



LEADERSHIP PROGRAMS

E-Based Leadership Programs to make You the Best you can be

OVERVIEW

As the world adjusts to a work from home lifestyle, it's now more important than ever to be the best leader that you can be. Tough Situations Build Strong people in the end, but as a leader you do need more skills to keep going, thriving and leading in such tough times.

We at Middle Earth have been working in the last couple of years to bring more virtual offerings into our portfolio, we have only accelerated this process since the lockdown. We are now proud to present the Leadership E-Series . With our 22 year history of supporting the learning needs of organisations throughout Asia, you can rest assured about high impact learning for you despite the lockdown.



Learning never stops with Middle Earth HR and we will continue to invest in providing you the best experience with our leadership programs series.

The Leadership E-Series is a focused sequence of 11 leadership programs which you can do over 6 weeks starting on May 30th which will help you master the skills you need in these tough times.

Each program contains 15-30 careful developed learning bytes with Globally acknowledged faculty built by our award winning design team, 6 action learning projects which are supported by a learning support team and coaches to ensure practical learning.



OUR LEARNING PROMISE



*High Impact Learning Designed by
Our Award Winning Design Team*



*Action Learning
Projects*



*Coaching and Learning
Support*



*Practical Leadership
Competencies*



*Learn from Global Faculty
& Thought Leaders*



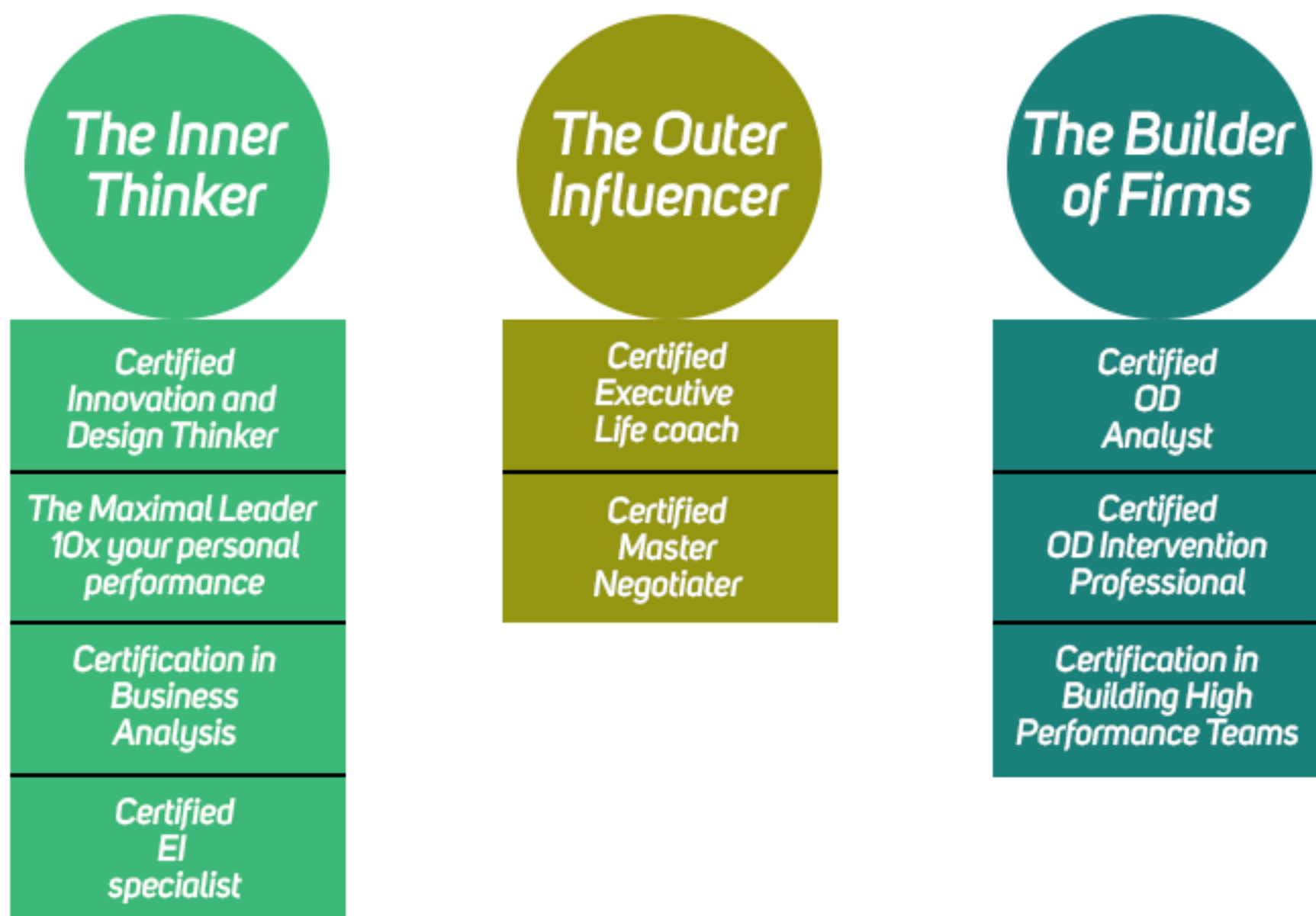
LEADERSHIP PROGRAMS

The 3 Key Categories of Leadership skills

1. The Inner Thinker - As a leader, the mind management is key to leadership success. The power of calm, innovative analytical and Emotionally intelligent leader is key to building successful organizations and it all starts in the mind of one leader.

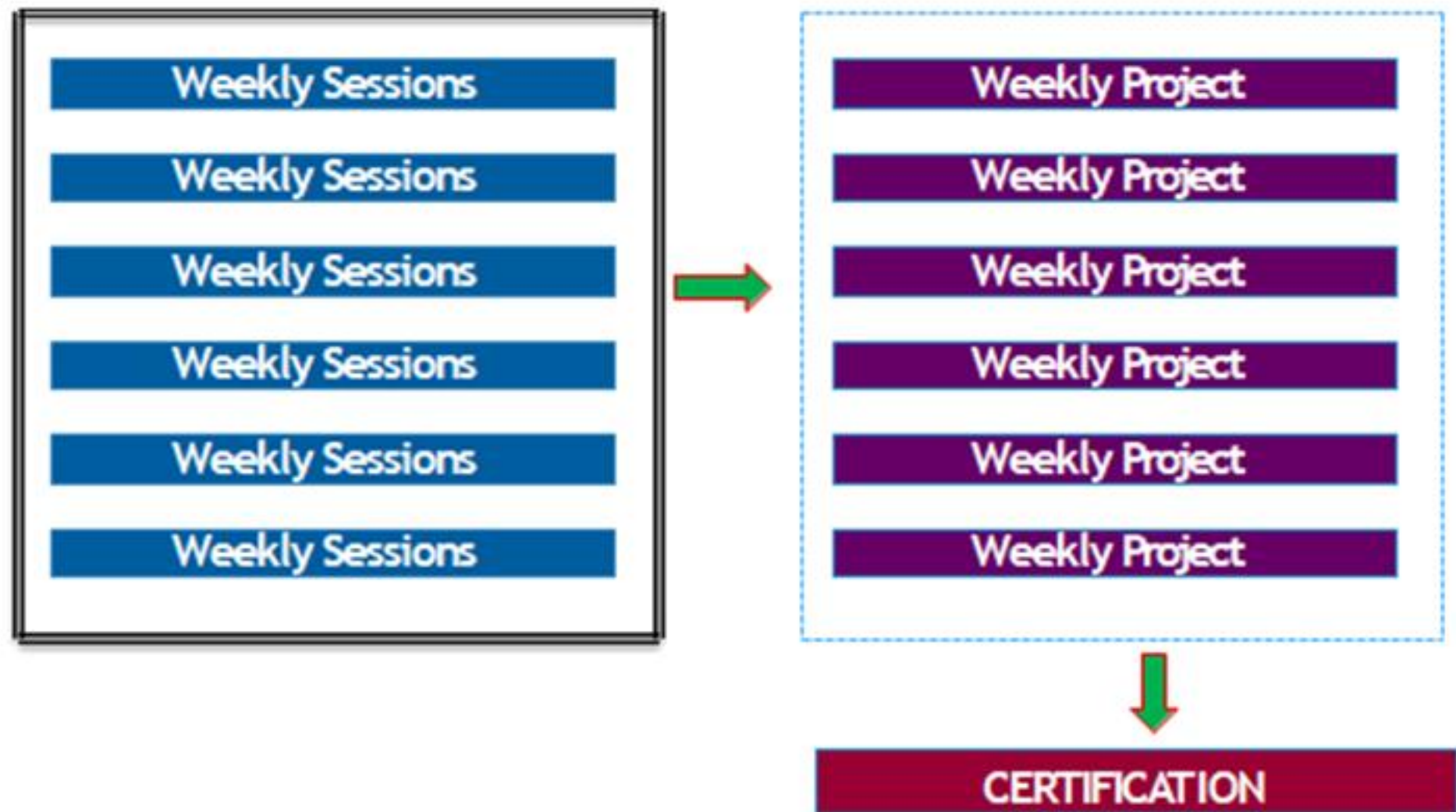
2. The Outer Influencer - A Leader is responsible for overseeing the work of others and motivating people toward a common goal. The focus of these skills help leaders align people, motivate them and power them towards the common goal. Great leaders are those that manage to communicate, coach their team members to greater and greater heights.

