

ALL  
NEW

नेतृत्वम्  
(NETR̥TVAM)  
LEADERSHIP  
SERIES

Your training partner  
in Leadership Series

[www.wowrakesh.net](http://www.wowrakesh.net)

नेत्र (Netra), meaning "eyes" or  
"vision", and त्वम् (Tvam), meaning  
"you" or "the act of"

प्रभावः (Prabhāvaḥ): Influence, power, or impact.

शक्ति (Śakti): Power, strength, or energy.

उत्साहः (Utsāhaḥ): Enthusiasm or zeal.

विक्रमः (Vikramaḥ): Commitment to work or action.

कृतज्ञता (Kṛtagtā): Gratitude.

अति उत्तम (Ati Uttam): Excellent, highest quality.

## **Objective:**

To offer immersive, value-based leadership training using ancient Sanskrit shlokas, each reflecting a key managerial or behavioral insight aligned with modern corporate challenges.

**START**



**Program Introduction & Icebreaker**



**Context Setting for the Shloka**



**Verse Recitation & Explanation**



**Management Interpretation**



**Leadership Concept/Model Integration**



**Group Activity or Simulation**



**Case Study/Scenario Discussion**



**Personal Reflection & Journal Prompts**



**Team Sharing or Role Play**



**Action Planning & Commitment Sheet**



**Closing Circle & Feedback**



**END**

**Sloka: “अश्वः शस्त्रं शास्त्रं...”**

Theme: Resource Allocation & Talent Fit  
Focus: Skill Identification, Role Mapping

**Sloka: “कर्मण्येवाधिकारस्ते...”**

Theme: Focus on Effort, Not Outcome  
Focus: Process Orientation, Intrinsic Motivation

**Sloka: “निश्चित्वा यः प्रक्रमते...”**

Theme: Time Management & Determination  
Focus: Discipline, Goal Execution

**Sloka: “नाभिषेको न संस्कारः...”**

Theme: Self-Made Leadership  
Focus: Initiative, Attitude over Title

**Sloka: “भद्रं भद्रं कृतं मौनं...”**

Theme: Strategic Silence & Self-Respect  
Focus: Assertiveness, Communicative Wisdom

**Sloka: “न कश्चित् कस्यचित् मित्रं...”**

Theme: Relationship Building & Emotional Intelligence  
Focus: Influence, Behavioral Cues

**Sloka: “क्रोधाद्भवति सम्मोहः...”**

Theme: Anger Management  
Focus: Emotional Self-Regulation

**Sloka: “सत्यं ब्रूयात् प्रियं ब्रूयात्...”**

Theme: Communication & Integrity  
Focus: Stakeholder Alignment, Honest Communication

**Sloka: “शैले शैले न माणिक्यं...”**

Theme: Talent Scarcity & Retention  
Focus: Talent Nurturing, Recognition

**Sloka: “अमन्त्रमक्षरं नास्ति...”**

Theme: Potential Utilization & Enablement  
Focus: Empowerment, Mentoring

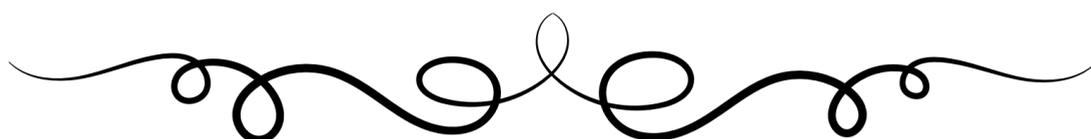
**Sloka: “अश्वं नैव गजं नैव...”**

Theme: Proving Your Worth  
Focus: Resilience, Self-Positioning

**Program Title: “योग्यायोग्यः – The Power of Right Fit”**

**Theme: Talent Alignment & Organizational Strategy**

**Focus: Strategic Deployment, Skill Mapping**





SERIES OF  
12  
CALENDAR

PROGRAMS FOR THE  
LEADERS TO PRACTICE REALTIME

## Programs

**“योग्यायोग्यः – The Power of Right Fit: Lessons from Sanskrit for Modern Management”**

**“The Karma Leader: Process-Driven Leadership for Sustainable Success”**

**“The Wise Manager: Commitment, Discipline, and Inner Mastery”**

**A Sanskrit-Based Leadership Workshop for Productivity and Purpose**

**“Leadership by Action: Becoming the Lion Without a Throne”**

**“The Wise Cuckoo: Leadership Through Silence, Discernment, and Presence”**

**"Leadership through Vyavahār (Conduct): Building Influence Through Behavior"**

**"From Reaction to Reflection: Leadership Mastery through Anger Awareness"**  
**Developing Emotional Intelligence, Decision-Making, and Self-Control in Leadership**



## **Programs**

**"Truth with Grace: Mastering Leadership  
Communication through Sanatana Dharma"  
Authentic, Empathetic & Impactful  
Communication for Leaders**

**"Talent is Treasure: The Leadership Role in  
Finding and Keeping Rare Gems"**

**"The Enabler's Eye: Unlocking Human Potential  
through Leadership"**

**"From Meek to Mighty: Building Strategic  
Strength in Leadership"**



**Program Title - “योग्यायोग्यः – The Power of Right Fit: Lessons from Sanskrit for Modern Management”**

**Target Audience** - Mid to Senior-Level Managers, HR Professionals, and People Managers

**Learning Objectives**

- Understand the timeless wisdom of the shloka and its application to modern talent management.
- Recognize the importance of proper assessment and deployment of resources (people/tools/skills).
- Identify strategies to assess, nurture, and allocate talent effectively.
- Enhance decision-making using values of discernment, suitability, and context.

**Program Duration** - One Full Day (8 hours including breaks)

**Methodology**

- Interactive lectures
- Group discussions
- Real-life case studies
- Reflective journaling
- Role plays and simulations
- Sanskrit to Management translation activities

**Detailed Agenda**

**Session 1: Introduction to Timeless Wisdom (9:30 AM – 10:30 AM)**

- Icebreaker: “What’s Your Fit?” – A fun exercise with mismatched tools (e.g., screwdriver for a nail)
- Shloka Chanting and Meaning Breakdown
- Facilitator Talk: “Horse, Weapon, Science, Veena, Speech, and People – All Are Tools”
- Key Message: It’s not about the tool; it’s about the user.

Takeaway: Not everyone fits everywhere. Context and capability matter.

