

Programme on
**DRIVING PERFORMANCE THROUGH
TRANSFORMATIONAL LEADERSHIP**

(November 18-22, 2024)



PROGRAMME OVERVIEW

In an ever-evolving business landscape, the ability to inspire and lead change is critical to sustaining high performance. Transformational leadership is a proven approach to not only achieving organizational goals but also driving innovation, fostering engagement, and building a resilient culture. This programme is designed to equip leaders with the skills and insights necessary to become transformational leaders who can effectively drive performance and lead their teams to success.

OBJECTIVES

The primary objectives of this programme are to:

1. **Develop Transformational Leadership Competencies:** Equip leaders with the tools to inspire and motivate their teams to achieve extraordinary results.
2. **Drive Organizational Performance:** Link transformational leadership practices to improved team and organizational performance.
3. **Enhance Innovation and Creativity:** Foster a culture of innovation by encouraging creative problem-solving and thinking outside the box.
4. **Improve Employee Engagement and Retention:** Strengthen leaders' abilities to engage, develop, and retain top talent.
5. **Lead Through Change:** Provide strategies for effectively leading through organizational change and uncertainty.

PROGRAMME STRUCTURE

The programme is organised into comprehensive modules, each focusing on different aspects of transformational leadership and its impact on organizational performance. The programme is designed to be flexible and can be tailored to meet the specific needs of the organization.

Module 1: Understanding Transformational Leadership

Objective: Gain a clear understanding of what transformational leadership is and how it differs from other leadership styles.

Topics Covered:

- o The four components of transformational leadership: Idealized Influence, Inspirational Motivation, Intellectual Stimulation, and Individualized Consideration.
- o The impact of transformational leadership on organizational culture and performance.
- o Self-assessment of current leadership style and readiness for transformation.

Activities: Leadership style assessment, group discussion on transformational leadership traits.

Module 2: Creating and Communicating a Vision

Objective: Learn to craft and effectively communicate a compelling vision that inspires and aligns teams.

Topics Covered:

- ▶ The importance of vision in transformational leadership.
- ▶ Techniques for developing a clear and inspiring vision.
- ▶ Strategies for communicating the vision and gaining buy-in from stakeholders.

Activities: Vision statement workshop, role-playing vision communication scenarios.

Module 3: Empowering and Developing Others

Objective: Master the art of empowering and developing team members to reach their full potential.

Topics Covered:

- ▶ Techniques for empowering employees and encouraging autonomy.
- ▶ The role of mentoring and coaching in transformational leadership.
- ▶ Building trust and fostering a collaborative team environment.

Activities: Role-playing coaching sessions, group exercises on delegation and empowerment.

Module 4: Driving Innovation and Creativity

Objective: Foster a culture of innovation by encouraging creative thinking and problem-solving.

Topics Covered:

- ▶ The role of transformational leaders in driving innovation.
- ▶ Techniques for promoting creativity and out-of-the-box thinking.
- ▶ Overcoming obstacles to innovation and managing risks.

Activities: Brainstorming sessions on solving organizational challenges, case studies on successful innovation.

Module 5: Leading Change and Managing Resistance

Objective: Develop strategies for leading organizational change and managing resistance effectively.

Topics Covered:

The change management process and the transformational leader's role.

- ▶ Strategies for communicating and implementing change.
- ▶ Managing resistance and fostering acceptance of change.
- ▶ Activities: Change management simulations, group discussion on overcoming resistance.

Module 6: Building Emotional Intelligence

Objective: Enhance emotional intelligence to improve leadership effectiveness and interpersonal relationships.

Topics Covered:

- ▶ Understanding emotional intelligence and its impact on leadership.
- ▶ Developing self-awareness, self-regulation, and empathy.
- ▶ Applying emotional intelligence in leadership situations to foster better team dynamics.

Activities: Emotional intelligence assessments, interactive exercises on empathy and active listening.

Module 7: Measuring and Sustaining High Performance

Objective: Learn how to measure and sustain high performance within teams and organizations.

Topics Covered:

- ▶ Setting performance goals aligned with transformational leadership principles.
- ▶ Using key performance indicators (KPIs) to track progress and drive results.
- ▶ Sustaining momentum and embedding transformational practices into the organizational culture.

Activities: Workshop on developing performance metrics, case studies on sustaining high performance.

PARTICIPANT PROFILE

This programme is ideal for:

- ▶ Senior leaders and executives looking to refine their leadership approach.
- ▶ Mid-level managers aiming to adopt transformational leadership practices.
- ▶ High-potential employees identified for future leadership roles.
- ▶ Any leader interested in driving performance and leading change within their organization.

Organisational sponsorship is essential

VENUE

The programme is fully residential and the participants will be accommodated in air conditioned single occupancy rooms. The college does not provide accommodation for the family. The college is Wi-Fi enabled in a comprehensive way.