3. The Builder of Firms - At the end the leader is responsible to build teams and organization systems. Builder skills help someone spot team and organizational inefficiencies and quickly develop solutions to challenges. It helps Leaders define and build institutional systems that work and to able to plan and manage change

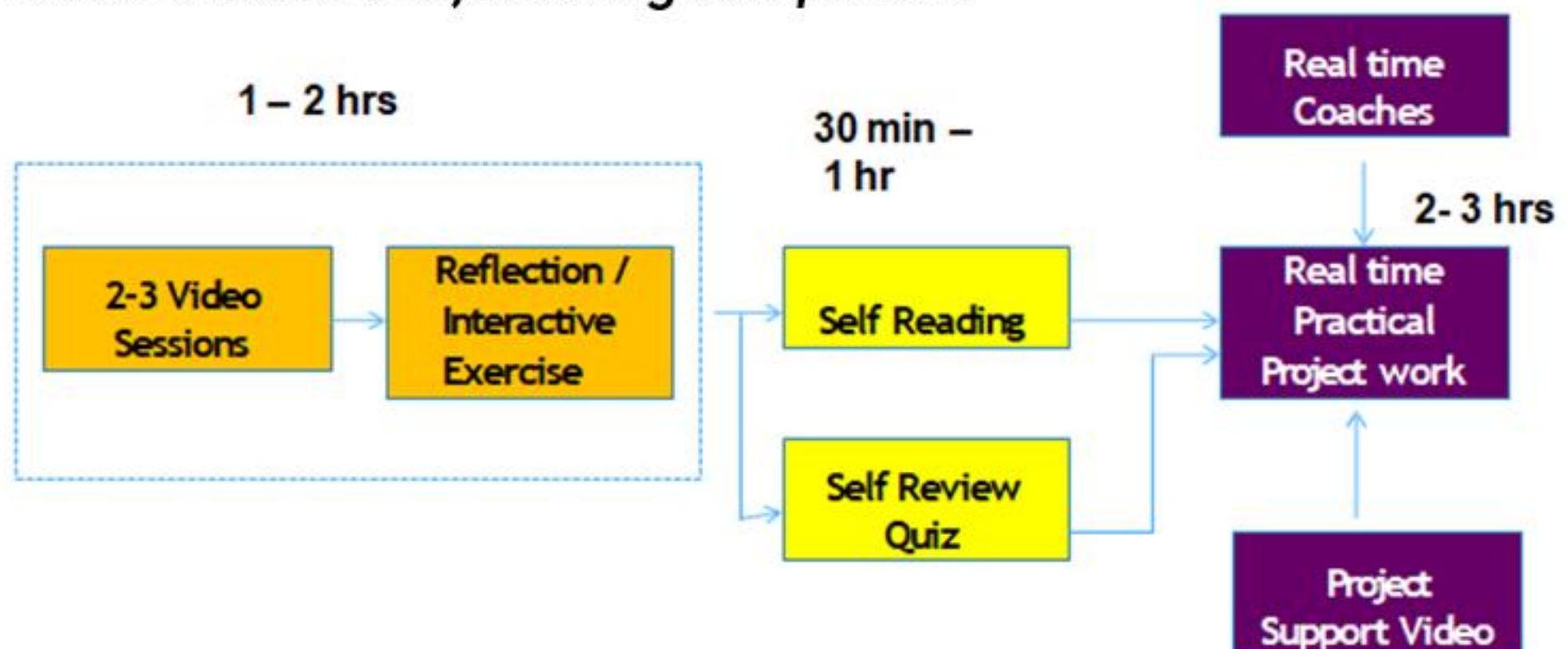


STRUCTURE & METHODOLOGY

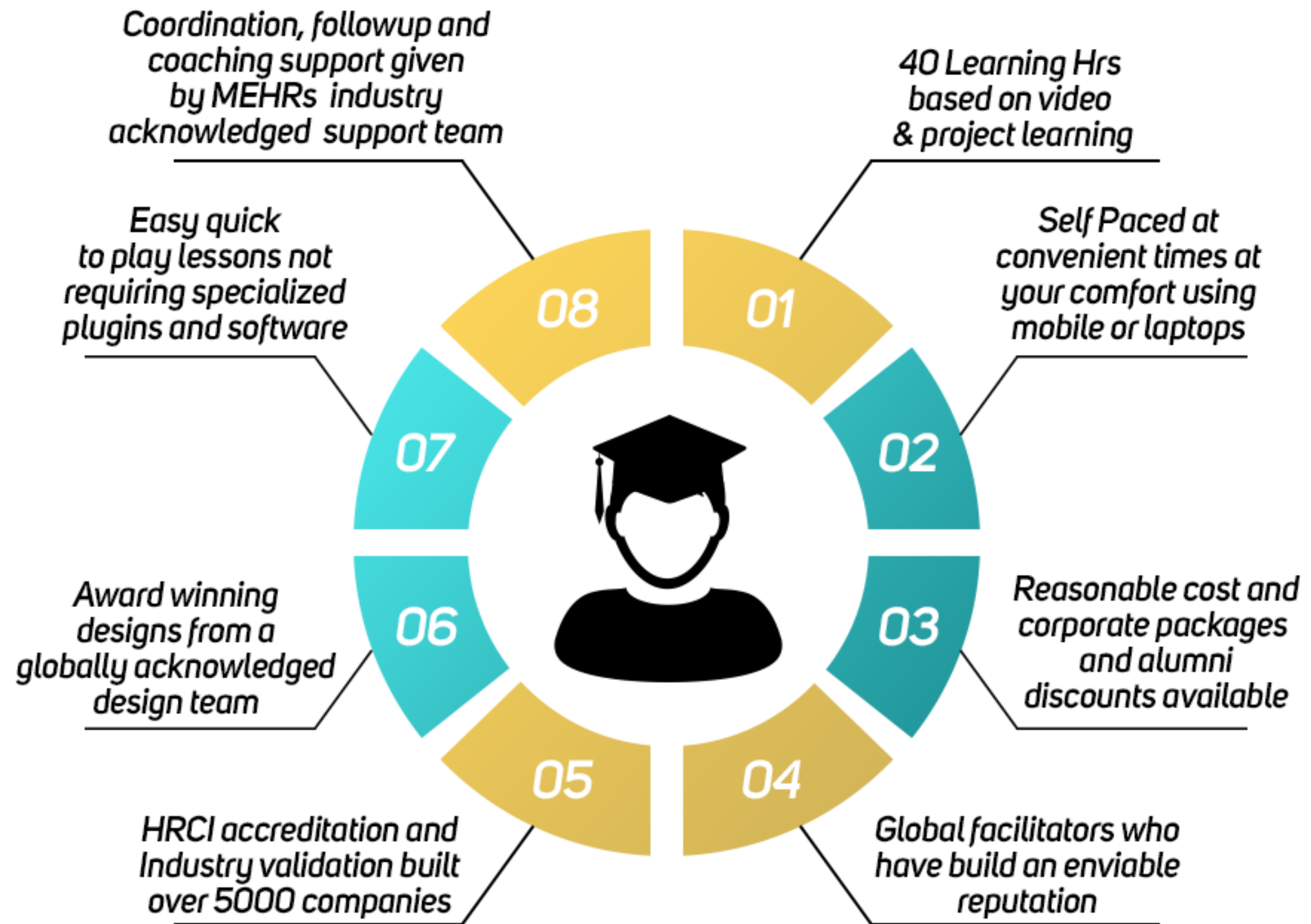
The structure of the program is divided into weekly sessions (in accelerated mode two sessions can be done a week), each week there is practical project given which is supported by real coaches



