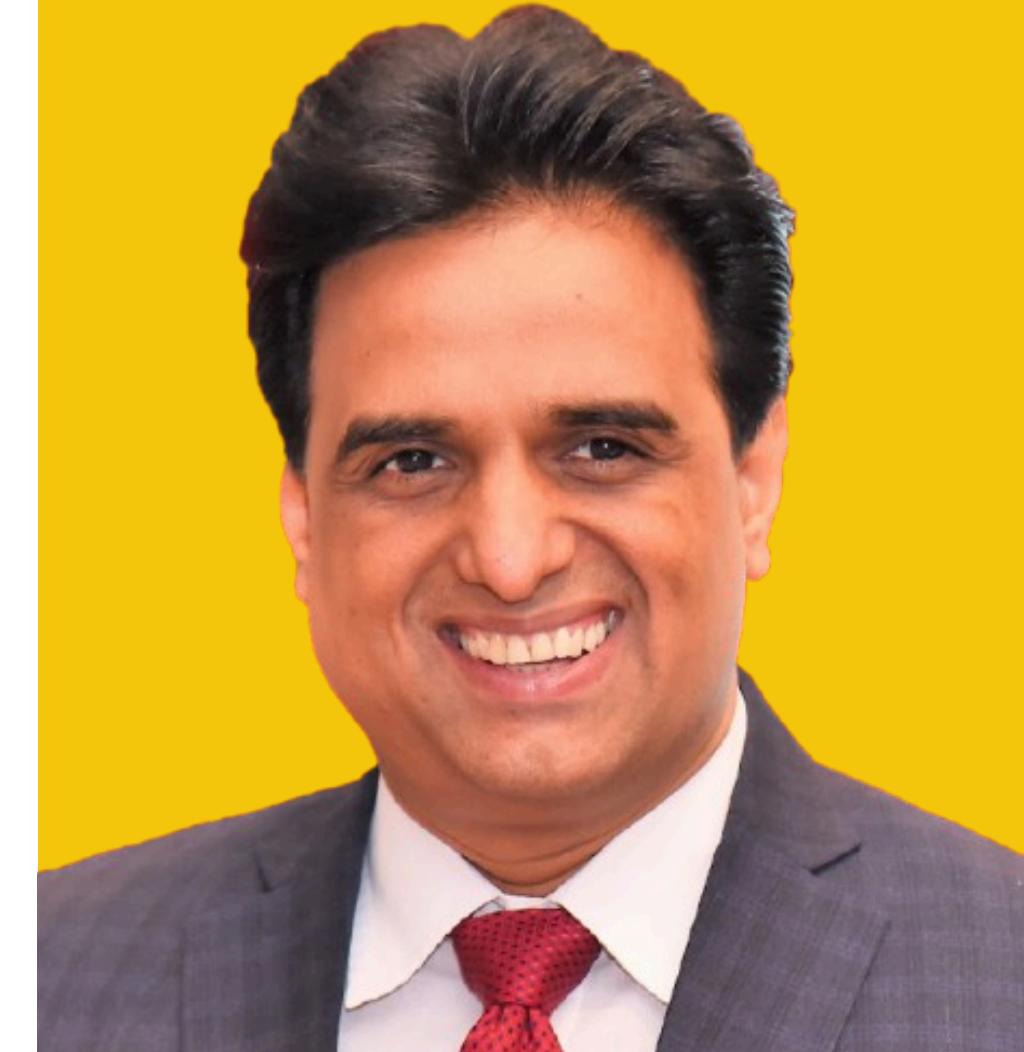


LEADERSHIP DEVELOPMENT PROGRAM

BY
**SURESH MOHAN
SEMWAL**



LEADERSHIP

Development Program

MANAGING SELF; INFLUENCING OTHERS.