DURATION

The programme duration is 5 days starting from **November 18-22, 2024**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Residential Fee: Rs. 69,500/- (US \$1086 for foreigners) plus GST as applicable, presently 18% per participant. The fee covers tuition, board and lodging, courseware (in electronic form), and other facilities of the College including internet usage.

Non-Residential Fee: Rs. 59,500/- plus GST as applicable, presently 18% per participant. The fee covers tuition, courseware (in electronic form) working lunch, and other facilities of the College including internet usage.

A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the payment is credited into our Bank account before **November 15, 2024**.

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the **Programme Code (Prg/24 - 25/1/91)** to **pooffice@asci.org.in** for confirmation.

Bank details are given below:

For Indian Participants :

Bank Account Number 62090698675
Beneficiary Name Administrative Staff College of India
IFSC Code SBIN0020063
Bank Name State Bank of India
Branch Address Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

For Foreign Participants:

Bank Account Number 62090698675
Beneficiary Name Administrative Staff College of India
Swift Code SBININBB327
Bank Name State Bank of India
Branch Address Bellavista Branch, Rajbhavan Road, Somajiguda, Hyderabad - 500 082.
Country India

MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominees' medical coverage in the event of hospitalisation.

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date for receiving nominations is **November 04, 2024**. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

November 11, 2024. Any withdrawals after this date will entail forfeiture of fee paid, if any.

ASCI ALUMNI ASSOCIATION

Participants of the College programmes will automatically become members of the ASCI alumni association.

CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on conclusion of the programme.

Programme Director

Prof. J Swarnalatha

e-mail: swarnalatha.j@asci.org.in

Administrative Staff College of India (ASCI) is taking all the precautionary measures and following all the norms (in light of COVID 19) to provide a safe environment for the participants who are visiting our Campus to attend the Training Programmes.



ABOUT ASCI

ASCI is the first management development institution set up in the country at the instance of the Government of India and industry in 1956 to impart state-of-the-art management education for practicing managers, a legacy that we proudly take forward with a strong alumni of over 1,69,000. We are proud of our alumni which includes the leaders of Indian industry and senior Civil Servants in the government, public sector undertakings to be a part of this unique organisation. We are thankful to you all for the support extended in the past and look forward to your continuing patronage in 2024-25.

Also, ASCI conducts customized programmes for Government of India, State Governments, Public Sector, Private Sector and various international organisations. Our experienced faculty bring to the table a wealth of academic credentials, rich industry exposure and act as a catalyst in the classroom discussions, case study analyses and tutorials. Our faculty also conduct international programmes which provide an exposure to the global best practices. In addition to this, faculty at ASCI also carry out large number of management research activities (typically about 100 each year) which helps them provide the much needed value addition in the training programmes. In addition, we conduct non-residential programmes at our New Delhi Centre as well as off-campus programmes at the venue of the client's choice.



Administrative Staff College of India

Bella Vista, Raj Bhavan Road, Khairatabad,
Hyderabad - 500 082, India.

Telefax (Programmes Office) : 0091-40-23324365

Mobile: 9246203535, Phone : 0091-40-66534247

Fax : 0091-40-66534356

College Park Campus

Road No. 3, Banjara Hills,
Hyderabad - 500 034.

Tel: 040-66720700 / 01 /02 /05

Fax : 040-66720725

Delhi Campus

C-24, Institutional Area
South of IIT, Behind Qutub Hotel
New Delhi-110 016.

Tel: 011-26962204, 26961750, 26961850

www.asci.org.in



ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, (India)

Nomination Form

Programme on

**DRIVING PERFORMANCE THROUGH
TRANSFORMATIONAL LEADERSHIP**

(November 18-22, 2024)

Nominee's Contact Information :

| | | | |
|----------------|---------------|-----------------|--------------------|
| Name (Mr/Ms) : | _____ | Date of Birth : | _____ |
| Designation : | _____ | Qualification : | _____ |
| Organisation : | _____ | | |
| Address : | _____ | | |
| Phone(s) : | (Off) : _____ | (Mobile) : | _____ Home : _____ |
| e-mail : | _____ | Fax : | _____ |

Sponsor's Details

| | |
|--|--------------------------------|
| Name of the Sponsoring Authority _____ | Designation _____ |
| Organisation : | _____ |
| GSTIN No. : | _____ |
| Address : | _____ |
| | _____ Pincode : _____ |
| Phone(s) : | (Off) : _____ (Mobile) : _____ |
| e-mail : | _____ Fax : _____ |

Fee Particulars

| | | | |
|---------------------|-------|---------------------------------|-------|
| Amount Payable : | _____ | Mode of Payment (DD/Chq/NEFT) : | _____ |
| Name of the Bank : | _____ | Date of Instrument/Transfer : | _____ |
| Instrument Number : | _____ | UTR Number for NEFT : | _____ |

Medical Insurance

| Name of the Insurance Agency | Policy Number | Validity upto |
|--|---------------|---------------|
| | | |
| Note : Coverage should be available in Hyderabad, India | | |

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Sreenivasa Reddy, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in