



# CXO Leadership Program

Build a High Performing Values-Driven Culture for Competitive Advantage

## Program Overview

In today's times, leaders need to adapt to a changing business environment to retain market leadership and focus on a variety of challenges ranging from growth, innovation, and profitability.

One of the most critical factors for success in any organization is culture, which determines how well an organization executes each critical aspect of organizational performance. Leaders who consciously adopt a values-based approach can help organizations thrive by building a highly engaged workforce, driving both productivity and performance, and creating a source of competitive advantage that is truly sustainable for years to come.

## Why Cultural Transformation?

A values-based organization has a culture shaped by a clear set of ground rules establishing a foundation and guiding principles for decision-making, actions, and a sense of community. In a values-driven culture, employees find alignment between their values and the organization's values, creating a unified and motivated workforce.

Management and leadership set examples for their organizations and live the values they teach. Strongly held value systems rarely change yet remain flexible to handle changes in strategy or outside influences such as competition or the economy, leading to the creation of sustainable value for all stakeholders.

## How do we develop leaders?

Richard Barrett's Seven Levels of Consciousness® model, founded on the principles of values-based leadership, is a guide to achieving exceptional performance in organizations. Further, Barrett's Leadership Model magnifies



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the effectiveness of leaders by helping them recognise their true cultural impact and embrace an authentic leadership style to accomplish business priorities ranging from ensuring financial stability to meeting stakeholder needs to fulfilling organisational purpose and social responsibility.

## What is the Barrett Leadership Model?

The Barrett Model™ is the breakthrough work of Richard Barrett. Inspired by Abraham Maslow's Hierarchy of Needs and tested over more than two decades of real-world experience with thousands of organizations, the model identifies the seven areas that comprise human motivations. These range from basic survival at one end to service and concern for future generations at the other.



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Barrett Values Centre's seminal work helps an organization's leaders grow and develop by learning to master seven specific levels of leadership consciousness linked to organisational growth and future sustainability. Barrett Values Centre also creates reports for organizations that guide them in assessing and comparing the leaders' values, the organization's current values, and the organization's desired cultural values.

## How does this program work?

We begin with a diagnostic interview with leaders to understand the business context, challenges, and environment in which they operate and design a bespoke leadership journey to help leaders operate in a far more balanced way across the full organisational spectrum, leading to a thriving, value-driven, high-performance organisation.

## Who should attend?

For C-suite leaders who are leading the organisation and responsible for laying the foundation for future organisational growth and sustainability.

## How will the participants benefit?

**At the end of the program, participants will be able to:**

- Operate from a higher level of leadership consciousness and demonstrate greater agility in addressing business needs and priorities.
- Align the CXO leadership team around a shared purpose and vision, and improve interpersonal trust and collaboration.

- Build a culture that inspires innovation and teamwork, and where employees can bring their full selves to work in support of organizational purpose and go the extra mile.

## What will the program experience include?

**A suite of assessments is designed to provide insights and create the foundation for development and action planning.**

### 1. Leadership Values Assessment

A 360-degree assessment of a leader's values, strengths, and areas for growth, based on confidential feedback from their chosen colleagues and usually accompanied by a customised report, is commonly used for coaching C-suite leaders. This is followed by individual feedback & coaching.

### 2. Leadership Team Values Assessment

The Leadership Team Values Assessment provides you with an overview of what drives your leaders, how they work together, and what they want to build on or develop for the future. This is followed by a group debrief session and feedback.

### 3. Small Group Assessment

The small group assessment maps the values of a team or group of people to find out how they experience the culture now and how they would like to improve it for tomorrow.

## Development Roadmap

**The Development Roadmap is a combination of One-to-one Coaching and Small Group Sessions along with individual or group projects.**

### 1. One-to-one Coaching

A one-to-one bespoke coaching program for leaders based on the Barrett leadership framework linked to the organisational context.

### 2. Small Group Sessions

A series of small group sessions to accelerate group learning and build capacity for organisational growth and transformation.

### 3. Individual or group projects focused on organisational development

Senior leaders identify an organisational initiative and work on a project, either individually or as a group, linked to the business plan and strategy.

## Methodology

The learning methodology is based on the adult learning cycle and combines the best of both horizontal and vertical leadership development. It includes an eclectic mix of action learning, individual reflection, coaching sessions, small group work, and key project implementation linked to the organisational context.

## Duration: Custom

This intervention is designed as a learning journey encompassing 9-12 months. Generally, a small group of 3-4 leaders is more of a one-to-one engagement, and a large group of 12 leaders is a group-based approach.

## Why Choose the "CXO Leadership Program"?

**Organisations can benefit greatly by investing to:**

- Build holistic leadership capability to lead the organisation into the future and lay the foundation for sustainable growth and profitability.



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- Understand the cultural drivers behind customer satisfaction, employee turnover, and revenue, and make better decisions and deliver consistent results.
- Align culture with strategy and create an optimal organisational climate to build a high-engagement, and high-performance organisation.

### **What results you can expect?**

**When leaders apply the knowledge and insights from the program, they will be able to:**

- Understand the cultural drivers and the role leaders need to play to act as catalysts for organisational growth.
- Enhanced alignment and greater synergy within the executive team will lead to improved agility and performance.
- A greater sense of employee well-being and connection to the workplace, which boosts both productivity and performance.

### **How do we support you post the workshop?**

- Post-intervention impact study
- A framework to sustain cultural change and transformation
- Custom dashboards to review and monitor progress
- Follow up advisory and consulting services

### **Need more information?**

To discuss how this program can help you achieve your goals.

**Call: + 91 99 200 52172 or [mailus@human-network.in](mailto:mailus@human-network.in)**

### **About Us**

Human Network is a leading-edge leadership and talent development consulting firm.

Our core areas of expertise include Leadership development, Executive Coaching, and Custom interventions designed to build critical competencies for success and accelerate performance.

To learn more about how we can partner with you to build the right capability-building architecture to drive performance, log on to: [www.human-network.in](http://www.human-network.in)