Leadership Training, Coaching & Mentoring

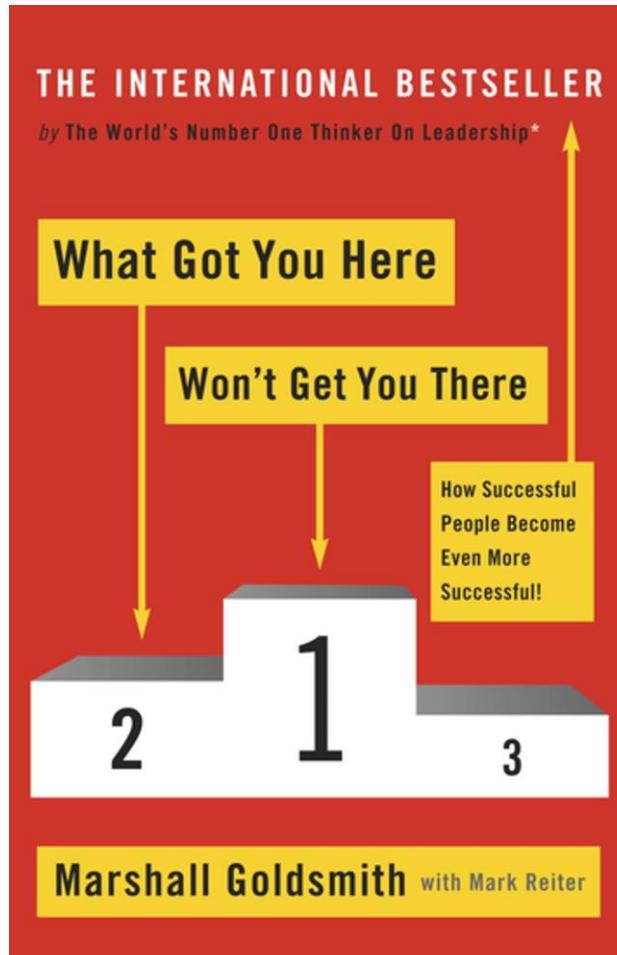


- 1. What & Why of LDP?**
- 2. Implementation Approach**
- 3. Methodology & Tools**
- 4. LDP Timelines**
- 5. Sample Content**
- 6. Essential for ROI**
- 7. Disclaimers**
- 8. Why POSSIBLERS**

WHY ?



