

# The Art of Leading Collectively

## Collaborative Execution Excellence

**Prime Meridian**  
Consulting India Pvt Ltd

**LWT**  **Lead Without a Title™**  
"Leaders Growing Leaders"

**LeaderShape**   
Shaping Transpersonal Leaders

 **COLLECTIVE LEADERSHIP INSTITUTE**

*The* **JOHN MAXWELL Team**

**JOHN MAXWELL Team**  
CERTIFIED MEMBER

 **Marshall Goldsmith**  
Stakeholder Centered Coaching

Founded in 2005 with offices in Germany, South Africa and the United States, the Collective Leadership Institute is an international non-profit organisation with **the mission to scale up collaboration skills**. Our capacity building approach **empowers people and organisations to address complex changes and execution challenges successfully** with a focus on high quality collaboration and collective leadership.

Thanks to our proven methodologies, excellent reputation and achieved impact, the Collective Leadership Institute is one of the world's leading mission-driven organisations in the **field of making collaboration for sustainable results**,

**Prime Meridian Consulting is Associate of Collective Leadership Institute in India**

PRIME MERIDIAN CONSULTING HAS BEEN RECOGNISED AS THE TOP 25 MOST PROMISING L & D CONSULTING COMPANIES IN 2016 & 2017 BY CONSULTANTS REVIEW MAGAZINE

## **The Art of Leading Collectively**

Prime Meridian Consulting India Private Limited is a company incorporated with the purpose of “**building leaders everywhere**” and is an end-to-end leadership development and human transformation consulting Services Company providing coaching, training and consulting services to corporate bodies and public organisations.

**Leadership Development Initiative.** This course will help you implement more outcome-oriented and constructive co-creation on a day-to-day basis for yourself, your team, your organisation, and above all your change initiative with diverse stakeholders. To deal with challenges of complexity, urgency, and interdependence, a new leadership paradigm is required that takes into account the diversity of stakeholders and enhances the ability for co-creation.

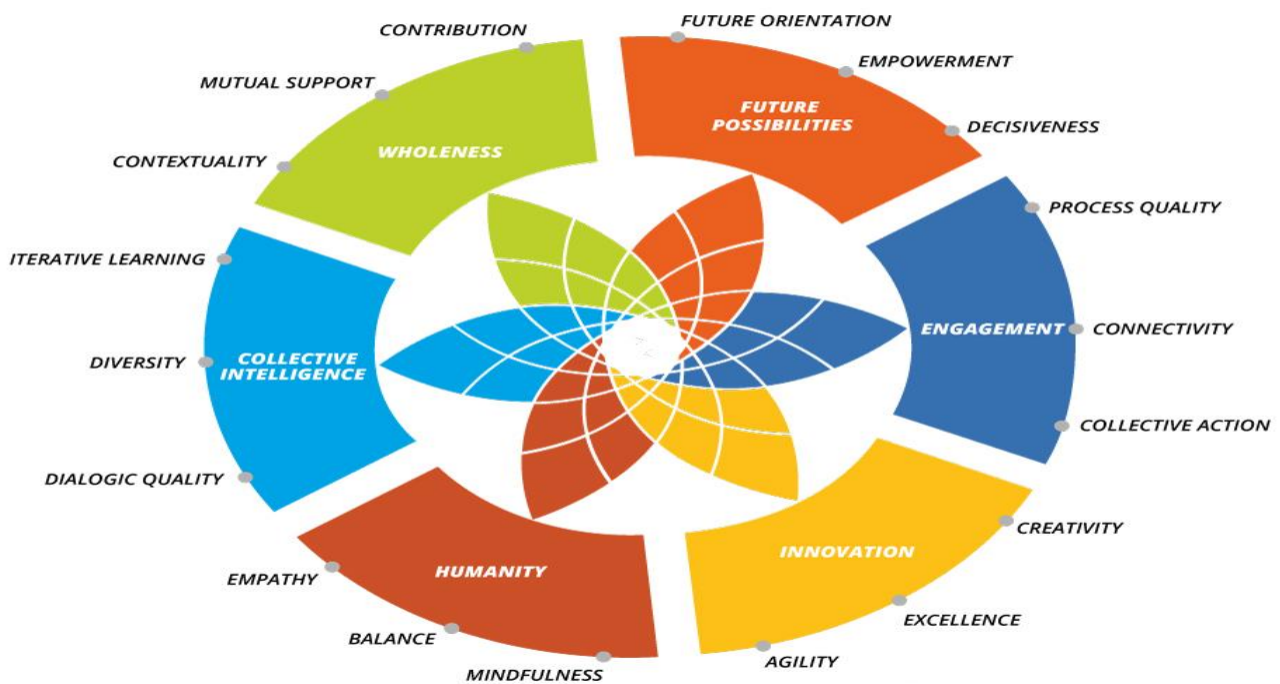
The Art of Leading Collectively strengthens your competence to navigate complex challenges and to lead co-creative processes to enable sustainable execution excellence.