**Session 2: Management Lens – Resource vs Talent (10:45 AM – 12:15 PM)**

- Interactive Activity: "Resource or Talent?" (Distinguishing headcount from potential)
- Group Discussion: “What happens when the right person is in the wrong role?”
- Concept: Headcount ≠ Capability – The Power of Allocation
- Case Study: A team with great talent fails – why?

Takeaway: Misallocation of talent is costlier than a lack of talent.

**Session 3: Competence Mapping and Role Alignment (12:15 PM – 1:15 PM)**

- Workshop: Match roles to personas (Participants given profiles & asked to match them with ideal job roles)
- Concept: Job Fit, Role Clarity, and Contextual Intelligence
- Framework: R-I-D-E (Recognize – Identify – Deploy – Evaluate)

Takeaway: Strategic deployment requires understanding person-role-culture fit.

**Lunch Break (1:15 PM – 2:00 PM)**

**Session 4: Application through Scenarios (2:00 PM – 3:30 PM)**

- Group Activity: Role Play – Reassigning team members to improve outcomes
- Scenario Discussion: Using Veena in the hands of a warrior – What are we doing in our teams?
- Debrief: How are we ensuring tools/skills are being used by the right person?

Takeaway: Without contextual application, talent is wasted.

**Session 5: Your Team, Your Shloka (3:45 PM – 4:45 PM)**

- Exercise: Participants map their own teams into the shloka
  - Who is the horse? (mobility/drive)
  - Who is the weapon? (impact/change agent)
  - Who is the Veena? (creative/thoughtful)
  - Who has the Vani? (communication/influence)
  - How are you deploying them?

Takeaway: Leadership is seeing people for who they truly are, not just roles.

**Session 6: Reflection & Action Planning (4:45 PM – 5:30 PM)**

- Journaling: “Where have I misplaced my team’s potential?”
- Sharing of key learnings
- Personal Action Plan: What will I do differently starting tomorrow?
- Closing Chant and Summary

**Key Takeaways**

- Not every tool fits every hand – the impact depends on the user.
- Recognizing true strengths is more important than job titles.
- Leaders are matchmakers of capability and context.
- Sanskrit shlokas offer powerful metaphors for modern leadership.





**Program Title - “The Karma Leader: Process-Driven Leadership for Sustainable Success”**

**Audience -** Mid to Senior-Level Leaders, Emerging Leaders, People Managers, Project Leaders

**Program Objectives**

- Understand the Bhagavad Gita shloka in the context of leadership and organizational behavior.
- Cultivate focus on effort, excellence, and execution over excessive result-orientation.
- Build inner resilience and reduce anxiety around outcomes.
- Develop a leadership mindset based on responsibility, detachment, and disciplined action.
- Learn to manage teams by aligning them with purpose over pressure.

**Program Duration - One Full Day (8 hours including breaks)**

**Training Methodology**

- Sanskrit-based leadership translation
- Interactive lectures and reflection exercises
- Storytelling from Indian epics and modern organizations
- Case studies and role plays
- Action planning and journaling
- Team-based activities

**Program Flow and Agenda**

🕒 **Session 1: The Shloka and Its Leadership Essence (9:30 AM – 10:30 AM)**

- Icebreaker: “Control vs Influence” (Circle-of-Concern Activity)
- Chanting and Breakdown of the Shloka
- Facilitator Talk: “The Process-Centered Leader”
- Metaphor Discussion: The Archer – Focusing on the target, not the applause

**Key Message: Focus on karma (action), not karma-phala (outcome).**

🕒 **Session 2: Decoding Leadership Attachment (10:45 AM – 12:15 PM)**

- Activity: “What’s My Trigger?” – Identify outcome-based anxiety sources
- Case Study: A high-performing leader burnt out due to result obsession
- Group Discussion:
  - When do we measure too soon?
  - What happens when we chase targets more than purpose?
- Framework: Effort-Excellence-Execution Triangle

**Key Message: Attachment to results causes tunnel vision and leadership fatigue.**

🕒 **Session 3: The Karma Leader Mindset (12:15 PM – 1:15 PM)**

- Video or Story: Indian Olympian who focused on the process, not medals
- Concept: Discipline + Detachment = Karma Yoga
- Tool: The Leader’s Circle of Focus
  - What I control
  - What I influence
  - What I accept

**Key Message: Great leaders stay grounded in effort and let go of ego-driven outcomes.**

🍴 **Lunch Break (1:15 PM – 2:00 PM)**

🕒 **Session 4: The Danger of Inaction & Overthinking (2:00 PM – 3:30 PM)**

- Shloka Line Focus: “मा ते सङ्गोऽस्त्वकर्मणि” – Do not lean into inaction
- Activity: “The Paralysis Trap” – When fear of failure delays decisions
- Role Play: “Action vs Over-Planning” scenarios in leadership
- Reflection: What am I avoiding under the guise of perfection?

**Key Message: Detachment doesn’t mean inaction. It means objective, fearless action.**

🕒 **Session 5: Leading Teams with Detachment and Clarity (3:45 PM – 4:45 PM)**

- Group Exercise: Translate the shloka into your team’s current challenges
- Scenario Simulation: Managing a team under high-pressure deadlines
- Coaching Practice: Managing performance without micromanaging

**Key Message: A karma leader nurtures the team’s journey, not just the scorecard.**

🕒 **Session 6: Commitment Without Attachment – Personal Action Planning (4:45 PM – 5:30 PM)**

- Journaling Exercise: “Where am I overly attached to results?”
- Crafting a Karma Leader’s Affirmation
- Action Plan: 3 things I will do differently as a leader starting tomorrow
- Closing Chant and Takeaway Cards (Shloka + Leadership Reflection)

**Key Takeaways**

- Leadership is action in alignment with purpose, not obsession with praise or panic.
- Detachment empowers clear decision-making and resilience.
- Process-focused teams perform better under pressure.
- Real leadership includes effort, integrity, and equanimity – not just outcomes.





**Program Title: - “The Wise Manager: Commitment, Discipline, and Inner Mastery”**  
**A Sanskrit-Based Leadership Workshop for Productivity and Purpose**

**Target Audience:** Mid to Senior-Level Managers, Team Leaders, Project Heads, Aspiring Leaders

**Program Objectives:**

- Understand and apply the principles of committed action, time discipline, and emotional control in leadership.
- Build unwavering focus and eliminate time wastage.
- Strengthen self-regulation and mental resilience in high-stress roles.
- Foster a value-driven leadership style rooted in inner mastery and outward execution.