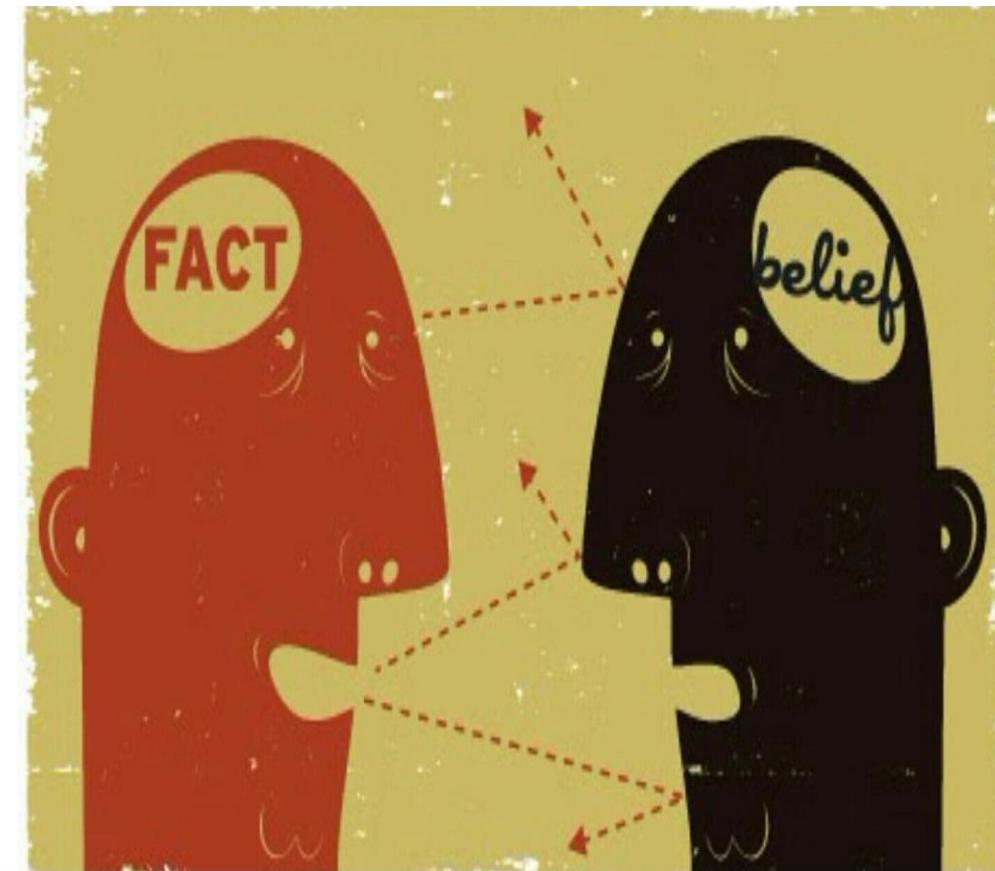
Unlearn



Learn

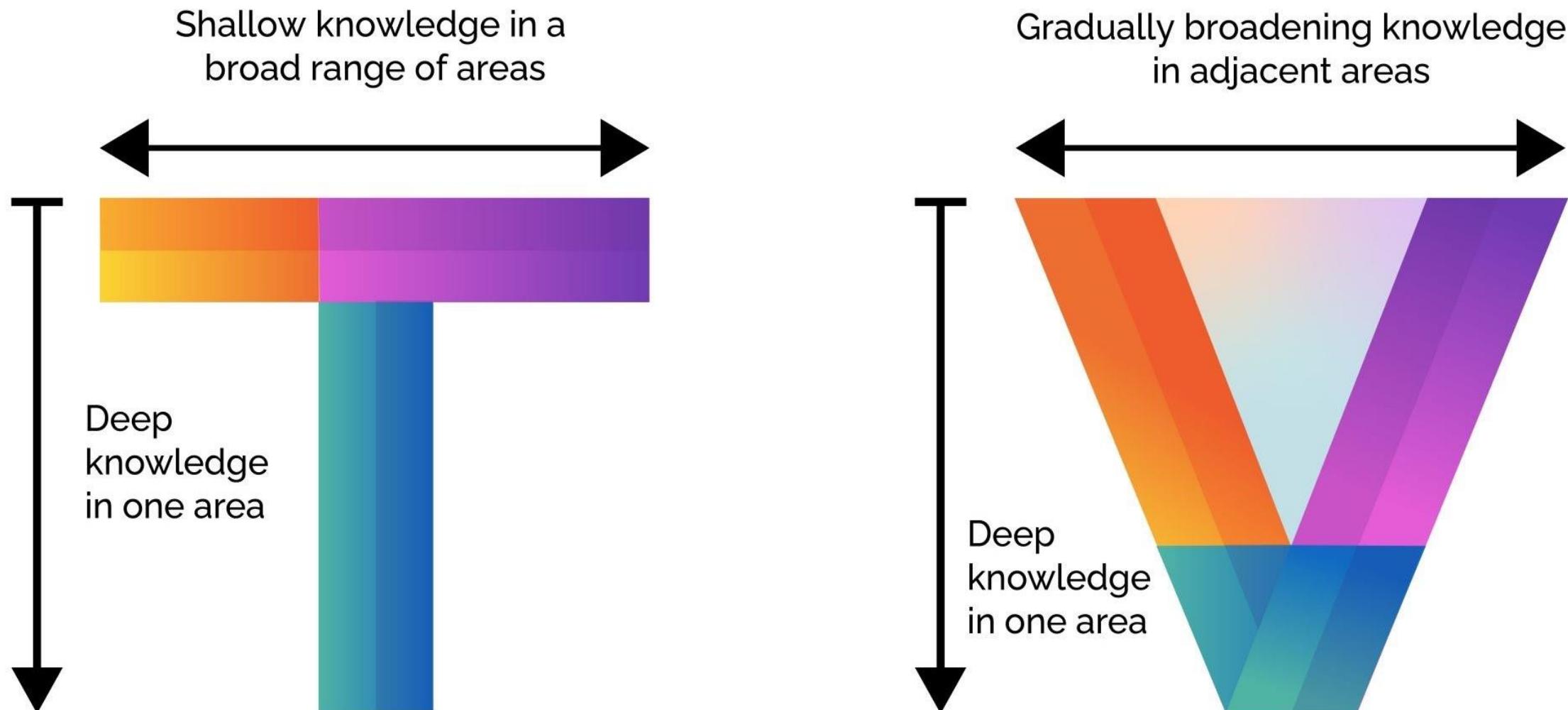


Re-learn



Technical X People Skill = Long Term Success

WHY ?



