

K.I.N.D. Program for Emerging Leaders

The K.I.N.D. Program is built to help tech and product experts and founders in scale ups, with ***emotional and regenerative intelligence skills***, to become competent and empathetic people leaders.

Why is K.I.N.D. primarily for Emerging Leaders?

In high growth scale ups, the best tech and product experts are often promoted to team managers and people leaders. But technical excellence does not necessarily translate to people leadership skills. *This shift from being a contributor to an enabler needs a deeper understanding of behavioral intelligence.* Without the right support emerging leaders struggle to navigate their teams, triggering distrust and chaos.

We help you change this!

*great systems
alone cannot
create great
organizations, the
power lies within
the people.*

**In this age of AI disruption and work uncertainty...
*be a K.I.N.D. leader!***

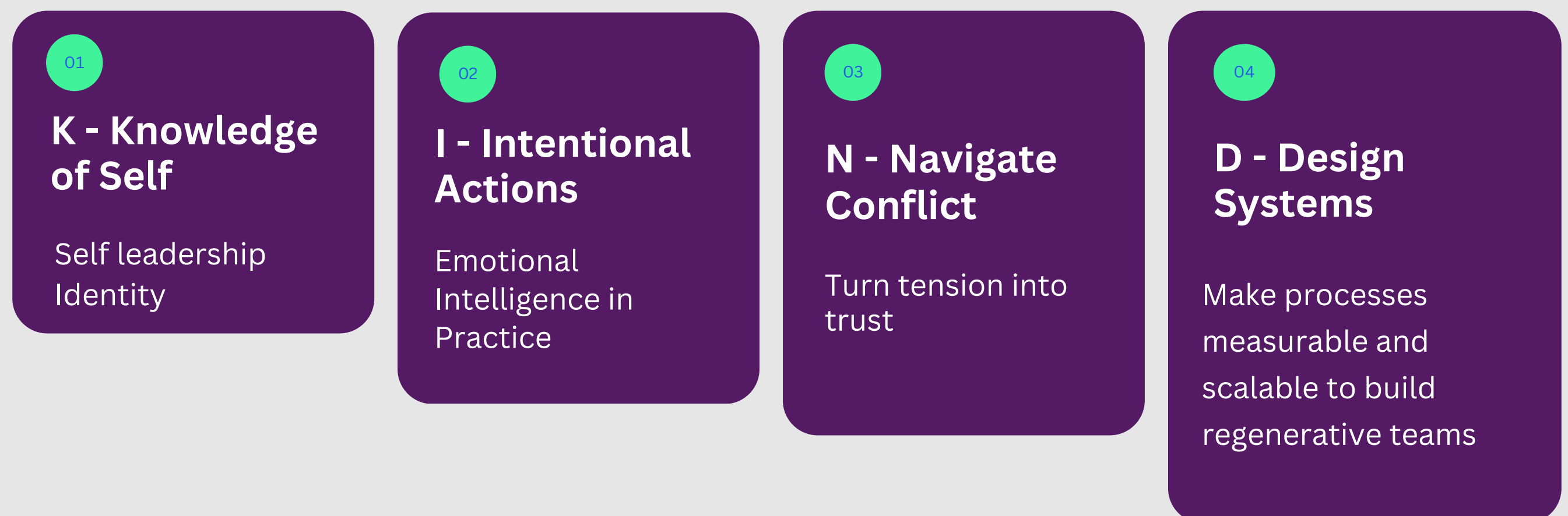
How do Emerging Leaders benefit from K.I.N.D.?

- clarity on individual leadership ethos
- build trust and create self-driven, self-sustaining teams
- improve individual and team wellbeing and sustainability
- navigate successful change and transformation in teams

How do companies benefit from K.I.N.D.?

- easier and more confident AI readiness and adoption across teams
- innovation, productivity and accountability in teams
- lower costs associated with replacement or external manager/ team lead hires
- a stronger and more consistent employer brand over time

What does the program include?



This is our proprietary K.I.N.D. Method™

How is the Pilot Implemented?



Module 1 : Your Leadership Ecology

- Explore an individual's leadership strengths, blind spots, and competencies, beyond the job role or position.
- This becomes the North Star that guides the rest of their journey.

Module 2 : Know Your Team

- Explore methods of communication and conflict resolution.
- Explore practical ways in which a leader learns about individual needs, aspirations, and career paths, and coach them accordingly.

Module 3 : Wellbeing Intelligence

3a. Integrated Wellbeing -

- Explore how to move from using wellbeing initiatives as a one-off monthly checklist activity to actually incorporating methods to make wellbeing a part of the team's everyday life and system.
- Empathy and vulnerability mapping tools, recommended practices.