Every week there would be a schedule of typically 2-4 hrs which would include the following component



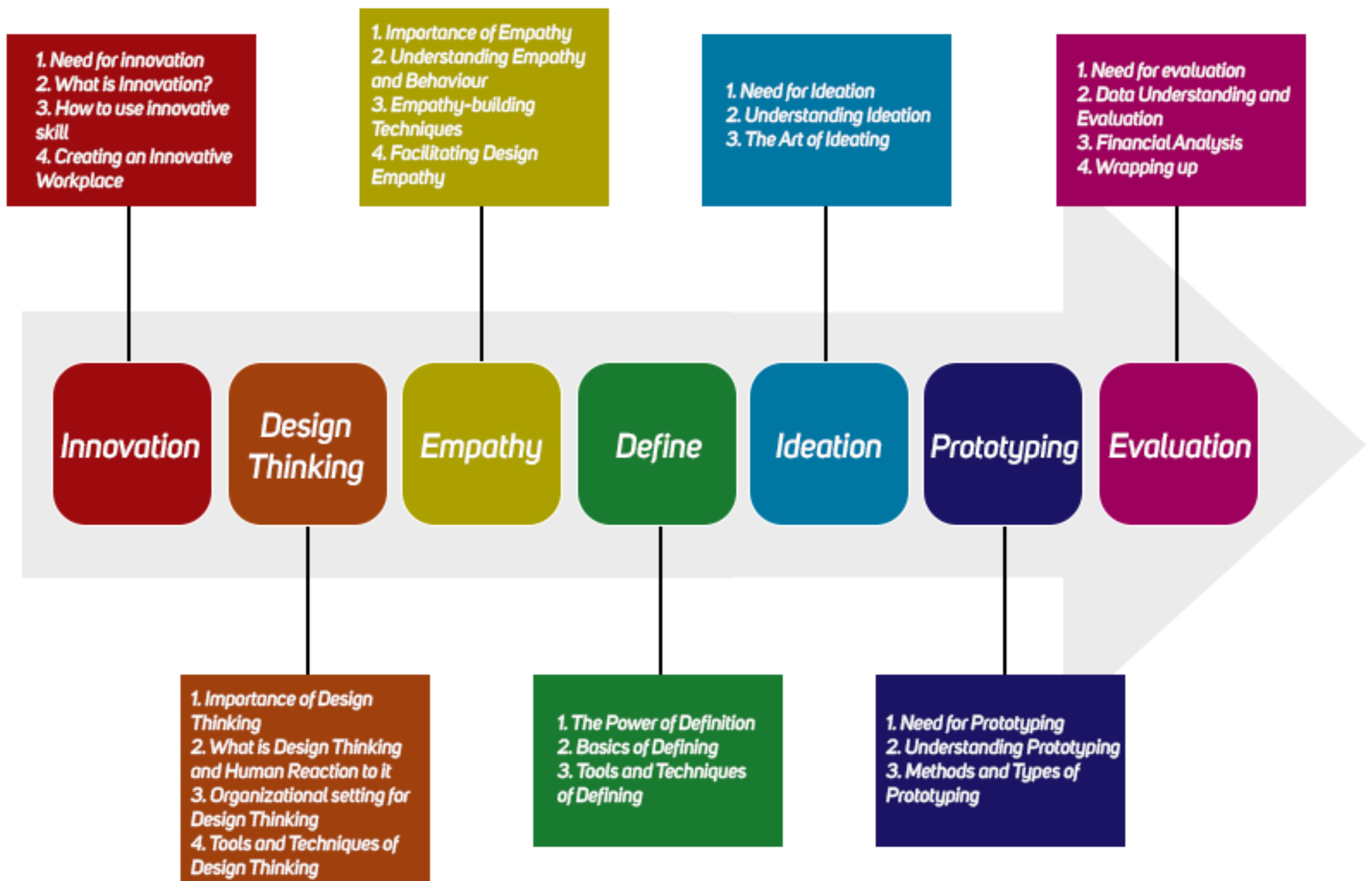
BENEFITS OF THE PROGRAMS



DETAILED PROGRAM DESIGN

1

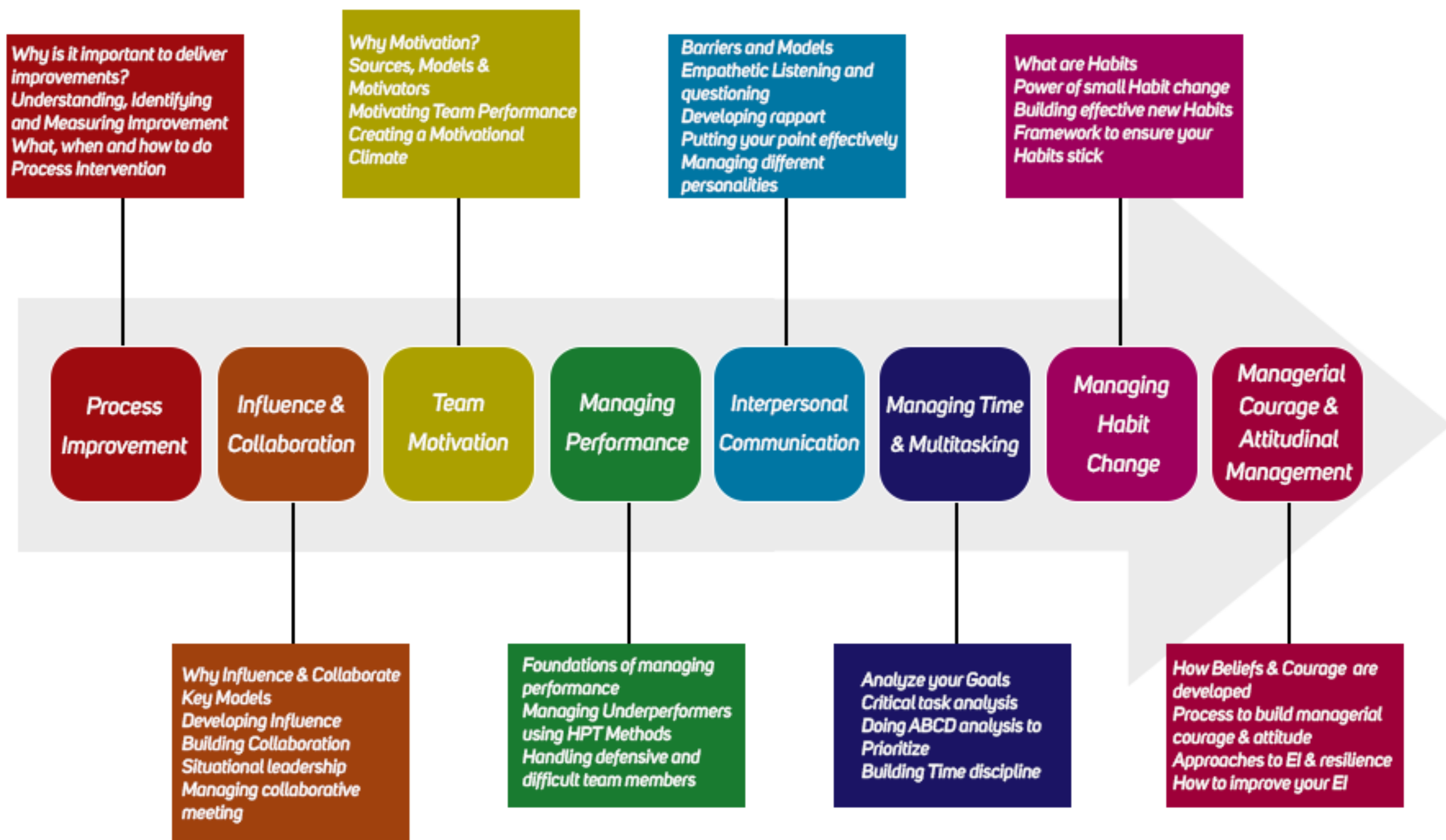
Certified Innovation and Design Thinker



DETAILED PROGRAM DESIGN

2

The Maximal Leader 10x your personal performance



DETAILED PROGRAM DESIGN

3

Certification in Business Analysis

*Need for Analytics
Definitions & Evolution
Usage of Analytics in Different
Management Functions*