What is LDP?

A Structured Intervention Consisting:



LDP PROVIDES:



1. Inspirational Inputs. Handholding, Monitoring
2. Visible results in identified competencies
3. Tangible ROI for the intervention
4. Bridging the gap of learning & implementation
5. A Complete Solution to Business Excellence



Other Recommendations:

- Individual /CFT Projects
- RoundTables
- Common LearningGroups
- In-House FireChats on the topic

Methodology & Tools:



- 1. Psychometric Assessment**
- 2. Coaching & Mentoring : ICF**
- 3. Organisational Energy Matrix**
- 4. Neuro Linguistic Programming**
- 5. Transactional Analysis**
- 6. Marshall Goldsmith Leadership Class**
- 7. Situational Leadership**
- 8. Decision Making, Planning, Problem Solving Tools & Techniques**

WHAT



LDP Timelines

1-2-1 Feedback

To create a development plan & have high buy-in.(Wk-1)

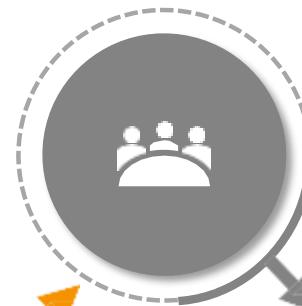


Assessment

For the identified competencies (Week-1)

LDP Sessions

Once a Month LDP Session & Post Work (Month 1-5)



LDP Launch

Senior Leaders launch the event to share the importance & LDP Program Design is shared.(Week-2)



Experience Sharing

Once in Two Months , tracking the progress through the reviews. (Month 2,4,6)



Implementation & Project Work

30 days post every LDP Session- Application of the Concepts to bring results (Month 2- 6)



Group Coaching

Recommended for addition To enhance the effectiveness of transformational journey (Month 3)



LDP Completion

Project Presentation & Certificates. (Month 6)

These is a sample format; the customized execution plan will be identified at the start of the intervention and the needful flow of the program will be created accordingly.

Sample Content Overview:



1. Psychometric Assessment
2. Five Levels of Leadership
3. Know Your Biases, Modalities, Style (Activity)
4. People- Task Matrix Myth & Reality
5. 'STOP' Behaviours identification
6. Stakeholder Management
7. Planning, Decision Making, Problem Solving
8. Feedback to Leadforward
9. Conflict Management
10. Situational Leadership

HOW



Essentials for Measuring the LDP ROI

POSSIBLERS' ROLE

- To conduct authentic reviews and capture the verified data of changes and improvements from the participants.
- Present the ROI findings with the Management.

Role of the immediate senior /Key stakeholders:

- Permit the development journey with 100% support and attendance. Focus on Development by providing supporting environment. Commitmentto the growth of the participant.
- Weekly 15 mins dedicated interaction about the initiative and practice of the new learning (handhold in the development journey) / 1 hour Group Reviews weekly by Mgmt.
- Need to give his/her time for listening to the learnings of the session & Implementation plan of learnings (20 mins within 3 days of the training).

Agreement for participation in the review interaction:

- Participants to ensure 100% attendance in all the programs and reviews. Complete the Pre-Post Assignments of the LDP to implement the learnings.
- To make a 10-15 mins presentationon Post work practice in the presence of Immediate senior, HR representative internally /
 - in presence of POSSIBLER's Team.
- Complete the assignments & projects; Capture “Tangible Results” –Verified ones from the deemed authority / department/customers/Mgmt.
- Feedback and comments by their immediate seniors on the changes seen in the participants.

Support from HR team:

- To finalize the entire LDP plan with dates with POSSIBLERSbefore the KICKOFF and agree to 100% execution & Completion of the schedule.
- To ensure that Seniors are interacting & encouraging the practice
- To ensure participantsare making efforts to practice.

1. The scope is limited to the items as mentioned in this document under the section on Objectives & Key Deliverables.
2. Confidentiality of proposal and data to be maintained and respected by both the parties.
3. The commercial quote does not include any effort towards implementing any part of the recommendations and suggestions
4. as it will be carried out later by client organization internally.
5. Anchoring the initiative is the client responsibility – the consultant does not take responsibility for non-attendance, non-
6. conformance or non-compliance with the project by any person or persons.
7. The design is based, in large part, upon consultant experiences in similar engagements.
8. Scheduling of meetings and coordination for data and documents is within the scope of the Project Champion's & Coordinator role does not take responsibility for time lost on account of non-availability of client personnel or data.