**Program Duration:** One Full Day (8 hours including breaks)

**Methodology:**

- Sanskrit Leadership Philosophy + Modern Application
- Role Plays and Real-Life Scenarios
- Self-Assessment Tools
- Group Activities and Simulations
- Reflective Journaling
- Commitment and Action Planning

**Program Structure and Flow**

🕒 **Session 1: Understanding the Shloka – The Traits of a Wise Leader (9:30 AM – 10:30 AM)**

- Icebreaker: “Wise or Otherwise?” – Quick activity on leadership behaviors
- Chanting & Meaning Breakdown
- Interactive Talk:
  - Firm Decision
  - Relentless Effort
  - Zero Time-Waste
  - Controlled Mind

**Key Message: Leadership wisdom lies in consistent action and inner discipline.**

🕒 **Session 2: “निश्चिन्ता” – The Power of Clear Intent (10:45 AM – 12:00 PM) (Firm Decision and Commitment)**

- Activity: “Fence-Sitter or Decider?” – Role Clarity Scenarios
- Tool: D-E-C-I-D-E Framework for strategic decision-making
- Case Study: A Successful leader who commits and acts decisively
- Personal Reflection: Where do I hesitate? Where do I delay?

**Takeaway: Clarity drives momentum. Indecision wastes leadership capital.**

🕒 **Session 3: “नान्तर्वसति कर्मणः” – Do Not Rest Until Done (12:00 PM – 1:15 PM) (Execution Discipline)**

- **Workshop: Analyze a task where momentum was lost – why?**
- **Group Activity: Create a "Momentum Maintenance Map"**
- **Discussion: The risk of halfway leadership**

**Takeaway: Persistence until closure defines a leader’s character.**

🕒 **Lunch Break (1:15 PM – 2:00 PM)**

🕒 **Session 4: “अव्ययकालः” – No Time Wasted (2:00 PM – 3:15 PM) (Time Management & Energy Focus)**

- Activity: “Time Audit – Wasted vs Invested Hours”
- Tool: ABCDE Prioritization Matrix
- Practice: How to reduce time leakage in meetings, mails, and multitasking
- Video Insight: “Busy ≠ Productive”

**Takeaway: Wise leaders protect their time like wealth.**

🕒 **Session 5: “वश्यात्मा” – Self-Control is Superpower (3:30 PM – 4:30 PM) (Mind Mastery and Emotional Intelligence)**

- Guided Reflection: “When I react vs when I respond”
- Role Play: Managing emotional triggers in workplace scenarios
- Tool: The 5-Second Rule to master responses
- Group Sharing: Mind Hacks from managers to control impulsiveness

**Takeaway: A leader who controls the self, leads others better.**

🕒 **Session 6: Synthesis, Action Plan & Commitment (4:30 PM – 5:30 PM)**

- Synthesis Activity: Design your “Wise Manager” Daily Practice Card
- Journaling: 3 Behaviors I will change starting tomorrow
- Sharing in Triads: Accountability Partners
- Closing Chant & Reflection Circle

**Key Takeaways:**

- True wisdom lies in decisive action and sustained discipline.
- Managers must not pause midway – completion creates credibility.
- Time is a sacred resource; wasting it is unwise leadership.
- Self-mastery builds calm, clarity, and strong interpersonal presence.





**Program Title: “Leadership by Action: Becoming the Lion Without a Throne”**

**A Values-Driven Leadership Program for Emerging and Existing Leaders**

**Target Audience: First-Time Managers, Emerging Leaders, Mid-Level Managers, High-Potential Talent**

**Program Objectives:**

- Decode leadership beyond titles and formal designations.
- Cultivate initiative, courage, and earned respect in professional environments.
- Build inner confidence and the ability to influence without authority.
- Promote authentic leadership behavior based on value creation, not validation.

**Program Duration: 1 Day (8 hours including breaks)**

**Training Methodology:**

- Sanskrit-to-Leadership Translation
- Group Activities and Role Plays
- Reflections, Leadership Circles
- Storytelling from Indian and Corporate Legends
- Action Planning

**Program Agenda & Flow**

🕒 **Session 1: The Lion's Leadership – Wisdom of the Shloka (9:30 AM – 10:30 AM)**

- Icebreaker: “Leader by Role or Soul?” – Identify real vs. perceived leaders
- Chant and Contextual Meaning of the Shloka
- Facilitator Talk: What makes the lion the king – Attitude or Appointment?

**Key Message: Authority flows from ability, not title.**

🕒 **Session 2: Leadership Without Labels (10:45 AM – 12:00 PM)**

- Activity: “The Nameless Leader” – Stories of leadership from behind the scenes
- Case Study: A leader who rose without position but led with influence
- Self-Assessment: Positional Power vs. Personal Power

**Key Message: True leaders do not wait for authority to take action.**

🕒 **Session 3: विक्रम + सत्व = मृगेन्द्रता (12:00 PM – 1:15 PM)**

**(Courage + Character = Leadership)**

- Reflection: What does “Vikrama” (valor) look like in corporate life?
- Activity: “Tough Call Simulation” – Make a brave decision under pressure
- Story Discussion: Indian and global examples of earned leadership

**Key Message: It's not what you wear on your badge; it's what you build with your backbone.**

🕒 **Lunch Break (1:15 PM – 2:00 PM)**

🕒 **Session 4: From Symbolism to Substance (2:00 PM – 3:15 PM)**

- Role Play: Managing a team without formal authority
- Tool: The Influence Wheel – How to lead without a title (expertise, trust, initiative, presence)
- Group Work: Identify untitled leaders in your workplace

**Key Message: Leadership is a verb. It's what you do, not what you are called.**

🕒 **Session 5: Building Inner Leadership Muscles (3:30 PM – 4:30 PM)**

- Guided Reflection: “What keeps me from stepping up?”
- Tool: The 4As of Authentic Leadership:
  - Awareness
  - Action
  - Attitude
  - Accountability
- Peer Sharing Circle: “My Lion Moment” – Share a courageous workplace story

**Key Message: Self-driven leadership is contagious and empowering.**

🕒 **Session 6: Your Leadership Code – Action Planning (4:30 PM – 5:30 PM)**

- Activity: “The Throne is Within” – Create your leadership declaration
- Write & Share: “I will lead through...” (Courage | Initiative | Consistency | Example)
- Closing Chant & Takeaway Card with the Shloka and Reflection Prompts

