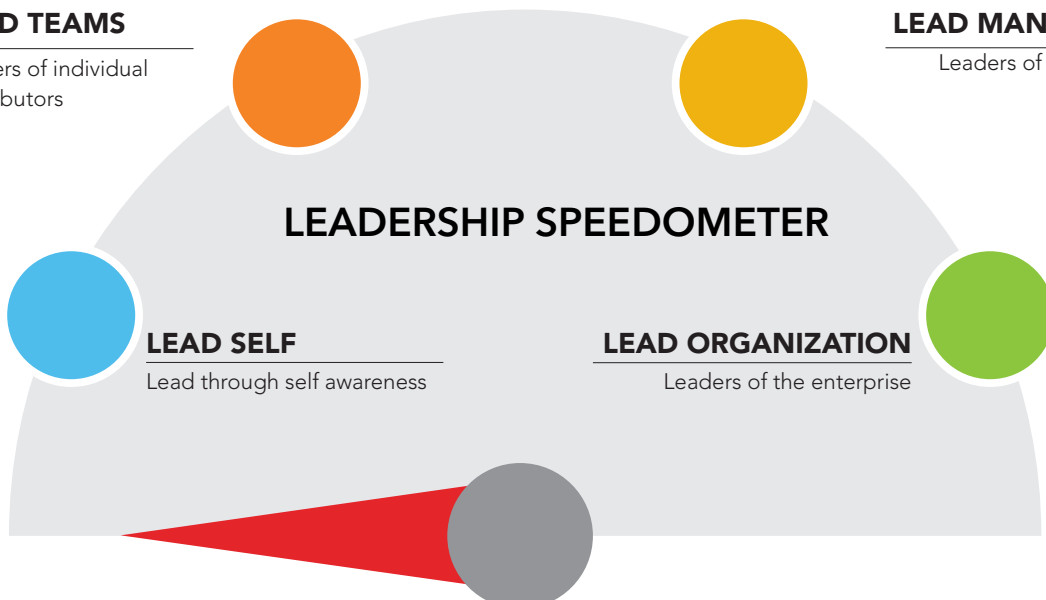
LEADERSHIP SPEEDOMETER

LEAD SELF

Lead through self awareness

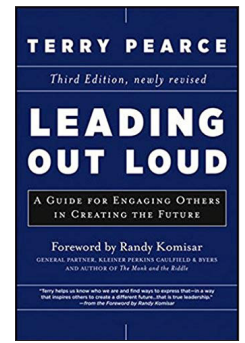
LEAD ORGANIZATION

Leaders of the enterprise

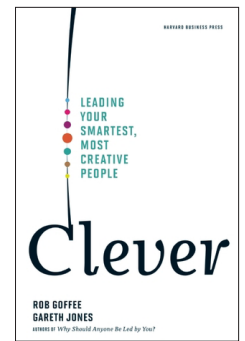
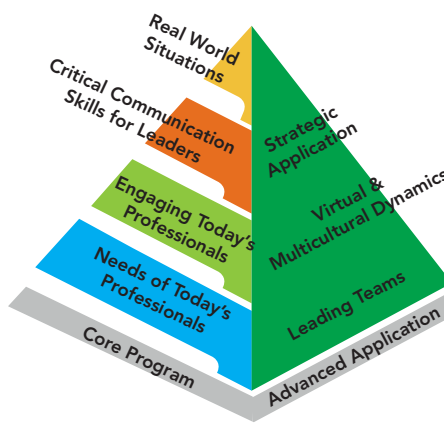








Lead Self is designed as a reflective and practical leadership communication experience where real work gets done. This Workshop - **Leading Out Loud**, provides not only the "what to do" but the "how to" of leadership that inspires change. It is based on the book by veteran communication consultant Terry Pearce.

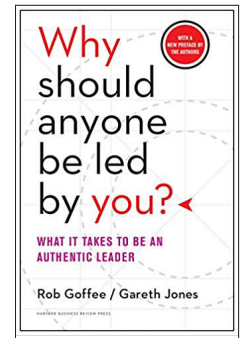


Lead Teams is designed to help new managers transform from a team player to a team leader. This workshop - **Leading Today's Professionals+**, based on three decades of research, is built to impart skills to managers for meeting the unique workplace needs of today's professionals - the Gen Y cohort. It is inspired by the book 'Clever' by Goffee & Jones, London Business School.



Lead Managers shows a practical way for leaders to understand the needs of their followers and re-evaluate their approach to leadership as a way of exciting them to exceptional performance. This workshop - **'Why Should Anyone Be Led by You?™'** is grounded in the research and thought leadership of professors Rob Goffee & Gareth Jones, authors of the best-selling Harvard Business Review article and book of the same name.

-  Community
-  Authenticity
-  Significance
-  Excitement



Lead Organization is designed to equip managers to coach effectively and meet the diverse needs of those they coach. This workshop - **'Helping Others Succeed®'** a systematic, ongoing process of feedback, analysis, planning, and action that enables managers to establish and strengthen coaching relationships. It takes the guesswork out of coaching which makes managers more confident in doing what they know they should be doing more of - coaching, not directing, their people.



About Leadership Speedometer



Each session is interspersed with **one on one or group coaching sessions** to ensure reinforcement of learning



A **8 day intervention** spread over **12 month**



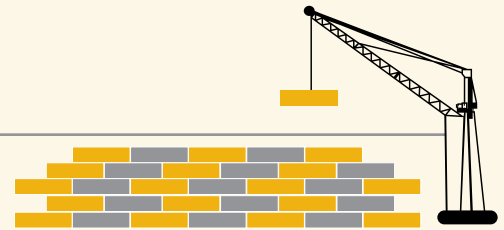
Each session is uniquely designed using **globally researched content**



Use of different **learning mechanisms** (reel lessons, case studies, review conversations etc) for **sustained engagement** of the participants

Success Story

Leadership Advancement Program (LeAP)



A leading construction giant in India and abroad with over 3000 dedicated and qualified engineers

Need

- To raise the level of leadership awareness and practice amongst project managers
- To develop competencies integral to their roles (aligned with the organisations needs and objectives)
- To develop a distinct leadership style that fostered development of team and successful stakeholder management, leaders were also expected set direction and strategy, lead and coach people, focus on what matters, and lastly mak things happen

Impact

At the end of the 18 month developmental journey, the management team observed

- Distinct leadership capability improvements in nearly 90% of those participating in the first wave of the program.
- Project Managers were now able to articulate their performance expectations more clearly to their teams, they became more aware of their own limitations, and they moved from an overly directive style to a more collaborative leadership approach.
- In terms of business impact, 80% of participants have met or surpassed stretch targets that had been defined as part of the productivity transformation program.

Almost all participants said that personal leadership capability building was crucial stepping stone to achieve these results. They considered themselves to 'being themselves' more - with skill.

HR Anexi's consultants customize a range of initiatives and actions to drive an organisation's performance and growth.

We have tested and proven methodologies and expertise to help family-run businesses build organization alignment, develop capabilities, improve performance and productivity, strengthen culture and leadership. Sustained business success comes with the application of the **HR ANEXI'S WHEEL OF TRANSFORMATION**.

It is a holistic model that combines an understanding of business, management and family dynamics.