WHY POSSIBLERS?



- 24 Years of Corporate Training & Leadership Coaching Experience
- Team of Certified ICF Coaches, NLP Trainers, TA Practitioners and Assessors
- Successfully delivered LDP interventions with 15 Companies in the last 8 years
- More than 1500+ people attended LDP Programs so far
- Team of POSSIBLERS includes veterans of Manufacturing, HR, Sales and Coaching with a minimum experience of 20 years experience individually.

Suresh Mohan Semwal- Lead Coach & Mentor



1. ICF Certified Coach: ACC
2. European Mentoring & Coaching Council (EMCC)
3. Certified TA Practitioner- UKATA: Berne Institute, UK
4. Certified TA Level 2- Stonebridge University, UK
5. Certified NLP Practitioner
6. Leadership Masterclass- Marshal Goldsmith
7. Motivational Training: Tony Robbins: Singapore
8. 23 Years Corporate Training Experience
9. Author: Six Books
10. Guest Speaker: Surrey Business School, UK (MBA)
11. Leadership Coach & Trainer with Saller Consult- Germany
12. Co-founder: POSSIBLERS



ACC

ICF Credentials and Standards
is honored to confer upon
Suresh Mohan Semwal

the designation of

Associate Certified Coach (ACC)™

The designation is earned by demonstrating knowledge and proficient use of core coaching skills through a comprehensive application and evaluation process designed to ensure high standards for the coaching profession and the clients it serves.

Awarded on this day: 11/15/2021

Benita Stafford-Smith, MCC
Chair
2021 ICF Credentials and Standards Global Board



HEREBY AWARDS THE

Certificate of Completion

TO

Suresh Mohan Semwal

CTA's Advanced Coach Training Program

In recognition of successful completion of advanced professional coach training (Level 1&2) under mentored performance evaluation with Dr. Haris Syed, MCC.

This course is 125 hours accredited coach training program and fulfills the requirement of ICF PCC credentialing



Magdalena Mook
Executive Director
International Coaching Federation

Valid through: 11/30/2024

Coaching for Transformational Change

HEREBY AWARDS THE

Certificate of Completion

TO

Suresh Mohan Semwal

OF

CTA's Advanced Coach Training Bespoke Programme

This course is conferred as EMCC Global Quality Award (EQA) at Practitioner Level (100 hours)

EMCC EQA reference number : EQA20200269



POSSIBLERS™

YES ! IT'S POSSIBLE.

Coaching for Transformational Change

HEREBY AWARDS THE DESIGNATION OF

Senior Certified Professional Coach (CTA-SCPC)

TO

Suresh Mohan Semwal

who has successfully met all the criteria to earn the above mentioned designation of CTA and displayed commitment to learning and self development throughout the program.



Certificate of Membership

is hereby granted to

Suresh Mohan Semwal

Pledge of Ethics

As a professional coach, I acknowledge and honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with ICF Standards of Ethical Conduct, to treat people with dignity as free and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any ICF Standards of Ethical Conduct, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that ICF's holding me accountable for my breach may include loss of my ICF Membership or my ICF Certification.

Catherine Tanneau, MCC
2021 Global Board Chair,
ICF Professional Coaches

Member Number:

0096337431

Magdalena Nowicka Mook
CEO, International Coaching Federation

ACC

ICF Credentials and Standards
is honored to confer upon
Suresh Mohan Semwal

the designation of

Associate Certified Coach (ACC)™

The designation is earned by demonstrating knowledge and proficient use of core coaching skills through a comprehensive application and evaluation process designed to ensure high standards for the coaching profession and the clients it serves.

Awarded on this day: 11/15/2021

B. Stafford-Smith

Benita Stafford-Smith, MCC
Chair
2021 ICF Credentials and
Standards Global Board



Magdalena Mook

Magdalena Mook
Executive Director
International Coaching Federation

Valid through: 11/30/2024

Certificate of Membership
is hereby granted to
Suresh Mohan Semwal

Pledge of Ethics
As a professional coach, I acknowledge and honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with ICF Standards of Ethical Conduct, to treat people with dignity as free and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any ICF Standards of Ethical Conduct, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that ICF's holding me accountable for my breach may include loss of my ICF Membership or my ICF Certification.

