

*Leading with passion and purpose: **Serving people by leading self and others***

“The basic idea of governance, as I see it, is to hold the society together so that it can develop and march towards certain goals. The task of the Government is to facilitate this evolution, this progress.

It must provide proper conditions and a proper climate for this purpose. While governing, the administrator must, therefore, keep certain trends in view. He should be aware of the policies which he has to implement and of the methods which are open to him for their implementation. He should know what the Government wants and at the same time be attuned to the needs of the people.”

Lal Bahadur Shastri

Dates	14 -16 April 2014
Location	LBSNAA – Mussoorie India
Facilitation	Mohan Dhamotharan Hinrich Mercker Anita Sharma Ziaul Hoda

Detailed agenda

Monday, 14.04.2014

Introduction: Designing and facilitating leadership development programmes

This session is the curtain-raiser and kick-starts the event. It focuses on narratives on leadership, leadership development as well as key assumptions and insights underpinning the design of this leadership programme. Sharing concepts of transformative learning, facilitation and challenges of catalysing leadership development will help us to develop a base for reflecting on the programme as well as identify crucial factors for successful implementation of the same.

09:30

Introduction

Anita Sharma, GIZ

Christine Bigdon, GIZ

Sanjeev Chopra, LBSNAA

Foundations of leadership

Mohan Dhamotharan

Designing leadership development programmes

Hinrich Mercker

11:00

Tea Break

11:15

Facilitating leadership development programmes

Mohan Dhamotharan

13:00

Lunch

People first: Co-creating a shared vision for India and exploring effective leadership responses by IAS officers

This session will focus on a key dimension of responsible leadership – the ability to co-create in a team a people-centered vision and identify key adaptive challenges faced by people and organisations.

You will work in small teams and explore with your peers possible leadership responses powerful in shaping a better future for society. A reflection on your role and aspirations will round up this session.

14:00

People first: Co-creating a shared vision

Mohan Dhamotharan

16:00

Tea Break

16:15

Making changes happen: IAS officers as drivers of change towards a desired future

Hinrich Mercker

17:00

Feedback & ideas for improvement

Anita Sharma

19:00

Dinner

Tuesday, 16.04.2014

The inner dimension of leadership: Quest for integrity and leading self

This session will provide you the space to explore your leadership aspirations, map your values, identify value dilemmas and apply instruments and processes enabling you to deal with such dilemmas. This session will also enable you to uncover the importance of purpose and integrity for an emerging leader like you.

09:30 *Knowing and developing self*

Hinrich Mercker

11:15 *Tea Break*

11:30 *Exploring values and value dilemmas*

Mohan Dhamotharan

13:00 *Lunch*

14:00 *Dealing with dilemmas: Peer coaching*

Hinrich Mercker

16:00 *Tea Break*

The core of leaders: My leadership base

In this session, you will consolidate your leadership base in terms of purpose and values inspiring you and record your thoughts on future personal and professional journey in the form of a 'yatra patra'.

16:15 *Connecting self-development with societal development*

Hinrich Mercker

17:00 *Feedback & ideas for improvement*

Anita Sharma

19:00 *Dinner*

Wednesday, 17.04.2014

Leading teams – Nurturing collective leadership

The challenges we are facing at present require leaders who promote and support collaborative teams capable of exercising leadership as a collective function. In this session, you will widen your knowledge on key aspects of leading teams and learn specific concepts and instruments for enhancing leadership of teams.

9:30 **Review of previous day**
Ziaul Hoda

10:00 **Leading teams**
Mohan Dhamotharan and Hinrich Mercker

11:30 **Tea Break**

11:45 **Developing my leadership competencies and values**
Mohan Dhamotharan and Hinrich Mercker

13:00 **Lunch**

Feedback and review:

This session will review the overall programme. Based on the experiences of this programme, this session will provide an opportunity to discuss areas for improvement and further support vis-à-vis the programme to be offered in May 2014.

14:00 **Feedback and review**
LBSNAA, Anita Sharma

16:00 **Tea Break**

Planning next steps: The roll-out programme of May 2014

In this feed-forward session, you will prepare the action plan for the roll-out programme of May 2014. The roles and responsibilities, material, set-up etc. will be discussed. Further sharpening of skills will also be considered.

16:15 **Planning next steps**
LBSNAA, Anita Sharma

19:00 **Dinner**

“We are the leaders, we are looking for.” Andean Proverb