**Key Takeaways:**

- **Leadership is proven, not given.**
- **Influence beats designation in creating change.**
- **Courage, consistency, and contribution earn respect and followership.**
- **Every individual can lead – the jungle needs no crown to recognize a lion.**





**Program Title: “The Wise Cuckoo: Leadership Through Silence, Discernment, and Presence”**

**Learning When to Speak, When to Listen, and When to Withdraw for Strategic Leadership**

**Target Audience:** Mid-Level Managers, Project Leads, Aspiring Leaders, and Senior Executives in Complex Team Environments

**Program Duration:** One Day (8 Hours including breaks)

**Program Objectives:**

- Understand the power of silence in leadership and communication.
- Identify situations where speaking is less impactful than strategic restraint.
- Build the ability to discern meaningful conversations from noise.
- Learn when to engage, when to influence, and when to gracefully exit.
- Strengthen emotional intelligence, situational awareness, and mature decision-making.

**Training Methodology:**

- Sanskrit verse reflection and interpretation
- Case studies and leadership storytelling
- Group discussions, role plays, and silence challenges
- Mindfulness and active listening activities
- Leadership journaling and action planning

**Program Outline & Agenda**

**🕒 Session 1: The Wisdom of the Shloka (9:30 AM – 10:30 AM)**

“Silence as a Strength – Not a Weakness”

- Icebreaker: "Talkers & Listeners" – Group game
- Meaning & interpretation of the shloka with real-world metaphors
- Story: Why the cuckoo waits – Lessons from nature for corporate leaders

**Key Insight: Silence can be a powerful leadership tool when timed well.**

**🕒 Session 2: The Cacophony of Frogs (10:30 AM – 11:45 AM)**

“Identifying Unproductive Environments & Energy Drainers”

- Activity: Group Discussion – "Meetings Where Everyone Talks, No One Listens"
- Tool: Communication Filter Grid – Classifying noise vs. value
- Case Study: When great ideas are drowned in loud workplaces

**Key Insight: Not every space is worthy of your voice—choose wisely.**

**☕ Tea Break (11:45 AM – 12:00 PM)**

**🕒 Session 3: Strategic Silence (12:00 PM – 1:15 PM)**

“Respond. Don’t React. Silence Can Speak Volumes.”

- Exercise: “The Power Pause” – Using silence to gain control in conversation
- Role Play: Boardroom Simulation – Handling noisy, non-productive contributors
- Video Snippet: Global leader using pause and restraint to lead effectively

**Key Insight: Strategic silence enhances gravitas, clarity, and control.**

**🍴 Lunch Break (1:15 PM – 2:00 PM)**

**🕒 Session 4: Listening like a Leader (2:00 PM – 3:15 PM)**

“Be the Cuckoo – Listen Deeply, Sing When It Matters”

- Mindfulness Exercise: “Silent Listening Walk” (10 mins, no phones, no notes)
- Tool: The Ladder of Listening – From Passive to Empathetic Listening
- Practice: Deep Listening Circles – One speaks, others just listen and reflect

**Key Insight: Deep listening is the mark of deep leadership.**

**🕒 Session 5: Knowing When to Withdraw (3:15 PM – 4:30 PM)**

“Walk Away or Stay Back?” – Leadership Discernment

- Group Scenario Discussion: “Toxic Teams and Dominators”
- Tool: The Cuckoo Compass – A self-check tool to evaluate when to speak, hold silence, or exit
- Journaling Prompt: “When I should have stayed silent but spoke...”

**Key Insight: True leaders don’t waste energy proving themselves to the wrong audience.**

**🕒 Session 6: Action Planning and Closure (4:30 PM – 5:30 PM)**

“Leading with Grace, Influence, and Inner Strength”

- Leadership Quote Reflection: “Silence isn’t empty; it’s full of answers.”
- Personal Pledge: “I will speak when...” / “I will remain silent when...”
- Group Sharing: The most powerful silence I’ve experienced at work
- Closing Chant of the Shloka and take-home reflection cards

**Key Takeaways:**

- **Not all noise deserves your voice.**
- **Strategic silence is a sign of evolved leadership.**
- **Emotional intelligence is about sensing when to lead with presence, not just words.**
- **Speaking less, listening more builds influence and respect.**
- **The leader’s power lies in discernment – not domination.**





**Program Title: "Leadership through Vyavahār (Conduct): Building Influence Through Behavior"  
Understanding Relationships, Influence, and Emotional Maturity at Work**

**Target Audience:** Emerging Leaders, Mid-level Managers, Project Managers, Team Leads, and HR Professionals

**Program Duration: One Day (8 Hours including breaks)**

**Program Objectives:**

- Understand the importance of behavior in building workplace relationships.
- Learn how leadership conduct shapes team dynamics and long-term trust.
- Explore how perception, interaction, and emotional response form alliances or rivalries.
- Develop behavioral strategies for building goodwill and avoiding unnecessary conflicts.
- Strengthen emotional intelligence and self-awareness.

**Training Methodology:**

- Shloka-based wisdom interpretation
- Role plays, behavior mapping exercises, team games
- Workplace simulation and reflection activities
- Leadership storytelling and case studies
- Guided introspection, action planning

**Program Outline & Agenda**

🕒 **Session 1: The Wisdom of the Verse (9:30 AM – 10:30 AM) - "Friend or Foe – Born or Made?"**

- Icebreaker: Who's in Your Circle? (Draw your "workplace relationship map")
- Unpacking the Shloka: Sanskrit meaning, interpretation, and corporate relevance
- Insight Discussion: "Behavior is the foundation of all professional identity."