*Data Collection
Exploratory data & Cluster
Analysis
Sampling and Estimation
Hypothesis development with
levels of Confidence*

*Optimization problems
Identifying the constraints
Using Scenario manager &
Solver add in for business
decisions*

*Introduction to
Business
Analytics*

*Descriptive
Analytics*

*Hypothesis
Building*

*Correlation &
Linear Regression
Chi Square Test*

*Prescriptive
Analytics*

*Lifecycle of
Business
Analytics*

*Describing and Summarizing
Data
Key Statistical Functions
Usage of Advance Excel
Functions
Visualizing Data and
Gathering Insights from Data
Interactive Dashboards with
Slicer*

*Correlation Analysis
Performing Regression
Analysis
Interpreting the Regression
Output & Forecasting
Chi Square Testing to check
linearity*

*Lifecycle of Analytics
Integration & Implementation
of Analytics
Making Predictions For
Future Using Data
Real life Case Study Analysis*

DETAILED PROGRAM DESIGN

4 Certified EI Specialist

Why Emotional Intelligence
Definitions of Emotional
Intelligence
Self Check – EI
Physical aspects of EI
The CAMI – MEHR expanding
Helix model

Situational(A+B=C)
Alter them & Video practice
Inspirational (5 voices)

Building EI Communication
Creating Team Openness and
Reducing Conflict Flashpoints

Overview to
Emotional
Intelligence

Active
Emotional
Awareness

Manage EI
in Self

Manage EI
with others

Manage EI
in Teams

Scanning
And Recognizing emotions
Legitimately Express
Speak Softly

Empathy
FEEF Model
Managing emotions- EDGE
Model
Conflict styles

DETAILED PROGRAM DESIGN

5 Certified Executive Life coach

Definition of Coaching
Qualities of a Coach
Why Leaders Today Must Be Skilled at Coaching
Five Phases of Coaching

Realizing Motivation based on Time
Understanding Dynamics of Beliefs, Influencers
Preparation of Social Screening Template

Why coaching
Self Actualization
Journalizing
Reflection

Build Trust

Understand Goals

Diagnose Change

Develop & Support

Your Growth

Identification of Goals and Roles through Obituary
RSI for Value Analysis
Motivational Interviewing

Time Management
Environmental Factors
Deep Practice
Handling Defensiveness
Delivering Reinforcing Feedback



DETAILED PROGRAM DESIGN

6 Certified Master Negotiator

*Negotiation Basics
Skills and Instruments used
for Negotiation*

*Maximizing Value
Key aspects for a
successful negotiation*

*Offer and Counter Offer
Agreement and
Implementation
Gambits and their Remedies*

