

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

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

The K.I.N.D. Program is built uniquely for Emerging Leaders in high growth scale ups who have recently moved or will be moving from tech and product experts, and founders to team managers and people leaders.

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

Because in high growth scale ups often the best tech and product experts, are eventually promoted to become team managers and people leaders. But this shift from being an individual contributor to a team enabler and motivator is a huge leap. It needs a deep dive into navigating human behavior which many struggle to adapt.

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



The K.I.N.D. Program is built to support the brilliant tech & product experts, and founders become equally brilliant and empathetic leaders their teams trust and rely upon.

How does K.I.N.D. benefit Emerging Leaders?

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

How does K.I.N.D. benefit the company?

- easier and more confident tech and AI readiness and adoption in teams
- innovation, productivity and accountability in teams
- lower expenditure in replacement hires or external manager/ team lead hiring
- a clear employer brand evolves with time

How is the Pilot Program Designed?

For companies : Emerging Leader groups / Founding teams

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

For Individual Founders :

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

The Program uses our K.I.N.D. Method™

01

K - Knowledge of Self

Self leadership

02

I - Intentional Actions

Emotional Intelligence in Practice

03

N - Navigate Conflict

Turn tension into trust

04

D - Design Systems

Make processes measurable and scalable to build regenerative teams

How is the Pilot Implemented?

Module 1

*Your
Leadership
Ecology*

Module 2

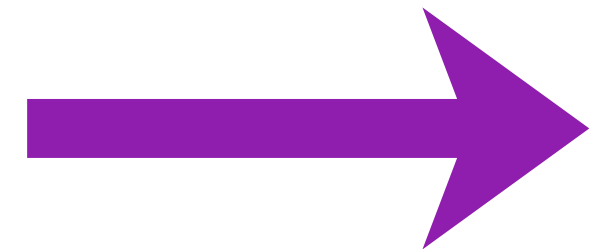
*Know Your
Team*

Module 3

*Wellbeing
Intelligence*

Module 4

*The Leadership
Ecosystem*



Module 1 : Your Leadership Ecology

- Explore an individual's leadership strengths, their blind spots and what leadership means to them.
- This becomes the North Star that guides the rest of their journey.

Module 2 : Know Your Team

- Explore various methods of communication and conflict resolution.
- Explore practical ways in which an emerging leader (who probably was a colleague and now had become the team manager) builds a safe space.
- Learn about individual needs, aspirations and career path 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 work 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?

These are the aspects explored in this last module.



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

It's Simple

It's Personal

It's Actionable

Our “Why” behind K.I.N.D.

All these years in people development and social impact work we witnessed that ***Emotional Intelligence is the most critical, yet the most undervalued leadership skill - we want to change that.*** And we want ***regenerative, sustainable practices to lead from the front in driving this change!***



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[Learn more About Us](#)

**Let's work together to equip your 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!