



Leadership Mastery Programme

An exclusive, limited participation open workshop
for mid-senior executives poised for growth





KREA LEADERSHIP MASTERY PROGRAMME

At the mid-senior level, executives are no longer just problem-solvers—they shape strategy, influence stakeholders, and lead through ambiguity. However, their stretch is between operational pressures and the need for strategic thinking and action.

The Leadership Mastery programme is designed to address this pivotal inflection point. It helps participants shift from execution to vision, from managing teams to inspiring them. Through structured reflection, assessments, and experiential learning, the journey enables leaders to build the self-awareness, agility, and influence required to lead with clarity and confidence in a dynamic, high-stakes business environment.

Who aspire to:

- Move into a higher leadership role, within the next 3-5 years
- Lead larger teams and have a significant impact on the organisation's strategic direction
- Enhance leadership skills to better navigate complex organisational challenges and drive change

Who face challenges such as:

- Constantly balance day-to-day demands with the need for strategic thinking
- Have to deliver consistent results while also fostering innovation and continuous improvement
- Occasionally experience difficulties in influencing senior management and aligning team objectives with broader organisational goals

Who want to:

- Have practical, hands-on learning experiences that can be directly applied to the workplace
- Have feedback and coaching that provide clear, actionable insights for improvement
- Have appreciation for structured programmes that combine theory with real-world application

If you have ticked all these boxes, you are ready for the Krea Leadership Mastery programme.



WHO IS IT FOR?

For senior executives with

12-20 years of experience

During the Programme

- Gain deeper self-awareness through 360-degree feedback and Thomas Profiling
- Learn how to adapt leadership styles to different team members and situations
- Develop a more strategic and visionary approach to leadership
- Leave the programme with a concrete action plan for personal and professional development

Post Programme Goals for being Coached:

- To implement new leadership techniques to improve team engagement and productivity
- To foster a culture of innovation and continuous improvement within the department
- To develop a strong network with other mid-senior leaders across the organisation/s for knowledge sharing and collaboration
- To achieve measurable improvements in key performance areas, leading to career advancement opportunities



WHAT TO EXPECT?

Pre-Programme

1

360-Degree Assessment

To provide participants with a comprehensive view of their leadership style, strengths, and areas for development based on feedback from peers, subordinates, and supervisors



2

Thomas Profiling (PPA - Personal Profile Analysis)

To help participants understand their behavioural tendencies, work preferences, and how they interact with others



3

Pre-Programme Webinar (2 Hours)

To set the stage for the in-person programme by introducing key leadership concepts and sharing insights from the 360-degree feedback and Thomas Profiling

THE MODULES

The learning journey in this programme unravels in three phases. Each stage has been strategically designed to be a crucial component in the bigger picture of growth.

Residential Programme

Day 1 *Self-Leadership and Personal Effectiveness*

1. **Leading Self**
Enhance self-awareness and explore personal leadership styles
2. **Emotional intelligence**
Develop emotional intelligence for better decision making and relationship management
3. **Leading with a vision and purpose**
Align personal and organisational vision to inspire and motivate teams
4. **Prioritisation**
Improve personal productivity by mastering time management techniques

Day 2 *Leading others and driving team performance*

1. **Adaptive leadership**
Equipping managers with the skills to adapt their leadership style to different situations and team needs
2. **Building high performance teams**
Fostering a collaborative and high performing team environment
3. **Leading change and innovation**
Preparing leaders to effectively lead change initiatives and lead innovation
4. **Influencing and negotiation**
Developing the ability to influence stakeholders and negotiate effectively

The two day Residential programme will be held at Krea University's Chennai premises.

Post Programme

1. *Follow-up Webinar (2 Hours)*

Reinforcing learning and provide ongoing support as participants implement their action plans

2. *Online 1-1 Coaching (3 Sessions of 1 Hour Each)*

Providing personalised support to help participants achieve leadership development goals.