3b. Rest, Recover, Regenerate -

- Focus on some rest and recovery tools that can be tweaked based on team needs and preferences
- Includes team activity + deciding on non-monetary rewards on achieving milestones to improve engagement and trust.

Module 4 : The Leadership Ecosystem

No team or leadership approach can succeed in a silo. This shift needs to be incorporated in the larger business growth goals.

- How to identify the systems that are working for the team?
- How to identify what's not and change fast?
- How to make these systems a part of the company's operating system to make them measurable and scalable?
- How to adopt best practices?

For companies : Emerging Leader groups / Founding teams :

4 modules - 4 weeks, including 2 face to face/ remote facilitations, learning diary, group work, on the job learning implementations and experience sharing.

For Individual Founders : 4 modules - 4 weeks, including 2 face to face/ remote facilitations, learning diary, on job implementations and experience sharing.

For individual founders the modules are facilitated in a personalized approach based on founder's specific needs and timeline.

Why invest in K.I.N.D.?

It's Simple

It's Personal

It's Actionable

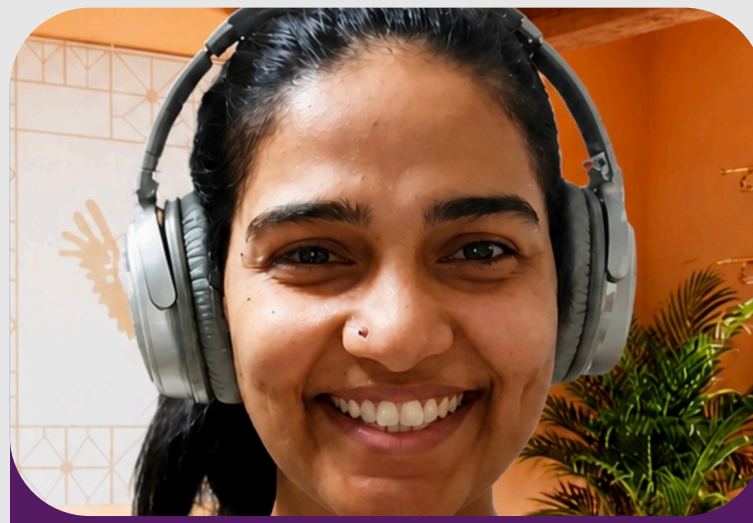
Our “Why” behind K.I.N.D.

Throughout our years in people development and social impact work, we have witnessed that **emotional intelligence (EQ) is the most critical, yet the most undervalued leadership skill**. But today emotional intelligence is not enough. **We need to combine EQ with regenerative intelligence to ensure a long term sustainable growth for companies.**



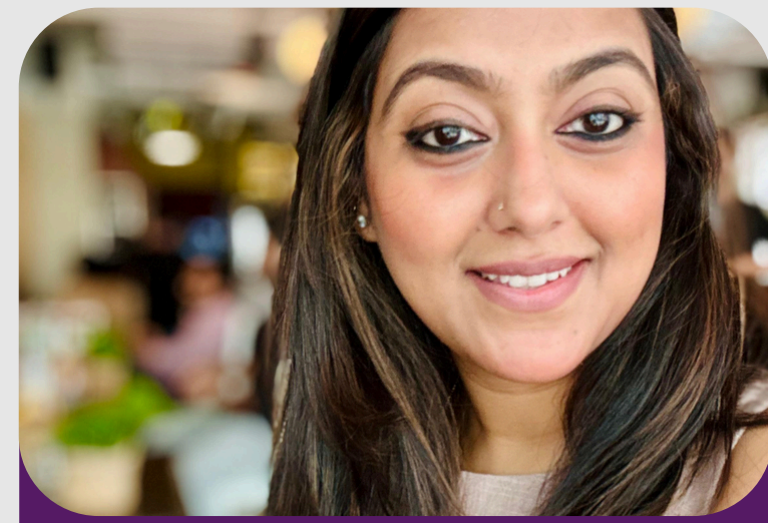
Adrita

People Experience &
Process Development
Specialist, Program
Design, Facilitator



Pukhraj

Regenerative
Leadership Coach,
Program Design,
Facilitator



Mukta

Global Leadership
Advisor, Business
Development

[Read More About Us](#)

Let's work together to equip your emerging leaders with emotional and regenerative intelligence - *skills no AI can replace!*

[Drop us a direct message](#) | [Book a Discovery Call](#) | [Explore our website](#)

And let's start the conversation!