*Understanding
Negotiation*

*Identifying
Values*

*Planning for
win-win*

*Process Of
Negotiation*

*Reaching
Agreement*

*Advanced
Skills*

*Standards in Negotiation
Finding out Tradables*

*Opening the gates
Goal Setting
Exchanging Information*

*Types Of Negotiators
Tactics Essential for
Negotiators*



DETAILED PROGRAM DESIGN

7

**Certified
OD
Analyst**

Need & benefits
History
Key models

Diagnosis
Environmental diagnosis
Organizational diagnosis

Overview
of OD

Strategy and
Mission

Organizational
Diagnosis

HR
Audit

Mission
Vision
Values

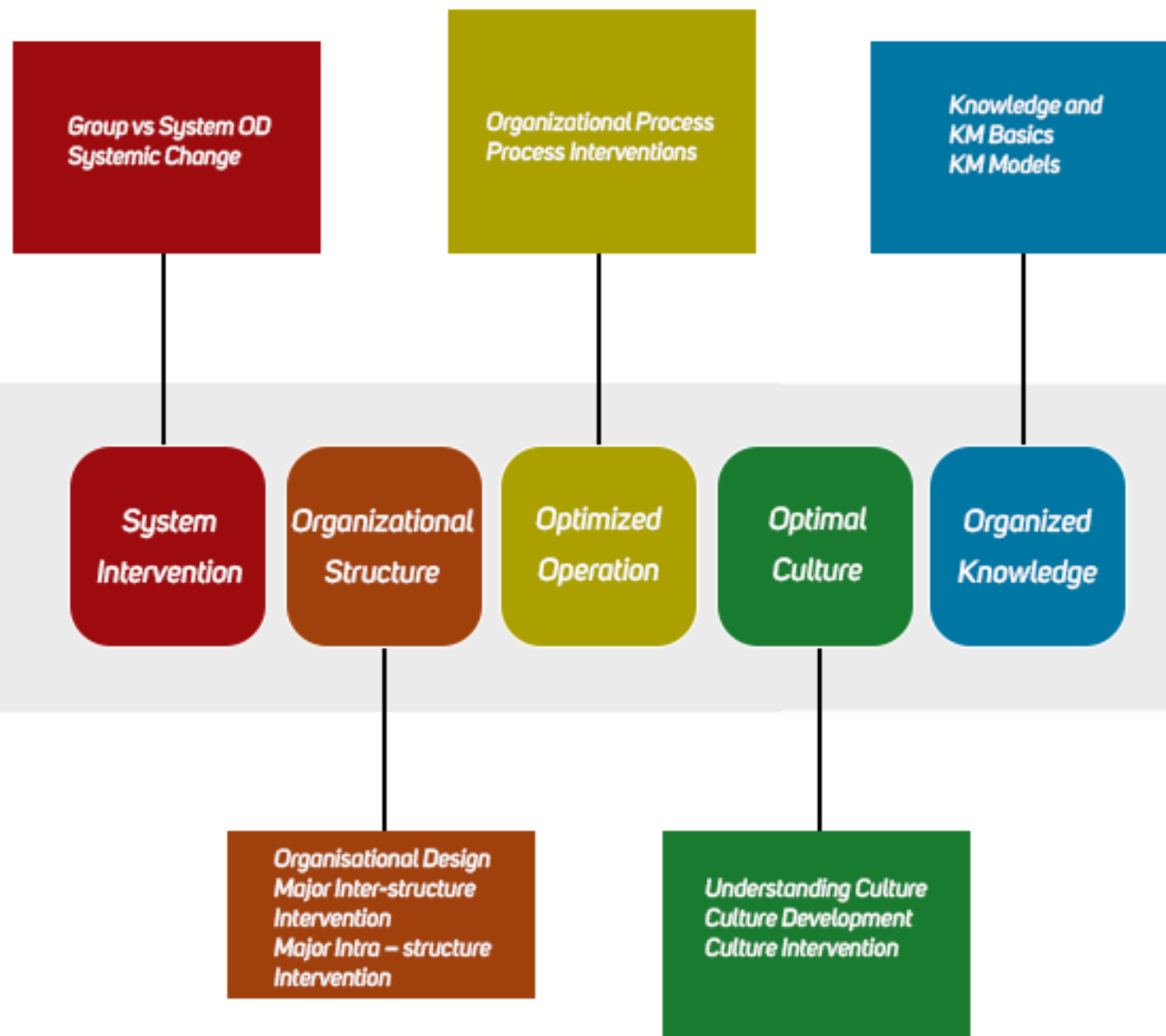
Using PCMM
Centricity focus for
improvement



DETAILED PROGRAM DESIGN

8

**Certified OD
Intervention
Professional**



DETAILED PROGRAM DESIGN

9

Certification in Building High Performance Teams

Foundations of managing
performance
Reaching performance
agreement with team
members

Managing Underperformers
using HPT Methods
Handling defensive and
difficult team members

Beginning the
Performance
Journey

Moving to
Performance

Handling
Performance
road blocks

Reaching
your high
Performance
goals

Setting a monitoring rhythm
Identifying performance gaps

Managing High Performers
Creating a positive
performance culture in your
team





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