Session 1:

Reviewing the individual development plan and setting specific coaching goals

Session 2:

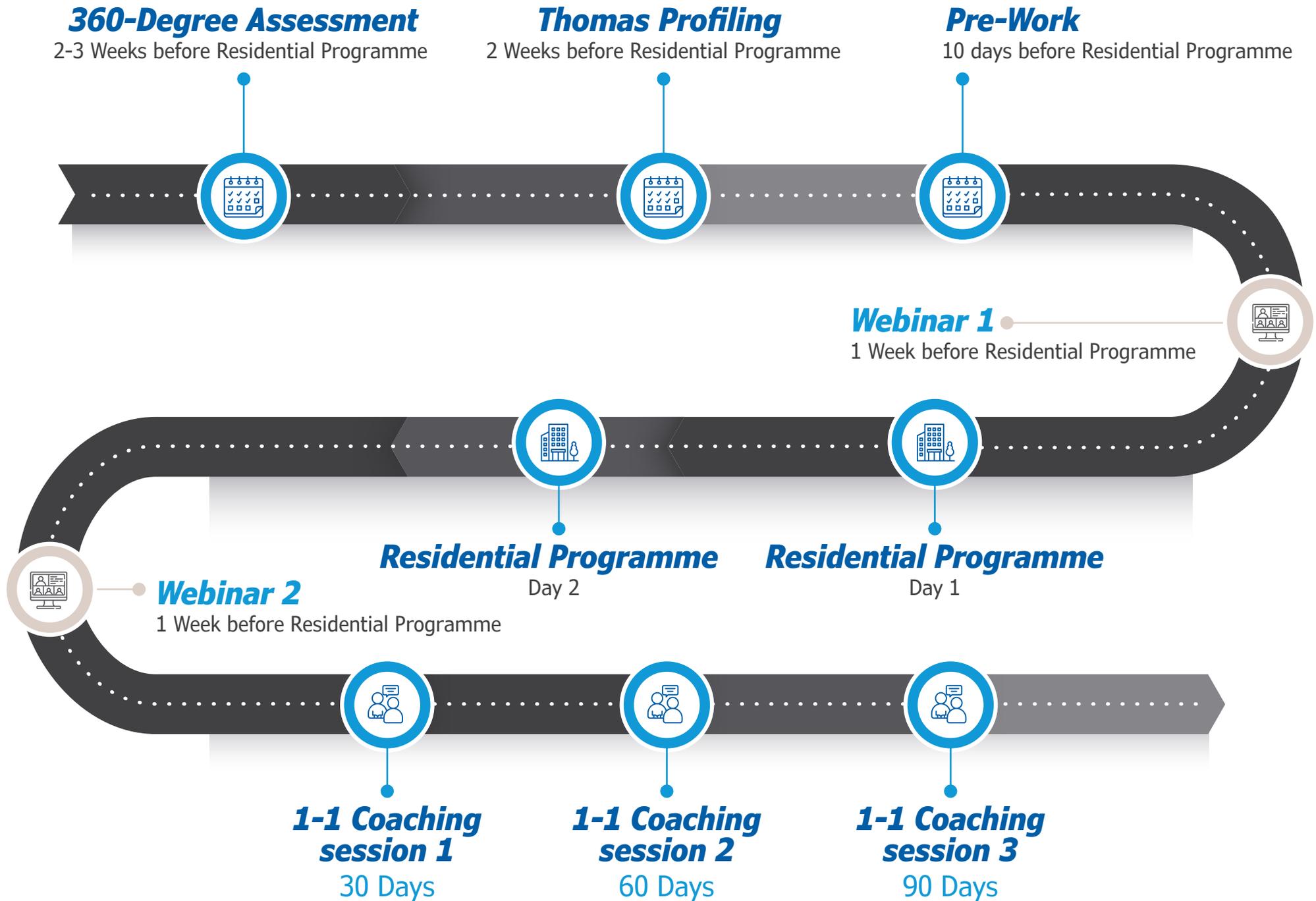
Addressing challenges and refining leadership strategies

Session 3:

Evaluating progress and planning for continued growth



The Programme Flow



PANEL OF COACHES



Ramanathan Hariharan

*Executive Director, Professional Learning,
IFMR GSB, Krea University*

Ramanathan has over 35 years of experience and has held top and senior leadership positions in Pharma, Training, HR consulting and in Executive education. He consults and coaches with many multinational and Indian client leaders, and is a sought-after leadership trainer and coach. He was also the founding Director and CEO of a boutique HR consulting firm that specialised in talent management, leadership development and transformation journeys. Ramanathan has completed his PGPM from XLRI, Jamshedpur, and is a Certified Leadership and Behaviour Trainer and Executive Coach, with certifications in DiSC, AiA, SPIN, Hogan, and more.