**More than 2,200 alumni of our programmes are professionally active in 106 countries, as well as more than 30 successfully supported projects showcase our experience in helping to shift multi-actor collaboration to deliver tangible results in change initiatives**

- Are you starting a complex cooperation project, or are you in the midst of one you want to improve?
- Do you need to shift the mind-set of stakeholders toward collaboration, or to find new ways to overcome challenges?
- Do you need to arrive at tangible outcomes in a short time frame?

The tool presented in The Art of Leading Collectively - the Collective Leadership Compass - helps you to keep your collaboration journey on track and to find the necessary course corrections.

## COLLECTIVE LEADERSHIP COMPASS



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### Methodology

The Collective Leadership Compass is a practice-oriented approach by attending to a pattern of interacting human competencies in the six dimensions: Future Possibilities, Engagement, Innovation, Humanity, Collective Intelligence and Wholeness. The participants will learn to apply this tool to case studies and actual individual and organisational challenges and implement more outcome-oriented and constructive co-creation on a day-to-day basis - across groups, teams, organisations, and corporations.

## The Art of Leading Collectively

### Designed for

Leaders who need to collaborate with multiple stakeholders and achieve business results with consistent outcomes.

### Learning Outcomes & Organisational Benefits

The world is interconnected. Turning the challenges of complexity, interdependency and urgency into opportunities requires more than passion, intuition, or excellent plans. Solutions to organisations sustainability cannot be found in isolation. Therefore we need to shift the way we co-create. Collaboration is not only paramount, it is the only way to success. Collective Leadership is the art of leading complex change in multi actor settings. It empowers leaders to navigate collaborative execution successfully and with excellence.

#### Learning Outcomes

Specifically, participants completing this programme will be able to:

1. Know how to prepare for a result oriented collaborative execution journey.
2. Assess where you are, define what is present and what is missing. Map the path, adjust strategies, and know what to shift, to strengthen, or to focus on.
3. Learn how to engage team members, colleagues and partners and make them more accountable and continually keep them in a collaborative field.
4. Innovate by continuously learning by doing and continuous improvement.
5. Employ empathic and assertive communication and empower and engage team members.
6. Tap into, document collective intelligence of the team so as to fast track usage of best practices and learnings from islands of execution.
7. Build strategic thinking and create a inspiring vision connecting to the larger purpose and common cause.

#### Organisational Benefit

1. Build teams capacity to execute with excellence.
2. Improves change management skills and agility in the organisation
3. Improves sustained organisational performance through more effective leadership
4. Builds a collaborative culture which supports organisational performance.
5. Enables groups of committed leaders to connect with a larger context of their action, share responsibility, and collectively contribute to a sustainable growth of the organisation.

## The Art of Leading Collectively

### Detailed Course Content

#### **Module 1: SHIFTING THE PARADIGM**

- Getting to know each other, the magic of collaboration – success stories, The Collaborative field
- The paradigm shift: Collective Leadership, Understanding the dimensions of Collective Leadership: COLLECTIVE LEADERSHIP COMPASS
- Identifying your personal pattern of Collective Leadership

#### **Module 2. Setting the Big Picture**

- Connecting the dots-Strategy, Mission , Vision, Values and Execution
- Creating a Larger Goal & Common Purpose
- The Power of Check List

#### **Module 3: DRIVING FUTURE TOGETHER**

- The art of goal setting as an element of purpose (FUTURE POSSIBILITIES )
- Myths of Goal Setting
- Moving from individual goal setting to collective goal setting

#### **Module 4: Enhancing Commitment and Accountability (ENGAGEMENT)**

- Planning Engagement into the Collaborative Field
- Widening the Engagement( The Container Theory)
- Are we winning or losing! Gamification of Goal achievement.
- Effective Team Reviews

#### **Module 5. Dealing with uncertainty – planning versus emergence (INNOVATION)**

- Assessing your Strengths and areas of development
- Learning by Doing for continuous improvement
- Design Thinking

#### **Module 6. The power of Empathy and Assertiveness (HUMANITY)**

- Emphatic Conversations
- Balancing Assertiveness with Empathy- Difficult Conversations
- Empowering ,Enabling & Developing other's

#### **Module 7. The Power of Collective Intelligence.**

- Learning from others: The Power of Feed Forward
- Having conversations that matter – the power of dialogue for leading collectively
- Knowledge managing and lessons learnt
- Risk management and mitigation.

