



MANAGEMENT DEVELOPMENT PROGRAMME

Emerging Leaders Programme

Overview

Becoming a manager changes the job. Success is no longer measured by your own output but by how well you lead, delegate, communicate and think on behalf of a team. First-time managers are often promoted for their technical strengths and left to work out the rest on their own.

This two-day, interactive programme helps first-time managers, and managers with up to three years of team management experience, make that transition. Across four themes – Leading Self, Leading Others, Executive Presence and Strategic Thinking – you will build the self-awareness, practical tools and presence to lead with confidence, and leave with a personal leadership action plan to apply back at work.

Who Can Attend?

This programme is for first-time managers and managers with 0–3 years of team management experience who are making the move from individual contributor to people manager.

Key Topics Covered

- Leading Self: Signature strengths, emotional intelligence and the move from contributor to manager
- Leading Others: Delegating, building trust, giving feedback and managing team performance
- Executive Presence: Gravitas and clear, confident communication in meetings and with senior stakeholders
- Strategic Thinking: From an operational to a strategic mindset, linking team goals to strategy

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Mode of Delivery:

On Campus - Mumbai

Duration:

2 Days

Programme Dates:

27 - 28 November, 2026

Programme Fees:

INR 31,000+GST

10% Early Bird Discount and
Group Discounts Available

Objective

The programme aims to:

- Build participants' self-awareness of their strengths and emotional intelligence as the foundation for leading others
- Equip managers with practical tools to delegate effectively and manage team performance
- Develop the communication and presence needed to influence teams and senior stakeholders
- Help participants move from an operational to a strategic way of thinking

Pedagogy

The programme is highly interactive and experiential, blending short conceptual inputs with self-assessments, case discussions, simulations, role-plays, group exercises, peer feedback and reflection.

Participants will close the programme with a personal leadership action plan to apply back at work.

Certificate of Participation

A certificate of successful participation from S.P. Jain Institute of Management and Research (SPJIMR) will be issued to each delegate upon completion of the programme.

Learning Outcomes

By the end of the programme, participants will be able to:

- Use their strengths deliberately in their managerial role, regulate their own emotions and respond to others with empathy
- Delegate tasks with clarity, follow up without micromanaging and hold team members accountable
- Communicate with confidence and project credibility with teams and senior stakeholders
- Link day-to-day decisions to the organisation's broader strategy

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