

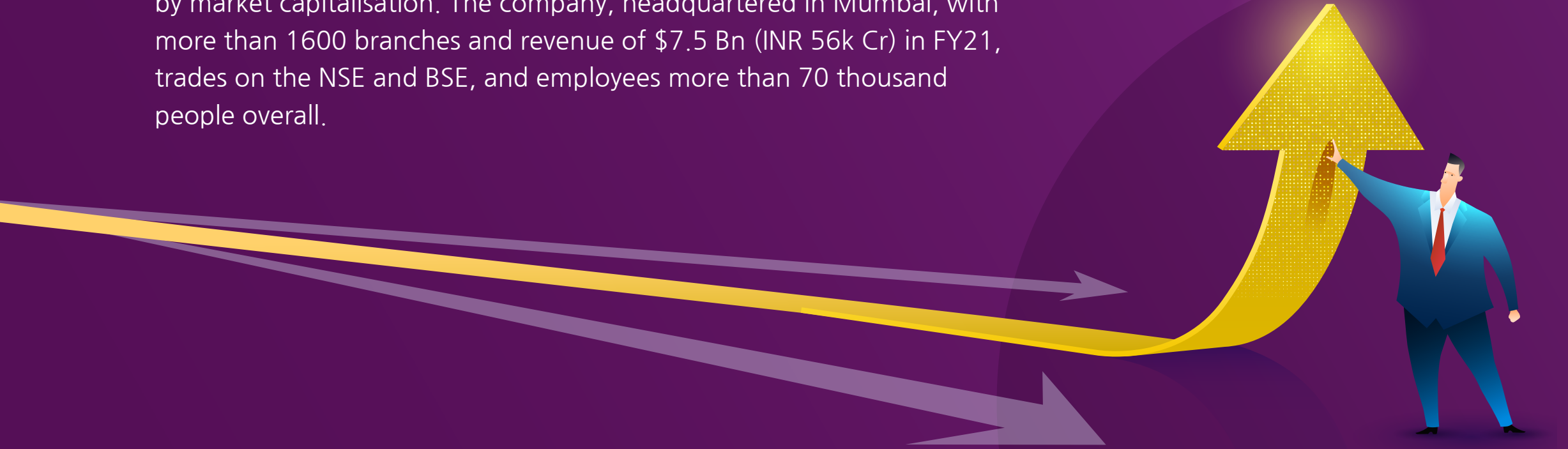
# Aiming for Excellence – Learning Mandate for

High Potential Managers – Banking Sector



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Enparadigm designed and delivered the flagship leadership program for the entire mid management band at one of India's top 3 private banks by market capitalisation. The company, headquartered in Mumbai, with more than 1600 branches and revenue of \$7.5 Bn (INR 56k Cr) in FY21, trades on the NSE and BSE, and employees more than 70 thousand people overall.



# Identifying the Need

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For their flagship leadership program for middle management band across all functions, the company wanted to instil people leadership skills to managers who were adept at technical and functional roles.

Enparadigm came in to take these managers to the next level of leadership by coaching them on the key skills required to engage with and develop their teams, drive feedback at work and foster collaboration.



# Program Structure

A mid-level manager has the following aspects to think of while managing their teams on a day-to-day basis:



# Frameworks Used

## Team Management & Delegation



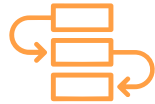
## Feedback

01



Feedback Models

02



Sandwich Model

03



Radical Candor

04

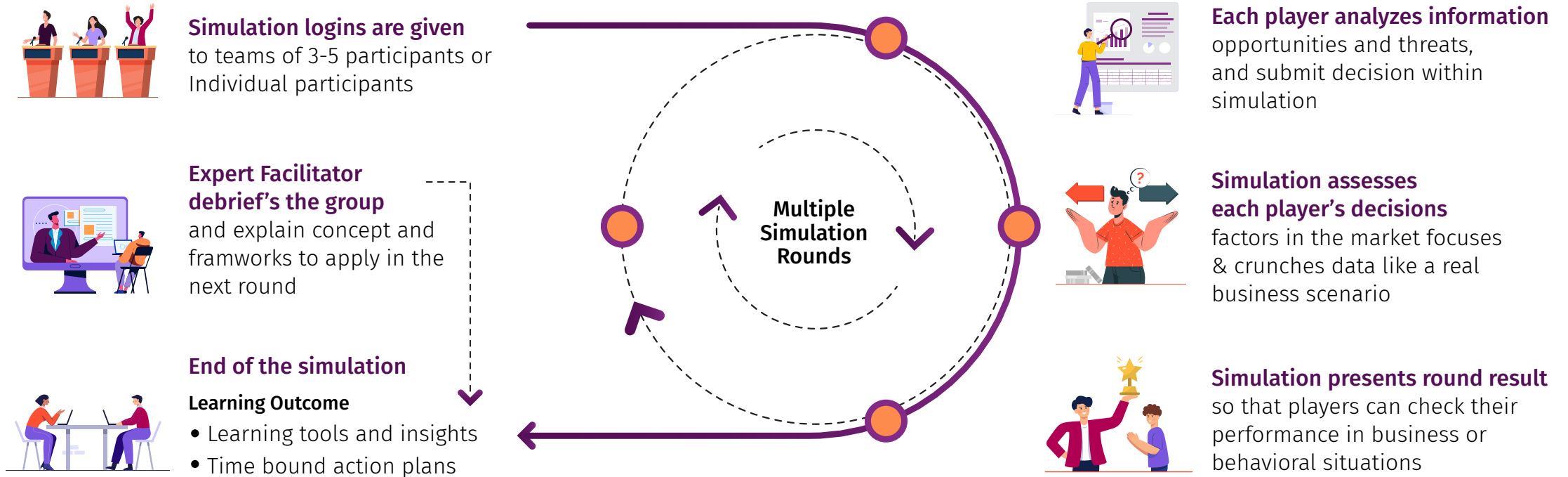


5 Dysfunctions  
of a Team



# Program Methodology

The key piece of this intervention was the behavioural simulation:



Case studies were used to bring relevance to the curriculum, for which multiple interactions were done with the stakeholders. The workshops also consisted of a lot of fun activities that required collaboration with colleagues and provided practical learning to participants.

# Program Feedback

## Overall Learning Experience:



### My approach towards time management:



### My appreciation of giving effective feedback:



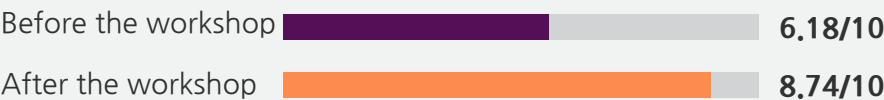
### My approach towards people and task orientation:



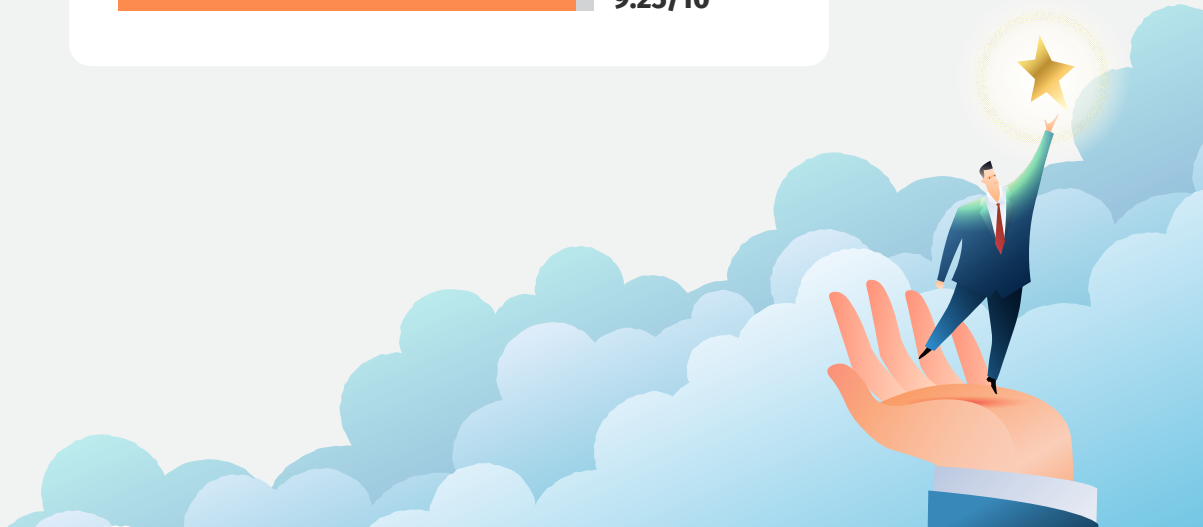
### My understanding of effective delegation:



## My understanding of what it takes to advance my team members:



## I will recommend this workshop to my colleagues:





# Participant Testimonials



“It is an eye-opener. Before stepping into this workshop, I believed I was doing well as a manager but the workshop has actually given a different perspective to a lot of things which I am sure will be useful in my current role.”

- Dy. Manager, Jaipur

“Thought provoking session, it will help me to do some introspection. Learnt more about analysing people at work and how to deal with them more effectively. Looking forward to put it all to use at the workplace.”

- Assistant Manager, Seoni

“It's is an excellent workshop. It put emphasis on handling the team in an effective manner, understanding their strengths and weaknesses better.”

- Regional Sales Manager, Delhi

“A pool of thought-provoking ideas. Leaders can gradually try the various techniques discussed and see which all suits best. I myself would try and utilise the Monkey Management Concept.”

- Chief Manager, Mumbai

“The Workshop was done really well, with real life simulations and challenges. The logical analysis done by the simulation tool was up to the mark, as it gave a clear picture of the existing approach taken by me and helped me realize my areas of improvement.”

- Chief Manager, Mumbai

“A definitive workshop for all managers, would lead to better team productivity, I’m sure. Highly recommended for organisation roles.”

- Circle Manager - Business Banking, Bengaluru





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Find out more at  
[www.enparadigm.com](http://www.enparadigm.com)


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