**Key Insight: Friendships and rivalries are built through conduct, not designation.**

🕒 **Session 2: Conduct Defines Character (10:30 AM – 11:45 AM) "How You Behave is How You're Remembered"**

- Activity: Behavioral Mirror – How would your team describe you?
- Framework: The Leadership Conduct Quadrant
- (Respectful–Disrespectful vs. Passive–Assertive)
- Group Discussion: Real-life experiences of behavior turning colleagues into allies or adversaries

**Key Insight: Leadership is about intentional, mindful conduct in all interactions.**

☕ **Tea Break (11:45 AM – 12:00 PM)**

🕒 **Session 3: First Impressions & Daily Interactions (12:00 PM – 1:15 PM) "From Stranger to Supporter – Managing Relationships Consciously"**

- Game: Decode the Tone – Understand what your gestures, words, and silences say
- Case Study: New team integration – Behaviors that build vs. break trust
- Tool: The 3-Step Relationship Builder – Observe → Acknowledge → Align

**Key Insight: Small daily behaviors are more powerful than one-time efforts.**

🍴 **Lunch Break (1:15 PM – 2:00 PM)**

🕒 **Session 4: Difficult People, Difficult You? (2:00 PM – 3:15 PM) "Managing Conflict through Behavior Awareness"**

- Role Play: Team tension simulation – Who is creating the problem? Who is resolving it?
- Tool: Trigger Tracker – Identifying and controlling emotional response
- Discussion: If I am always the hero of my story, am I someone's villain?

**Key Insight: Even "enemies" are created by miscommunication and unmanaged reactions.**

🕒 **Session 5: Transforming Workplace Energy (3:15 PM – 4:30 PM) "From Competing to Collaborating through Behavioral Intelligence"**

- Activity: Flip the Behavior – Practice turning a cold interaction into a collaborative one
- Concept: The Ripple Effect – How your behavior subconsciously sets team tone
- Storytelling: Famous leaders who built alliances through conduct, not command

**Key Insight: True leadership is about transforming resistance into rapport.**

🕒 **Session 6: Integration and Personal Action Plan (4:30 PM – 5:30 PM) "Your Vyavahār Footprint – What Will You Be Known For?"**

- Reflection: Write your Leadership Eulogy – "What will my team say about me?"
- Group Sharing: "A behavior I'll adopt, one I'll discard starting today"
- Shloka Chanting and Closing Circle – Commit to mindful conduct

**Key Takeaways:**

- Relationships are built – not given – through everyday conduct.
- What you say matters, but how you behave matters more.
- Mindful, respectful, and consistent behavior is a true leadership trait.
- Every interaction is a chance to create a friend or a rival.
- Emotional self-regulation is critical for influence and collaboration.





**Program Title: "From Reaction to Reflection: Leadership Mastery through Anger Awareness"**

**Developing Emotional Intelligence, Decision-Making, and Self-Control in Leadership**

**Target Audience:** Mid to Senior-level Managers, Team Leaders, HR Heads, Project Leads, and Functional Managers

**Program Duration:** One Day (8 Hours including breaks)

**Program Objectives:**

- Understand the shloka and its deep relevance in the corporate leadership context.
- Explore the chain reaction from anger to leadership failure.
- Identify personal anger triggers and their impact on decision-making and team culture.
- Learn practical tools for anger management and emotional self-regulation.
- Build resilient, mindful leadership through emotional intelligence.

**Training Methodology:**

- Sanskrit shloka-based introspection
- Role plays, reflection exercises, and behavioral simulations
- Guided meditation and mindfulness practice
- Group discussion and peer learning
- Interactive leadership storytelling and case analysis

**Program Agenda & Outline**

🕒 **Session 1: Unpacking the Shloka (9:30 AM – 10:30 AM) “The Domino Effect of Anger”**

- Icebreaker: “How do you show your fire?” – Personal sharing
- Understanding the shloka verse-by-verse in Sanskrit and English
- Corporate interpretation: How anger clouds leadership judgment
- Group Dialogue: “When did anger cost you professionally?”

**Key Insight: Great leaders manage their inner world to influence the outer world.**

🕒 **Session 2: Emotional Triggers in the Workplace (10:30 AM – 11:45 AM) “Anger is not the problem – the trigger is.”**

- Activity: Trigger Tracker – Mapping what causes irritation, rage, frustration
- Framework: The Anger Cascade – from Trigger to Ruin
- Case Discussion: A leader who lost it all because of emotional mismanagement

**Key Insight: The real power lies in being aware before reacting.**

☕ **Tea Break (11:45 AM – 12:00 PM)**

🕒 **Session 3: Smriti Vibhrama – When Memory and Logic Fail (12:00 PM – 1:15 PM) “What happens to clarity when we’re angry?”**

- Simulation Game: Decision-making under stress vs. under calm
- Concept: Cognitive Disruption & Bias during anger episodes
- Tool: The 3-Breath Rule & Grounding Techniques for clarity restoration

**Key Insight: Leadership requires pause, not impulse.**

🍴 **Lunch Break (1:15 PM – 2:00 PM)**

🕒 **Session 4: Building Buddhi – Cultivating Discrimination and Wisdom (2:00 PM – 3:15 PM) “From Emotional Hijack to Executive Presence”**

- Practice: Mindful leadership reflection exercise
- Role Play: React vs. Respond (handling escalation with two styles)
- Group Work: Rewrite the story of a failed reaction with a wisdom-based response

**Key Insight: The ability to respond wisely defines the maturity of a leader.**

🕒 **Session 5: Preventing Destruction – The Art of Emotional Resilience (3:15 PM – 4:30 PM) “A Leader who Masters the Self Masters the Situation”**

- Framework: 6 Pillars of Emotional Resilience for Leaders
  - a. Self-awareness
  - b. Emotional agility
  - c. Perspective holding
  - d. Boundary setting
  - e. Breath control
  - f. Reflection & Journaling
- Practice: 5-minute Self-Reset Routine
- Group Exercise: “My Anger Story – My Recovery Plan”

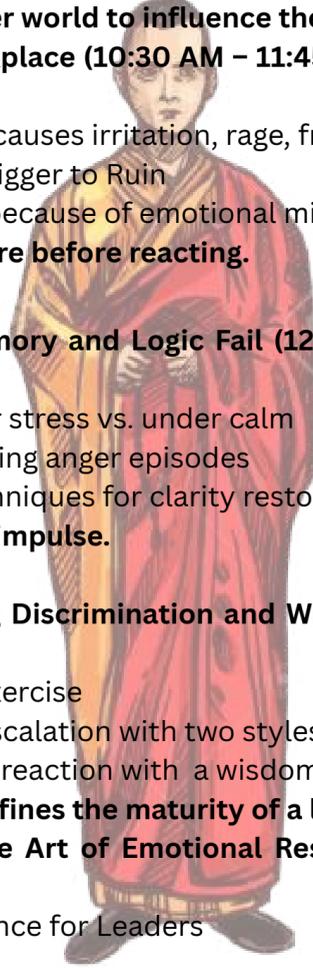
**Key Insight: Emotional control is not suppression; it’s transformation.**

🕒 **Session 6: Personal Action Plan & Reflection (4:30 PM – 5:30 PM) “From Reaction to Realization: My Commitment as a Leader”**

- Reflection: What kind of emotional footprint am I leaving?
- Sharing Circle: “My Commitment to Managing Emotions Consciously”
- Chanting the Shloka together with meaning and intention
- Wrap-up and Certificate Distribution

**Key Takeaways:**

- Anger is natural, but unmanaged anger is dangerous.
- Emotional derailment impacts decision-making, memory, and respect.
- Mindfulness and response-training are the modern leadership superpowers.
- Every leader should have a reset strategy when facing internal storms.
- Mastering emotion is mastering influence.





