

> Leaders in Transition

Preparing India's Frontline Leaders for Success



One word to describe being a first-time frontline manager?

Hard. And it's getting harder.

Growing demands for greater productivity, more innovation, and doing more with less have made leading at the frontline more challenging than ever.

Aspects in every industry are being compressed: Sales cycles, interdependence between teams, and even organization charts. On top of that, people are craving more impact and meaning in their roles and leaders are in constant transition.

When you have 60% of the manager population of any given company leading 80% of their workforce, leadership development can't be left to chance.

The leaders of today are constantly looking for growth and opportunity and expect transparency and instant access to information they want from their own leaders. Unlike earlier generations, they are in a constant state of transition and are dealing with increasing uncertainty and ambiguity. And while they're loyal to their company, they're also impatient. They aren't going to wait forever to get the development they need, yet they are at the stage where they also seek the guidance from their organizations to kick-start the process for themselves.

Did you know that in a study conducted by DDI that covered almost 900 frontline leaders, 20% of frontline leaders in India felt that they were promoted solely

based on expertise, and 53% said transitioning to their new role was difficult. When we asked these leaders what could make it easier, they had three things to say:

- A better, more structured formal development plan to strengthen interpersonal and leadership skills.
- More face-to-face networking opportunities.
- A cleaner separation between their old and new responsibilities.

Leaders in Transition (LIT) gives first-time frontline leaders, informal leaders, and high-potential individual contributors the tools they need to build both foundational skills such as listening, communicating, and networking as well as advanced skills like managing others and managing through others.

The Leaders in Transition program is informed by the goals and priorities of the organization, team, and job function, while addressing the real situations and challenges that a frontline leader faces. LIT considers the learner, as well, focusing on their motivation, personality, skills, and experiences for a truly tailored approach to development. It provides first-time frontline leaders easy-to-apply skills and performance tools to work more efficiently and effectively in their position.

CRITICAL INTERPERSONAL SKILLS

HR indicated...
that the interpersonal leadership skills—*developing talent, empathy, and hyper-collaboration*—are as important now as they will be in 3 years.



Leaders indicated...
they are only moderately confident that they possess the interpersonal skills of *developing talent, empathy, and hyper-collaboration*.

The LIT Program Focuses on a 3D Approach

1. **Diagnose:** Takes participants through a simulation-based assessment and scores them on skills and personal attributes.
2. **Debrief:** Accomplished in a group setting by a DDI Trained and Certified Coach who assists participants in creating individual development plans.
3. **Develop:** Puts participants in the classroom for learning and skill building.

Key Benefits

- The course is designed to take place over two days with minimal logistical support to ensure it fits seamlessly with other work responsibilities.
- The flexible design of the system allows you to either select a single course or tailor a unique combination of courses for your specific business challenges.
- Inspires your workforce to push for new heights of excellence, driving a high-performance culture.
- Empowers individual contributors by giving them skills they can use immediately and throughout their career, increasing both engagement and retention.

Sample Course Schedule

DAY 1

Leadership Foundations

Getting Started as a New Leader

- *Dealing with transitioning to a new role with higher expectations.*
- *Valuing differences in diverse work styles.*

Building Emotional Connections

- *Understanding and managing personal needs.*
- *Recognizing tangible and intangible forms of communication that act as barriers in building emotional connections.*

DAY 2

Managing the Performance Cycle

Conversations to Inspire Performance

- *Setting performance goals.*
- *Building effective communication skills.*
- *Giving effective performance reviews.*

Coaching, Delegating, and Tracking Performance

- *How to give and receive feedback.*
- *Handling challenging situations and tasks with immediate success.*
- *Expanding the capabilities of the team to give the organization a competitive edge.*

What You Can Expect from LIT

After finishing the program, your leaders will understand that effective communication is paramount and will have improved these skills in meaningful ways. They will be empowered to accomplish your business objectives while ensuring their team's performance expectations align with the goals of the organization and are prepared to handle challenging situations and tasks with immediate success.

- To learn more about DDI India's Leaders in Transition program, please contact:

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About DDI

DDI is a global leadership consulting firm that helps organizations hire, promote and develop exceptional leaders. From first-time managers to C-suite executives, DDI is by leaders' sides, supporting them in every critical moment of leadership. Built on five decades of research and experience in the science of leadership, DDI's evidence-based assessment and development solutions enable millions of leaders around the world to succeed, propelling their organizations to new heights. For more information, visit ddiworld.com.



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