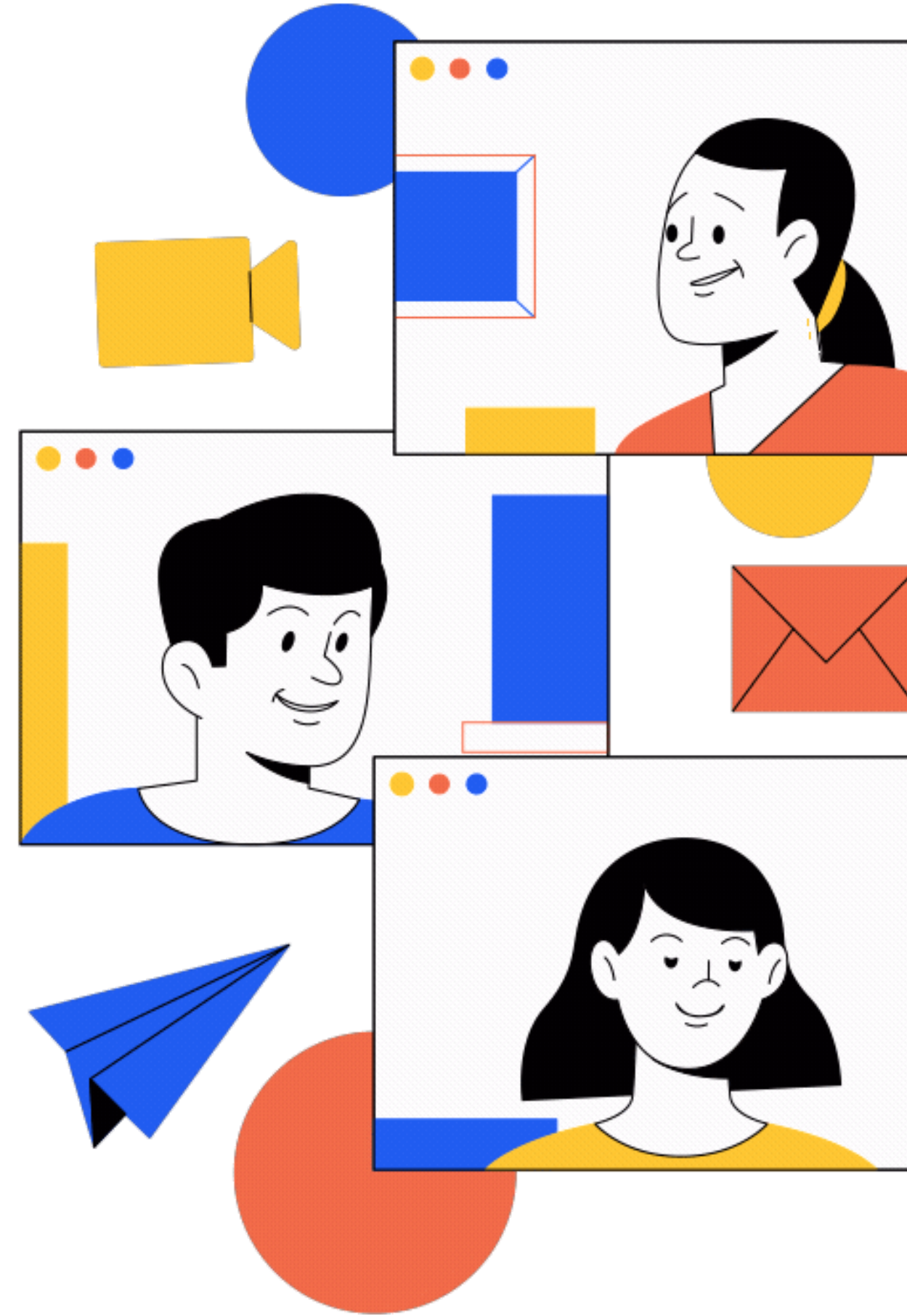


New World People Leader



Agenda

A sneak peek into what's to come



01

New World People Manager:
Context & Framework.