**Program Title: "Truth with Grace: Mastering Leadership Communication through Sanatana Dharma"  
Authentic, Empathetic & Impactful Communication for Leaders**

**Target Audience:** Team Leaders, Department Heads, Managers, Project Leaders, HR Professionals, and Functional Leads

**Program Duration:** One Day (8 Hours including breaks)

**Program Objectives:**

- Understand the essence of the shloka and its leadership relevance.
- Learn to balance honesty and empathy in communication.
- Develop tactful communication for difficult conversations.
- Improve stakeholder engagement through clarity and compassion.
- Cultivate trust and emotional intelligence in leadership communication.

**Training Methodology:**

- Sanskrit-based introspective learning
- Role plays & leadership simulations
- Case studies and corporate examples
- Peer reflections and guided dialogue
- Tools and frameworks for mindful communication

**Program Agenda & Outline**

🕒 **Session 1: The Shloka Decoded (9:30 AM – 10:30 AM) “Truth, Tone, Timing – The Golden Rule of Leadership Talk”**

- Icebreaker: "When was your truth misunderstood?"
- Understanding the shloka – Sanskrit and practical interpretation
- Corporate insight: Navigating truth in high-stakes environments
- Activity: “Truth or Trap?” (Situational judgement game)

**Key Insight: Speaking the truth is a skill when paired with empathy.**

🕒 **Session 2: The Four Quadrants of Speech (10:30 AM – 11:45 AM) “Truthful, Pleasant, Unpleasant, False – Which One Are You?”**

- The 4 Communication Zones:
  - a. Truthful + Pleasant ✓
  - b. Truthful + Unpleasant ⚠️
  - c. False + Pleasant ✗
  - d. False + Unpleasant !
- Case Discussion: Leadership failures from saying too little or too late
- Tool: S.P.E.A.K. Framework (Simple, Pleasant, Empathetic, Assertive, Kind)

**Key Insight: Communication defines perception, which shapes influence.**

☕ **Tea Break (11:45 AM – 12:00 PM)**

🕒 **Session 3: Communication with Stakeholders (12:00 PM – 1:15 PM) “Same Truth, Many Receivers – Tailoring the Message”**

- Stakeholder mapping: Boss, Peer, Team, Customer, Vendor
- Role Play: Sharing tough news – salary cuts, missed deadlines, poor performance
- Tool: "Head, Heart, Hand" Model for strategic messaging

**Key Insight: The truth doesn't change – the delivery must adapt.**

🍴 **Lunch Break (1:15 PM – 2:00 PM)**

🕒 **Session 4: Speaking Unpleasant Truths (2:00 PM – 3:15 PM) “The Courage to Speak Up with Compassion”**

- Challenge: Performance reviews, layoffs, conflict conversations
- Simulation: Leader giving feedback to underperformer (Truthful but graceful)
- Script Practice: Using AID Model – Acknowledge, Inform, Discuss

**Key Insight: Courageous conversations are the soul of responsible leadership.**

🕒 **Session 5: Avoiding Pleasant Lies & Half Truths (3:15 PM – 4:30 PM) “Trust Breaks When Truth is Dressed Too Much”**

- Corporate stories: Scenarios where “white lies” backfired
- Discussion: Is sugar-coating the same as lying?
- Practice: Constructive Reframing – saying the hard thing without harm

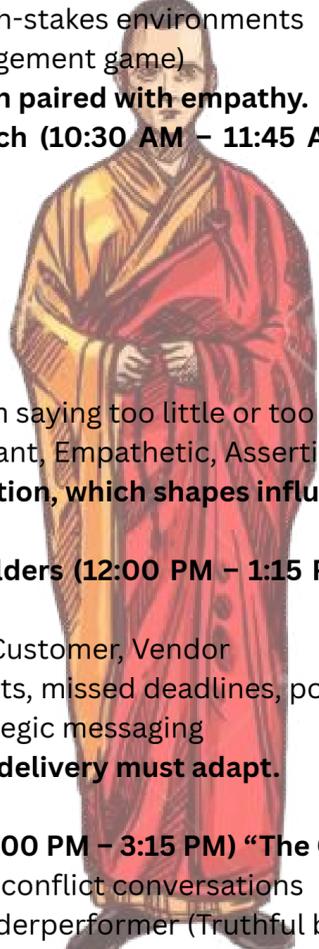
**Key Insight: Leaders earn loyalty not by sugar-coating, but by sincere care.**

🕒 **Session 6: Reflection and Leadership Commitment (4:30 PM – 5:30 PM) “My Voice, My Integrity, My Impact”**

- Leadership Journaling: “What will I say differently tomorrow?”
- Group Reflection: “One moment I wish I had handled better”
- Chanting the shloka with interpretation & pledge
- Certificate Distribution and Close

**Key Takeaways:**

- **Speak truth, but with thoughtfulness, empathy, and grace.**
- **Difficult conversations define leadership character.**
- **Saying the right thing at the right time builds lasting credibility.**
- **Authenticity + empathy = leadership influence.**
- **Sanatana Dharma principles still guide modern communication excellence.**





**Program Title: "Talent is Treasure: The Leadership Role in Finding and Keeping Rare Gems"**

**Target Audience:** Team Leaders, Talent Managers, HR Business Partners, Department Heads, Functional Managers, and Senior Leaders

**Duration:** One Full Day (8 hours including breaks)

**Program Objectives:**

- Understand the rarity and value of high-performing team members.
- Learn to identify, nurture, and retain exceptional talent.
- Cultivate an environment that supports growth and reduces attrition.
- Recognize leadership responsibility in building a culture of appreciation and belonging.
- Apply practical tools for talent mapping, succession planning, and motivation.