Catherine Tanneau
Catherine Tanneau, MCC
2021 Global Board Chair,
ICF Professional Coaches

Member Number: 0096337431

Magdalena Mook
Magdalena Nowicka Mook
CEO, International Coaching Federation

Coaching for Transformational Change

HEREBY AWARDS THE

Certificate of Completion

TO

Suresh Mohan Semwal

OF

CTA's Advanced Coach Training Bespoke Programme

This course is conferred as EMCC Global Quality Award (EQA) at
Practitioner Level (100 hours)

EMCC EQA reference number: EQA20200269



POSSIBLERS™
YES ! IT'S POSSIBLE.

Coaching for Transformational Change

HEREBY AWARDS THE

Certificate of Completion

TO

Suresh Mohan Semwal

OF

CTA's Advanced Coach Training Program

In recognition of successful completion of advanced professional coach training (Level 1&2) under mentored performance evaluation with Dr. Haris Syed, MCC.

This course is 125 hours accredited coach training program and fulfills the requirement of ICF PCC credentialing

ACTP
ICF ACCREDITED COACH
TRAINING PROGRAM
ICF

HEREBY AWARDS THE

Certificate of Completion

TO

Suresh Mohan Semwal

This certificate is issued in recognition of 100 PDCs
for the SHRM-CP or SHRM-SCP.

CTA is recognized by SHRM to offer Professional Development
Credits (PDCs) for SHRM-CP or SHRM SCP

Activity ID : 21-UH5Z3 - 20 hours
Activity ID : 21-V3PCH - 40 hours
Activity ID : 21-FSRQT - 40 hours



Transactional Analysis 101 Verification Certificate

This is to Certify that

Suresh Mohan Semwal

*Has completed the
Introductory Transactional Analysis 101 Course*

on

Date: 10th & 11th November 2016

Instructor's Name: Adrienne Lee Signature: Adrienne Lee Qualification of TA 101 Instructor: BA TSTA (P)



Training Location The Berne Institute

*This Verification Certificate is issued by the United Kingdom Association for Transactional Analysis under the authority of the European Association for Transactional Analysis
Commission of Certification.*

Only certificates signed by the UKATA Administrator are registered with the Institute

Signature

Sherley Walker

Administrator Date: 12th January 2017

*United Kingdom Association for Transactional Analysis Unit 4, Spring Gardens, Park Lane, Crowborough, East Sussex TN6 2QN Member Organisation of the United Kingdom Council for Psychotherapy
Affiliated to the European Association for Transactional Analysis
Registered in England Company No. 3364228 Registered Charity No. 1062624.
Registered address: Unit 4 Spring Gardens, Park Lane, Crowborough, East Sussex TN6 2QN*

Coaching for Transformational Change

HEREBY AWARDS THE DESIGNATION OF

Senior Certified Professional Coach (CTA-SCPC)

TO

Suresh Mohan Semwal

who has successfully met all the criteria to earn the above mentioned
designation of CTA and displayed commitment to learning and
self development throughout the program.



ABC awards Quality Licence Scheme



Learner Unit Summary

Suresh Mohan Semwal

has successfully completed the following units of the course entitled

Transactional Analysis Level 2

- 01 Introduction and Background
- 02 Stratagems
- 03 Ego States
- 04 Diagnosis
- 05 Families and Children
- 06 Treatment Goals
- 07 Roles and Games
- 08 Working with Cases Involving Abuse

Certificate of Achievement

This is to certify that

Suresh Mohan Semwal

has successfully completed the course entitled

Transactional Analysis Level 2

This achievement included successful completion of the units detailed on the Learner Unit Summary

Date Issued: 28 June 2017

Provider No.: 01277

Course No.: QLS-01081

Learner No.: 1533178

Paul Elees

*Paul Elees
Chief Executive
ABC Awards*

Bonita

*Susan Van Rensburg
College Principal
Stonebridge Associated Colleges*

Bonita

*Susan Van Rensburg
College Principal
Stonebridge Associated Colleges*