02

Learning Modules and
Experiences Options

03

Indicative Faculty Profiles

04

Indicative Investment

New World People Leader



Context and Framework

Changing Workforce Trends

40% of the global workforce will need reskilling of up to six months by 2024

86% of employees planning to resign in the next 6 months

Artificial Intelligence, Automation and Analytics to be deeply embedded in the work

Women to prefer remote/hybrid roles. Without intervention-gender wage gaps to widen



91% of employers added "flexible work arrangements" to employee benefits due to COVID-19

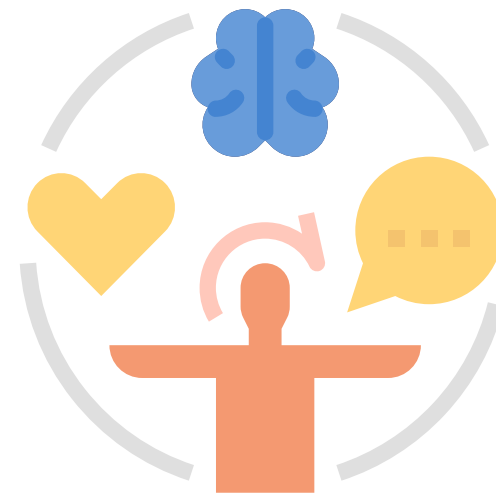
53% of employers added mental health programs to employee benefits due to the pandemic

Pivotal Role of People Managers

How will a "People Leader" need to think, feel, and act in the new world?



Leadership team – Sets the direction and enables the organization



People Manager – Key Conduit that drives the change



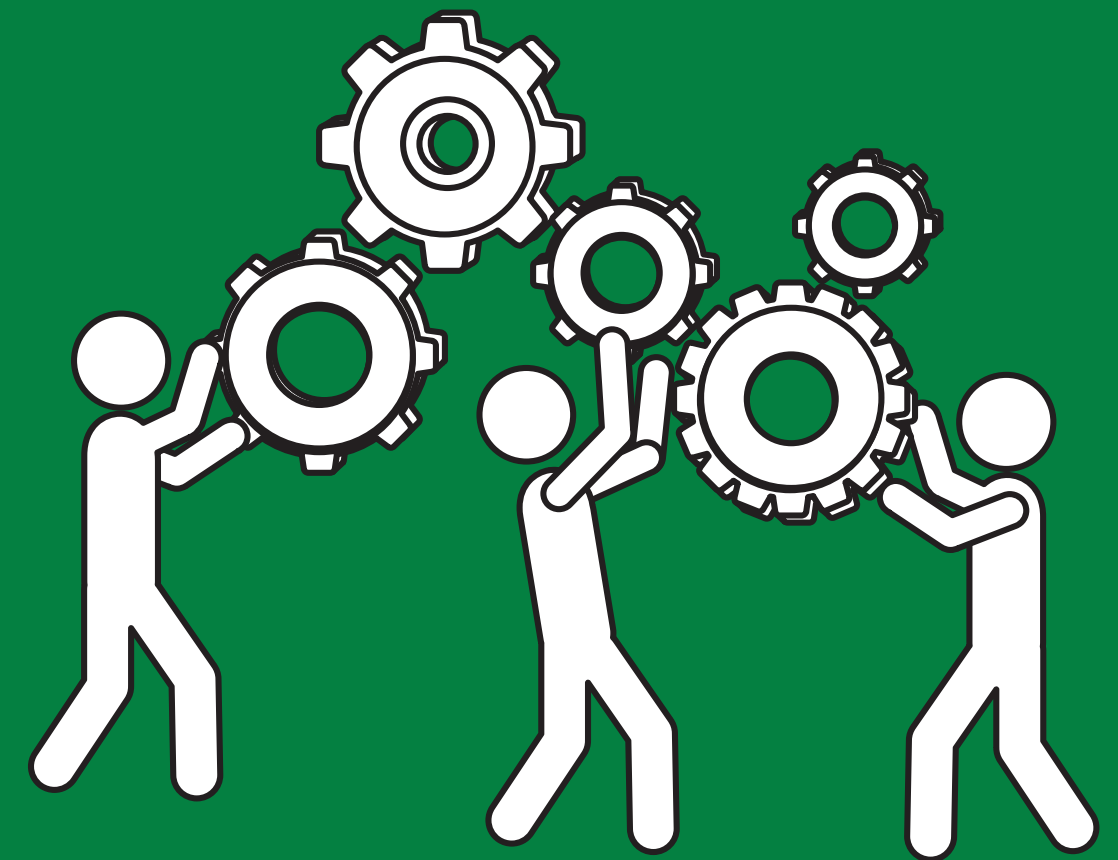
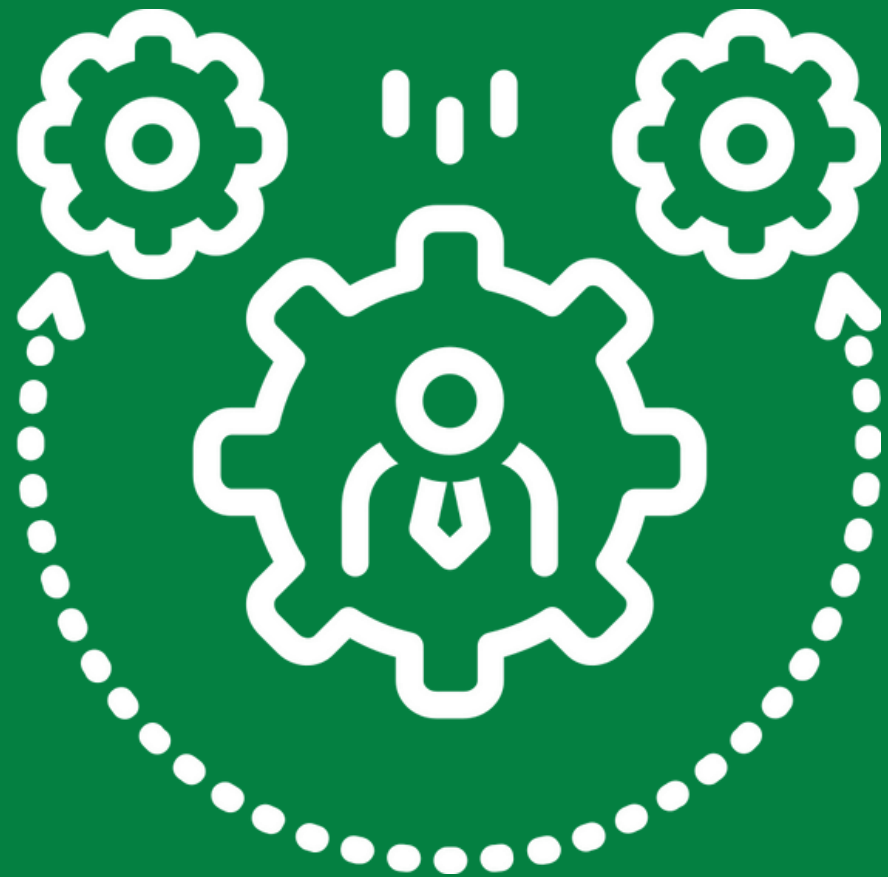
A collective workforce that makes things happen