**Training Methodology:**

- Sanskrit-inspired introspection and leadership translation
- Case studies from corporate success/failure stories
- Individual reflection and team simulations
- Interactive tools: Talent Grid, Motivational Mapping, Stay Interview role plays
- Group dialogues and leadership commitments

**Program Agenda & Flow**

🕒 **Session 1: The Wisdom of the Shloka (9:30 AM – 10:30 AM) "Rare is Valuable – Recognizing What You Have Before It's Gone"**

- Icebreaker: Who's your 'Sandalwood' teammate?
- Understanding the shloka – line by line decoding
- Corporate parallels: Cost of talent loss
- Activity: Spot the Gem – Talent appreciation map

**Key Message: Exceptional individuals are not common—value them consciously.**

🕒 **Session 2: Talent Identification & Categorization (10:30 AM – 11:30 AM) "Every Tree is Not Sandal – Map the Forest First"**

- Introduce: 9-Box Talent Matrix (Performance vs. Potential)
- Tool: The "Gem Grid" – Identifying high-value contributors
- Case Study: How top companies build bench strength

**Key Message: Leaders must have a system to recognize true capability.**

☕ **Tea Break (11:30 AM – 11:45 AM)**

🕒 **Session 3: Preventing Talent Attrition (11:45 AM – 1:00 PM) "You Lose What You Don't Nurture"**

- Why top performers leave: Real-time data & insights
- Tool: "Stay Interview" Framework (Before it becomes Exit Interview)
- Simulation: Conducting a Stay Interview as a Manager

**Key Message: Retention is a proactive leadership behavior, not HR's alone.**

🍴 **Lunch Break (1:00 PM – 2:00 PM)**

🕒 **Session 4: Growing the Rare Talent (2:00 PM – 3:15 PM) "Sandal Must Be Cultivated – Nurture to Multiply Impact"**

- Strategies for growth:
  - Challenge & Autonomy
  - Recognition & Feedback
  - Stretch roles
- Tool: IDP (Individual Development Plan) Template
- Activity: Mentor Match Simulation – Choosing the right development path

**Key Message: Top talent thrives with challenge, trust, and clear pathways.**

🕒 **Session 5: Creating a Culture of Recognition & Belonging (3:15 PM – 4:15 PM) "Don't Just Keep the Gem – Make It Shine"**

- Discussion: What makes people feel valued?
- Micro-culture of recognition: Small acts, big impact
- Tool: ACT Framework – Acknowledge, Celebrate, Thank

**Key Message: Emotional engagement is a magnet for talent loyalty.**

🕒 **Session 6: Leadership Action Plan (4:15 PM – 5:30 PM) "I Am the Guardian of Gems – My Next Steps"**

- Self-Assessment: "Am I a Talent Magnet or Talent Risk?"
- Peer Reflection: Share one commitment you'll make this month
- Group Pledge with the Shloka recital
- Certificate distribution and closing reflection

**Key Takeaways:**

- **Rare talent is not a given – it's a strategic asset.**
- **Leadership must be intentional in identifying and retaining great people.**
- **Culture, recognition, and development drive loyalty.**
- **Losing a key team member is often preventable.**
- **A leader's legacy lies in the people they grow, not just the goals they meet.**





**🌸 Program Title: “The Enabler’s Eye: Unlocking Human Potential through Leadership”**

**👤 Target Audience:** Team Leads, Line Managers, Supervisors, Functional Heads, HR Business Partners, Learning & Development Managers, and Project Leaders

**🕒 Duration:** One Full Day (8 hours including breaks)

**🎯 Program Objectives:**

- Interpret and apply the shloka’s wisdom in a leadership context.
- Understand the hidden value within individuals and teams.
- Equip leaders with tools to identify unique talents.
- Learn to delegate, assign, and develop team members purposefully.
- Build an enabling and inclusive culture.

**📚 Methodology:**

- Sanskrit-based philosophical reflection
- Storytelling and real-life leadership analogies
- Interactive role plays and breakout activities
- Assessment tools (skills mapping, job fit index)
- Reflection journals and leadership action plans

**📅 Program Agenda**

**🕒 Session 1: Wisdom of the Verse (9:30 AM – 10:30 AM) “There’s a Mantra in Every Sound – A Leader’s Responsibility to Discover”**

- Welcome & Icebreaker: “What unique quality do I bring?”
- Shloka interpretation – Deep dive into each line
- Discussion: Why do people feel underutilized?
- Group Exercise: What’s My Mantra? – Recognizing overlooked team strengths

**Leadership Message: There are no “useless people,” only unused potential.**

**🕒 Session 2: The Art of Talent Mapping (10:30 AM – 11:30 AM) “From Generic to Genius – Spotting the Right Fit”**

- Tool: SWITCH Model – Skill, Will, Character, Trait, Habit
- Interactive: Identify dormant skills in your current team
- Case Study: Hidden talents leading to breakthrough innovations

**Leadership Message: Enablers observe what others overlook.**

**🕒 Break: (11:30 AM – 11:45 AM)**

**🕒 Session 3: Delegation and Job Alignment (11:45 AM – 1:00 PM) “The Right Person for the Right Job – A Strategic Necessity”**

- Pitfalls of misalignment and generic delegation
- Tool: Job Fit Index Worksheet
- Activity: Delegation Simulation – “Right Fit Challenge”
- Role Play: Enabler vs. Manager – Spot the difference

**Leadership Message: Right alignment drives productivity and purpose.**

**🕒 Lunch: (1:00 PM – 2:00 PM)**

**🕒 Session 4: Creating an Enabling Environment (2:00 PM – 3:15 PM) “From Boss to Builder – Growing Talent from Within”**

- Leadership Style Self-Assessment: Are you an enabler or executor?
- Introduce the ENABLE Framework
- (Empathize – Nurture – Align – Build – Listen – Encourage)
- Discussion: Why psychological safety matters
- Group Task: Design a “Talent-Friendly Workplace Culture”

**Leadership Message: Enablers don’t just assign – they uplift and grow people.**

**🕒 Session 5: Inclusive and Strengths-Based Leadership (3:15 PM – 4:15 PM) “Every Plant is Medicinal – Even if We Don’t See It Yet”**

- Storytelling: Leaders who unlocked hidden potential
- Discussion: Managing underperformers with a strengths lens
- Tool: Talent Turnaround Canvas
- Activity: Create an action plan to activate a silent performer

