



# NORTHSTAR C-SUITE LEADERSHIP DEVELOPMENT PROGRAM

To foster capabilities of leaders to grow and enhance their capacity and calibre to face the dynamic challenges of the complexities of the present day and the future. NorthStar Leadership Development Program is about going from strength to strength — bolstering the DNA of your organization by providing learning insights and testing the new learning by implementing a real problem that is facing the organization. Such is the power of unlocking the capabilities of the selected ones in creating a bench strength for succession.





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The North Star C-Suite Management Development Training has a malleable structure designed to open a dialogue with industry specific leaders bringing in relevant context to the course. The most critical step is the input gathering phase. This sets the ball rolling to ensure that the expectations of the participants are addressed. The first step is extremely critical and helps in customizing the courseware. Below stated is the generic structure and course content will differ for based on your specific requirements

**PRELIMINARY ASSESSMENT & INPUT GATHERING** — As a first step, Striking Ideas will send out a brief survey to all participants who would be identified for attending the MDP. This survey is with the objective of understanding them and the organization better before they come for the program. The outcome of the survey will not be discussed at the program individually, but an overall summary will be presented in the opening session and will enable us to guide the discussion on the following sessions accordingly.

**COURSE CONTENT** — The workshop can be conducted in a virtual, as well as in-person mode. The workshop will be done using cases and stories. There will be various group discussions during the programme, since it focuses primarily on adult learning and experiential learning. Specific aspects such as Leadership Traits, Managerial Traits, Delegation of Authority, Inter-personal relations, Work-Life Balance, Overcoming resistance to change, Communication skills, setting the correct expectations, giving feedback (positive and corrective), Build ability to let go (unlearn to learn new concepts and practices) will be weaved into the program module.

**TRAINING METHODOLOGY** — The program can be conducted in a virtual as well as in-person mode. The preferred option is the in-person mode. The training will be done using a case study methodology. There will be various group discussions during the program, since it focuses primarily on adult learning and experiential learning.

**REVIEWS FOR VALUE** — It will be required that each participant take on a project in your organization that needs to be completed within 3 months after completion of the classroom Training. This project will be monitored and reviewed by the faculty on a monthly basis. This project monitoring and review will be charged for separately but is an optional activity.

**COURSE CERTIFICATION** — On completion of the project, certified by the faculty each member will receive a certificate that could be presented at any of your internal recognition ceremony. This will provide opportunities for participants to showcase highlights and achievements of their projects and opens an opportunity for relevant exposure internally as well as through the social media and digital marketing and for the future leaders to spotlight the project achievements.

**POTENTIAL OUTCOMES** — (1) Improved Leadership and Management education for Direct Reports of the C-suite, (2) Projects completed by attendees thereby Internalizing the Learning to Practice their Education by Delivering clearly Measureable Results.