## The Art of Leading Collectively

### Participants Comments

- I learn how to set mine and my team goal and renew in daily basis and motivate team how to achieve goal Very good and it relates very well with our situations due to extreme market conditions , Will definitely improve our process...AGM, Production, State-of-the art packaging manufacturing facility in Dubai
- The content of the program were easy to understand , practical examples and case studies helped to have clear understanding of tools for improvement , collective leadership , collective intelligence , goal setting & goal setting...Sr VP, State-of-the art packaging manufacturing facility in Dubai
- This programme was very useful for me .now can understand why measurable and few goal are very important and team members must have clarity regarding our goal. This workshop will help me wok with my team very effectively , such types of training programme can be improved our productivity and our profitably will be increased...Manager, SCM, Manufacturing Company
- First of all I would like to mention that program was per current requirement from various departments, we have received various way to improve the leadership and processes for change and execution....BU Head, Manufacturing Company.
- Excellent delivery and presentations , Our learning areas are : set the goals , listening skills , humanity ,process to achieve goals ,team building process ,analysis process, engagement self and team , have to manage our self/self-awareness , area where need to focus.....Senior Manager, Quality, Manufacturing Company
- Very good and it relates very well with our situations due to extreme market conditions, Will definitely improve our processes.. Head Sales ,Manufacturing Company
- The workshop was very relevant and provided a number of comprehensive best practices for change and execution excellence...AVP, IT Software Company
- Role plays and Group Activities helped in relating to what we do now and how we can conduct our review meetings, difficult conversations with team members better...VP,IT Software Company
- We must get this rolled out in my entire BU so that my entire BU follows this methodology of collaborative execution excellence.....SBU Head, Financial Software Company.
- Exercises and Linkup to actual situations was wonderful. This has great practical implementation in a manner we have never done before...VP, Financial Software Company
- An extremely relevant program which taught us the nuts and bolts of achieving team goals in a very effective manner....DGM,MNC Manufacture Glass ,Building and Construction Material

## The Art of Leading Collectively

- The Process, People Skills and Tools provided in the workshop will really help me to get much better results with my team than before. The connection of the six dimensions really made me see execution in a more holistic and complete way....GM, MNC Manufacture Glass ,Building and Construction Material
- I learned how the six dimensions of the Collective leadership Compass provides us with a clear direction on collaboration and getting results.....Senior Manager, MNC Manufacture Glass ,Building and Construction Material
- My greatest learning was how to engage people in a manner that they remain committed and accountable and how to continuously lean and improve as a team...DGM,Indian MNC Motor Cycle Company
- Creating the team purpose statement to connect with the Why of the Team was really energizing and made us feel motivated and inspired at the same time. Lots of learning which I need to apply immediately. Senior Manager Indian MNC Motor Cycle Company

## About the Facilitator and Coach



Pavan Bakshi , Colonel (Veteran), CEO, Chief Facilitator and Executive Coach, Prime Meridian Consulting India Private Limited has a work experience of 30 years and wide expertise in the domain of leadership transformation.

Pavan is a certified facilitator from the Army War College and Military College of Telecom Engineering and has been a trainer at the prestigious Indian Military Academy, Dehradun. He has been from the Corps of Signals and is an alumni of Defence Services Staff College, the premium

leadership institute in the country. During his career with the Indian Army that spanned over 22 years, he has been involved in handling various national level crisis interventions.

- In corporate life, he has worked in both Indian and multinational organizations – in leadership positions in Bharti Airtel, Bharti Infratel, Ericsson India. He has been instrumental in the areas of business growth, managing transition, merger and acquisitions and in establishing and managing new business streams. His last corporate designation was Senior Vice President in a Tata Telecom Group Company.
- Pavan specialises in conducting leadership transformation initiatives within organisations, and is:
  - Certified faculty of Collective Leadership Institute, Berlin for Navigating change in complex multi-actor settings successfully.

## ***The Art of Leading Collectively***

- Certified as one of the two Master faculty in the world, certified to facilitate Inspirational Leadership “THE LEAD WITHOUT A TITLE (LWT) SYSTEM™ FOR BUILDING LEADERS AT EVERY LEVEL OF YOUR ORGANIZATION” created by globally respected leadership expert, Robin Sharma.
- Certified Master faculty of LeaderShape, Global on building emotionally intelligent and transpersonal leader’s using an integrated model of the leadership styles of Daniel Goleman, emotional intelligence and GROW model.
- <http://www.leadershapeglobal.com/our-team>
- Certified Marshall Goldsmith Stakeholder Centered Coach for guaranteed and measurable leadership growth.
- Certified John Maxwell Team Coach, Speaker and Teacher.
- Certified Neuro-leadership Executive Coach from Neuro-leadership Group.
- Has been a Principle Consultant Facilitator with Franklin Covey, India and South
- Has been a Principle Consultant Facilitator and Executive Coach with Neuro-leadership Group, India and South Asia

Pavan is an executive coach and specialises in the field of performance, growth, leadership, crisis, transition and change management. His coaching experience (700+ hours) spans from coaching senior executives in leadership positions in multinational companies to large Indian corporate organisations.

He has facilitated trainings/ Coaching in IBM, Capgemini ,JP Morgan ,PWC, JCB ,Baxter, TAFE, Saint Gobain, Jubilant Life Sciences, Royal Enfield, Galaxy, Ericsson, Kotak Life Insurance, ING Life, Mahindra Finance, Sundaram Finance, Godrej, Mastek, Tata Capital, GAIL, Advisory Board, Citrix India and Singapore, Ranbaxy, EMC, Broadcom, Syntel, Akzo Nobel, HP, Target, British Gas, Cairns India, , EMC, Glenmark , Samsung , Cheil, Mercer, CBRE, Sri Lanka Telecom among many other companies.

He has conducted international workshops in Singapore, Abu Dhabi, Toronto, Colombo & Berlin.

Pavan has done his B Tech (Telecom and Electronics), Masters in Strategy from Madras University and executive PG from XLRI, Jamshedpur.