Professor Vijayalakshmi C

*Professor, OB & HR, IFMR GSB
Krea University*

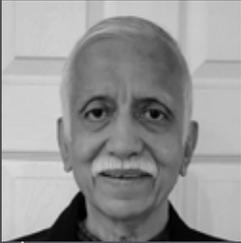
Professor Vijayalakshmi's teaching career has been enriched by her research expertise and interest in organisational transformations in public sector organisations, as well as her corporate experience in senior management positions and as a consultant. Professor Vijayalakshmi's research and consulting interests include design and delivery of indigenous psychometric tests in vernacular languages, competency mapping and assessment processes, utilisation of existing psychometrics for HR processes, and the evaluation of HR processes of both for-profit and development sector organisations. She has conducted several workshops in qualitative research and trained hundreds of executives in interpersonal skills and team work. Additionally, she has facilitated workshops using modified T-lab for students titled Journey to Self for understanding one's behaviour and its impact on others. Her research methods expertise is in the area of qualitative research methods, including ethnography and participatory appraisals, and she has conducted large scale surveys using quantitative methodologies.



Professor Raghu Raman S

*Adjunct Professor, OB & HR, IFMR GSB
Krea University*

An expert in Human Resource Management and Organisational Behaviour, Professor Raghu currently oversees MBA and PhD-level courses focusing on People and Organisations. He spearheads the development and implementation of numerous Management Development Programmes (MDPs) tailored for Senior and Middle Managers representing organisations such as Kobelco, L&T, Toshiba, Murugappa Group companies, and Real Image Technologies. He has also been a Principal Investigator for various sponsored research projects backed by international and national agencies such as DFID, UK; IDRC, Canada; USAID; and NABARD. Professor Raghu holds an MBA and PhD from OUBS, UK.



Professor “Venky” Venkateswaran

*Adjunct Professor (Former), OB & HR,
IFMR GSB, Krea University*

Professor Venkateswaran has been Adjunct Professor for two decades with IFMR GSB in OB & HR. With over 24 years of work experience in the Manufacturing, Logistics, Pharma and Financial Services organisations, he has held leadership roles in Organisation Development, Corporate Planning, and Human Resource Management. He has been a Consultant, Facilitator, Trainer, Coach and Educator in the areas of Organisation Design & Development, Human Resource Management, Leadership Development, Organisation wide Performance Management, Team Development, Change Management, and Creative Thinking. He has been professionally associated with over 80 organisations across sectors and is a Certified Facilitator of Leadership Development Programmes of Development Dimensions International (DDI). Professor Venkateswaran is an alumnus of XLRI where he did his PGDIR & PM.



Dr Gayathri Sampath

*ICF-Certified Coach and Business
Strategy Consultant*

Dr Gayathri Sampath is a senior professional with 25+ years of experience, blending practitioner insights and academic rigour. After 15 years in the corporate world and a decade of academic association with various business schools, she switched to full-time research and teaching. During her consulting tenure, she handled assignments in Indian and global contexts across a variety of sectors. Her consulting expertise is in the areas of Marketing and Business Strategy including GTM Strategies, Opportunity Identification, Entry strategies and Evaluating Business Models and Plans. Dr Gayathri has a PhD from NMIMS and is a Level 2 ICF certified coach with Professional Coaching Certification (PCC) credentials.



THE KREA UNIVERSITY EDGE

Krea University was established in 2018, backed by 50 years of strong history. Krea University's sponsoring body, IFMR Society was set up in 1970 as a not-for-profit society focused on research, training and education in the areas of macro and microeconomics, finance and management. Krea University currently houses three Schools across management and liberal arts and sciences, and provides strategic oversight to various Research Centres. Krea Executive Education offers a multitude of functional and business leadership programmes for corporate executives across levels and businesses. It has imparted business impact-driven executive and leadership learning to over 50,000 executives across the world in the past 50+ years.



The Governing Council, Executive Committee, and Board of Management at Krea University have included eminent leaders from the world of finance and economics such as Late N Vaghul (former Chairman of ICICI Bank Ltd), Raghuram Rajan (the 23rd RBI Governor), R Seshasayee (former Chairman of IndusInd Bank), Raghu Sundaram (Dean of NYU Stern School of Business), S Mahalingam (Former Chief Finance & Executive Director, Tata Consultancy Services), and Esther Duflo (Nobel Laureate and Co-Founder and Co-Director at the Abdul Latif Jameel Poverty Action Lab (J-PAL), among others.

WHAT'S NEXT?

If you are interested, please contact us at:

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[Click here for Application form](#)

Please note that the small cohort of 15-20 participants is finalised after considering the fitment of the applicants to the desired deliverables of the programme and the high-impact peer-group.

Once you receive the acceptance into the cohort through mail, you would register into the programme by paying the course fee and confirm blocking of the seat.

Programme fees: Rs. 20,000 + GST

You will receive your Welcome Kit and Programme Information Booklet upon Registration.

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