

Fireflies

Ignite the fire in you

A Transformational leadership Program by 



What are some of the approaches available for the development of senior leaders?

You could send them to a good management institute to do a short-term leadership workshop. But then it's an individual journey not a collective journey of the leadership team. Also, it's not personalized.

You could hire a coach. This does help with personal transformation but is still not a collective process. This could create leaders but does not create collective leadership.

You could design an offsite/retreat. Then you have deep insights. However, merely surfacing insights does not actually lead to any meaningful change or development.

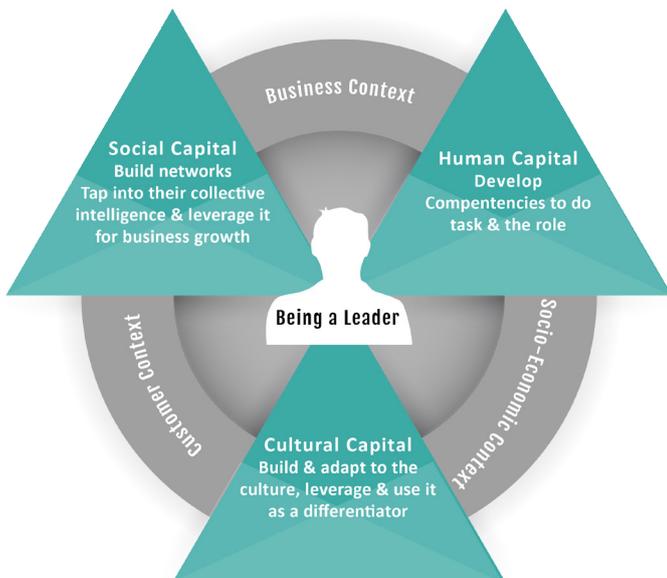
How do you support the development of top leadership and make their journey contextual, personalized, collective and action learning?

Basis our experience of 24 plus years in this space, we find the following to be useful.

1. Making it contextual

Bringing the business vision, winning principles and what the organization stands for helps make the journey relevant and contemporary for the participants. We have a methodology to include this in the learning journey.





2. Building on the ODA model of leadership development

We have a leadership model that guides the design of a leadership development journey linked to individual and organizational context. At the heart of the model is the self-awareness of our values, needs, beliefs and perceptions i.e., our being as a leader. Armed with this understanding, leaders work on developing their Human capital, Cultural capital, and Social capital. Human capital is the competencies that one needs to develop to be able to deliver one's role more effectively. Cultural capital helps in developing and leveraging culture to drive change and innovation while social capital helps build networks and tap into the collective intelligence of the organization.

3. A blended approach

We found that a workshop in the beginning, followed by personalized coaching sessions and action learning projects between sessions has high impact. A workshop at the end where participants share their learning experience and insights helps in group learning and builds collective leadership.

Key Benefits

- Come up with "Leadership Credo" that aligns personal values with business goals
- Action learning projects that help learn by doing
- Collective leadership journey – high alignment
- Cumulative impact of group learning
- Craft personalized journeys

The ODA Way

- We work with stakeholders in the organisation to create content, measurement mechanisms, branding the program, deciding the senior leaders in the organisation who will facilitate fire side chats and finalise the details of the design.
- There is a pre coaching conversation before the workshop and then two coaching conversations in a month for six months. The coaches are trained with experience in senior leadership roles. We also do a three-way conversation where the coach, coachee and his or her manager come together. Coaches at the end also provide an individual report of each coachee.
- The entire project management can be done by ODA.

Our Expertise

- We have worked with many clients in leadership development and have expertise in assessment, designing developmental journeys and facilitating those journeys. Some of the names include Pepsico, Novartis, Schneider Electricals, Fractal Analysis, GSK, Mercedes, RBS, Vodafone, Metlife, WNS, IDFC Bank, ASK wealth management, etc
- We have a pool of coaches with industry background and experience. These coaches have facilitated many leadership development interventions of ODA which puts them in a good position to provide support to the leadership development journey rather than just providing coaching support.
- We use a phenomenological model on individual uniqueness and believe that everyone could lead on whom they are. This makes the developmental journey personalized.
- 24 Years of experience and constant positive feedback from clients
- We can offer a multimodal approach to cater to the hybrid work environments.

For more details get in touch with

Raja Perumal – raja@odalternatives.com ; Handphone – 9845516334

NS Parameswaran – nsparam@odalternatives.com ; Handphone - 9920709627