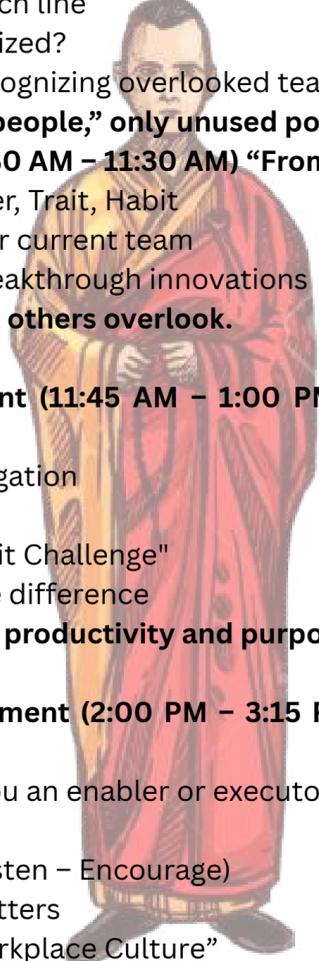
**Leadership Message: See beyond resumes – lead by belief and curiosity.**

**🕒 Session 6: Personal Leadership Commitment (4:15 PM – 5:30 PM) “Be the Rare Yojaka – A Leader Who Sees the Best”**

- Reflection Exercise: Who have I overlooked?
- Action Planning: 3 enabling actions for next 30 days
- Sharing Circle: “I commit to...”
- Group Recital of the Shloka with application pledge
- Closing & Certificate Distribution

**✅ Key Takeaways:**

- **Everyone has potential – leaders must discover and activate it.**
- **The rare leader is one who aligns people to purpose with intention.**
- **Being an enabler fosters loyalty, innovation, and engagement.**
- **True leadership is recognizing value before the world does.**
- **Sanskrit wisdom provides timeless tools for modern leadership.**





**🌸 Program Title: “From Meek to Mighty: Building Strategic Strength in Leadership”**

**👤 Target Audience:** Mid-level Managers, High Potentials, Emerging Leaders, Functional Heads, Business Unit Leaders

**🕒 Duration:** One Full Day (8 hours including breaks)

**🎯 Program Objectives:**

- Interpret the deeper wisdom of the shloka for modern leadership.
- Reflect on the difference between being ‘good’ and being ‘valuable’.
- Understand how strategic strength and influence safeguard leadership roles.
- Learn how to increase visibility, relevance, and organizational impact.
- Equip oneself to lead through uncertainty and become “too essential to ignore”.

**📚 Methodology:**

- Contextual reflection using the Sanskrit philosophy
- Corporate scenarios and trend discussions
- Case studies (survivors vs. layoff victims)
- Role plays and influence mapping
- Self-assessment tools
- Peer coaching and personal strategy design

**📅 Program Agenda:**

**🕒 Session 1: Understanding the Verse (9:00 AM – 10:00 AM) “The Lamb That Gets Sacrificed – A Corporate Analogy”**

- Icebreaker: What makes someone ‘safe’ in tough times?
- Interpretation of the shloka in a leadership context
- Discussion: Good vs. Impactful – Which one protects your career?
- Activity: Corporate Lamb vs. Tiger – Identify traits

**Key Insight: Strength = relevance + results + strategic presence.**

**🕒 Session 2: Building Strategic Leadership Strength (10:00 AM – 11:15 AM) “From Performer to Protector of Value”**

- Tool: The Value Grid (Effort vs. Impact vs. Visibility)
- Activity: Self-assessment on strategic vs. operational value
- Case Study: “The Silent Worker Who Got Cut” vs. “The Visible Contributor”
- Small Group Work: Identify what makes one non-sacrificable

**Key Insight: Visibility without value is noise. Value without visibility is a risk.**

**🕒 Break: (11:15 AM – 11:30 AM)**

**🕒 Session 3: Increasing Influence & Visibility (11:30 AM – 1:00 PM) “Don’t Just Work Hard – Be Hard to Replace”**

- Framework: PIE Model (Performance, Image, Exposure)
- Role Play: “Make Your Work Speak – Elevator Pitch Simulation”
- Activity: Influence Mapping – Who notices your contribution?
- Action Plan: Strategic Stakeholder Engagement

**Key Insight: Leaders who last are those who influence, not just execute.**

**🕒 Lunch: (1:00 PM – 2:00 PM)**

**🕒 Session 4: Becoming a Talent Shield (2:00 PM – 3:15 PM) “Create Dependence, Don’t Just Deliver”**

- Strategy Game: Dependency Matrix – How replaceable are you?
- Group Exercise: “What makes a team say: we can’t lose this person?”
- Discussion: Are you upskilling for future-proofing?
- Introduce MVP Leader Blueprint – Make Value Personal

**Key Insight: Develop niche capabilities and be the go-to person.**

**🕒 Session 5: Surviving and Thriving During Crisis (3:15 PM – 4:15 PM) “When Layoffs Loom – Who Gets Retained?”**

- **Case Examples:** Tech layoffs, restructuring realities
- **Panel Simulation:** Decide who to retain in a crisis
- **Reflection Tool:** Personal SWOT + Survival Strategy Canvas
- **Pair Coaching:** 3 Things I Will Start/Stop/Continue to build strength

**Key Insight: You are as secure as your last perceived value.**

**🕒 Break: (4:15 PM – 4:30 PM)**

**🕒 Session 6: Leadership Manifesto – Be the Ashwa, Not the Ajā (4:30 PM – 5:30 PM)**

**“Lead Like You’re Meant to Stay – And Make Others Want You to Stay”**

- Reflection: What weak signals do I give out unintentionally?
- Group sharing: “How I will avoid being the lamb”
- Craft your Leadership Strength Statement
- Recite the Shloka in context – with a pledge to lead by strength

**✅ Key Takeaways:**

- **Mere presence or sincerity doesn’t protect your position—strategic value does.**
- **Build strengths that make you indispensable to the organization.**
- **Visibility + Influence + Outcome-Oriented = Leadership Security.**
- **Lead proactively, position yourself wisely, and build your brand as essential.**
- **Sanskrit wisdom still holds powerful lessons for today’s leadership challenges.**





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**Leadership  
Essence**



# **LEADERSHIP PLAN 2025**

**WBA**

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