Mindset Shifts of a People Manager: Shift # 1

People are
Resources



People are
People



Mindset Shifts of a People Manager: Shift # 2

Workplace
needs
Supervisors



Workplace needs
Performance
Coaches



Mindset Shifts of a People Manager: Shift # 3

**Productivity
& Efficiency**

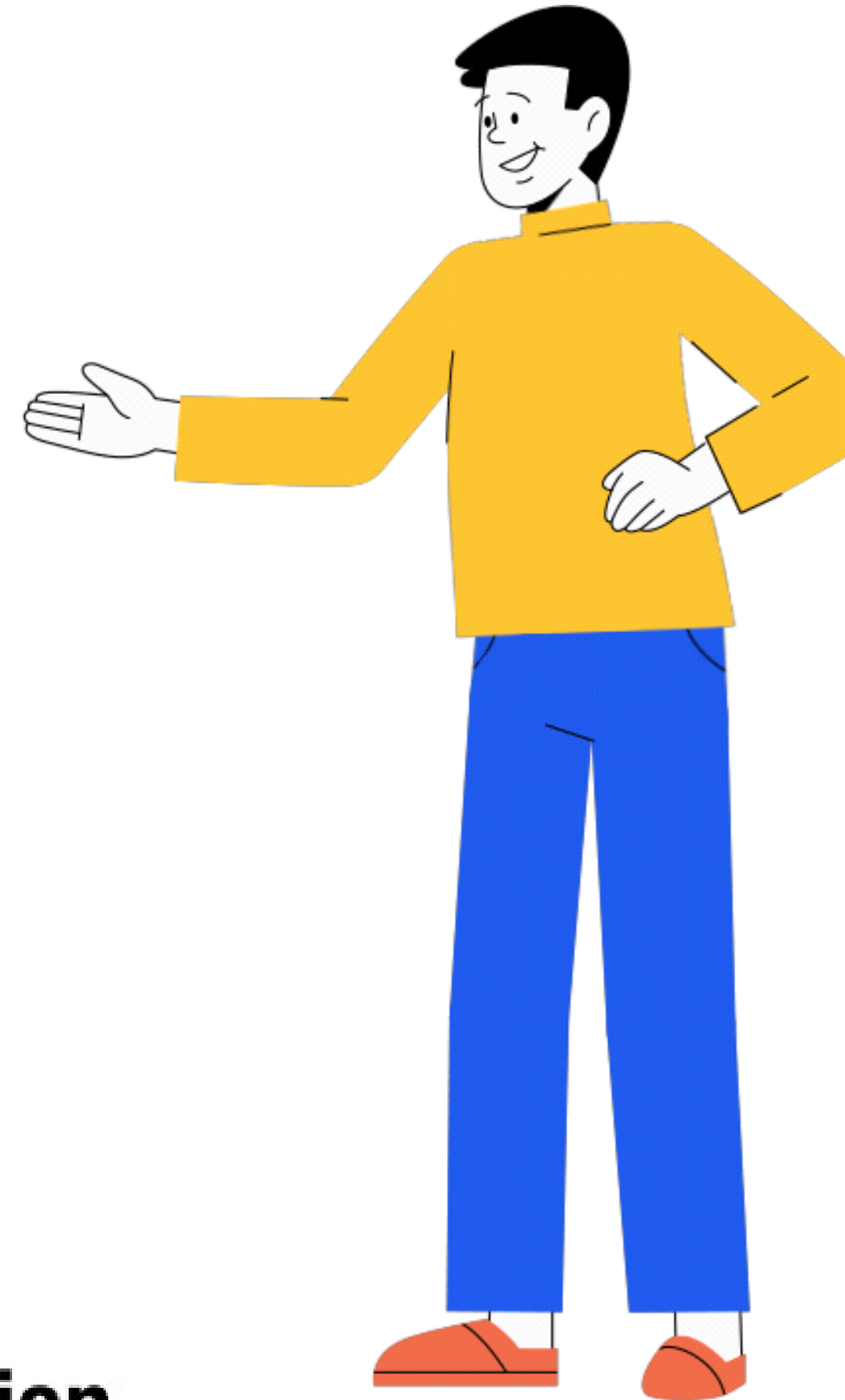


**Outcomes &
Innovation**





Partnership



Salto Dee Fe & Caltech Executive Education



Caltech

**Executive and
Professional Education**

A Sneak Peek



New World People Manager | Rajan Kalia

Caltech | Future Skills Academy™

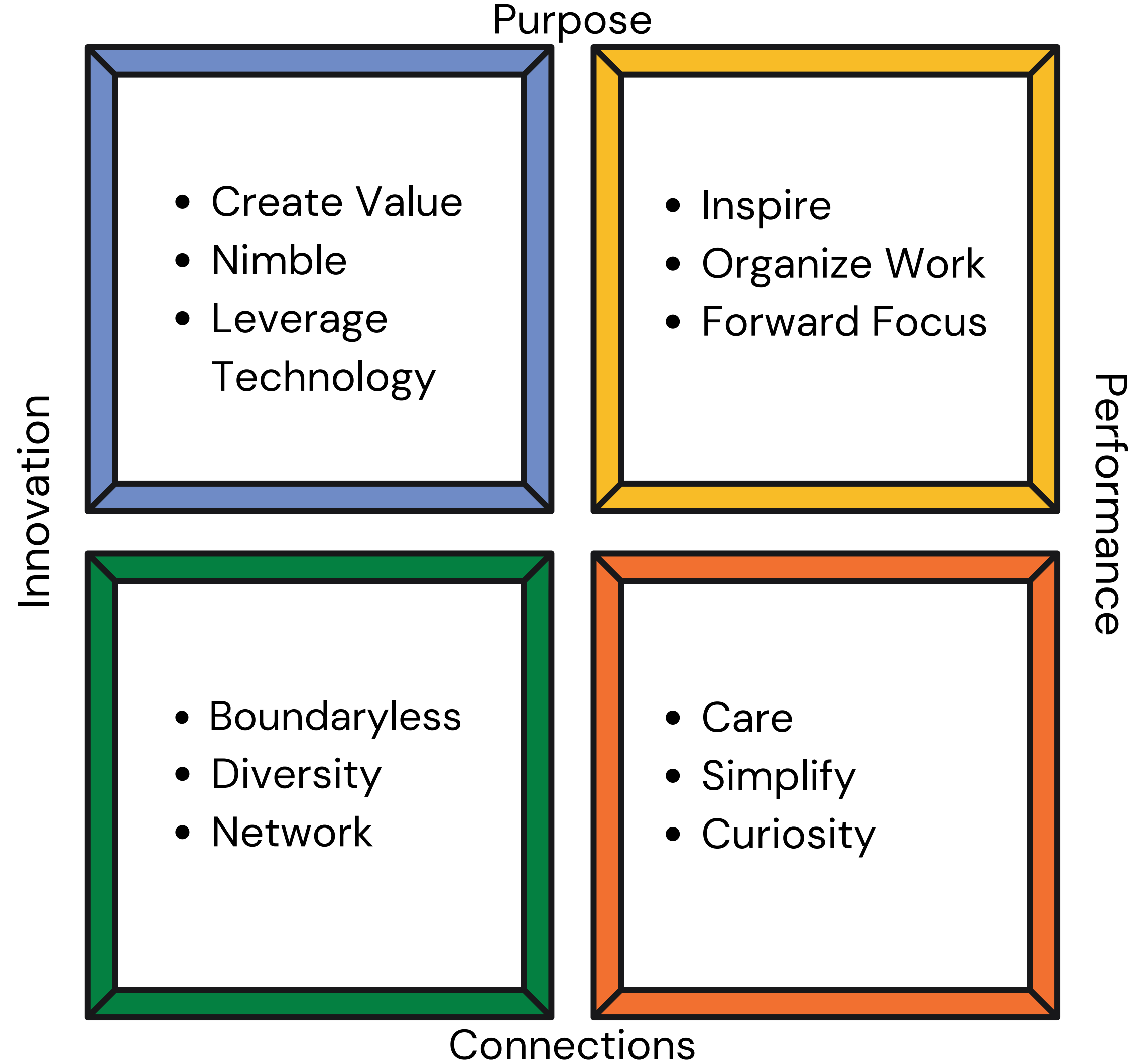


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Watch on YouTube

New World People Leader Model



Key Takeaways

01

Understand the shifts in the role of People Manager in the “new world”

02

Develop mindset, capabilities, and leverage tools & frameworks to inspire, engage and lead your team

03

Gain insights from new-age practices and reflect on how you can apply learning's in your context

Learning Modules and Learning Experience Options



Module 1: Inspire, Organize Work and Forward Focus

- Readiness for the future, driven by purpose, technology and talent
- Inspire teams through purpose
- Organize work by leveraging talent and technology



Course Highlights

- Organizational Purpose: Competence, Cause and Culture
- Opportunities for improved optimization using technology (Job-to-be-done)
- Discover personal purpose and align team purpose
- Enhance richness of jobs for team members

Module 2: Care Simply & Curiosity

- Build a healthy working ecosystem within their organization
- New age definition of care encompassing physical and psychological aspects
- Foster a culture of openness and curiosity



Course Highlights

- Ways for managers to embrace self-care via mindfulness & journaling
- Support well being for employees
- Meaning of psychological safety and embedding it at work
- Constituents of curious mindset: Openness, Challenging Assumptions, Releasing Outdates Mental Models

Module 3: Boundaryless, Diversity & Network

- Enhance the reach and efficiency of the team
- Build an inclusive team: Identify ways to interrupt biases
- Leverage power of social intelligence to impact team



Course Highlights

- Moments of truth in employee life cycle and how can you exhibit inclusive behaviors
- Power of Social Capital: Non-linear world of work and networking in a hybrid world
- Networking Vulnerabilities: Manage the ebb and flow of relationships (new ties and old ties)

Module 4: Create Value, Leverage Technology & Nimbleness

- Value to customers using talent and technology
- Lead teams through the power of tangible and intangible value
- Enhance efficiency and collaboration using the right digital tools



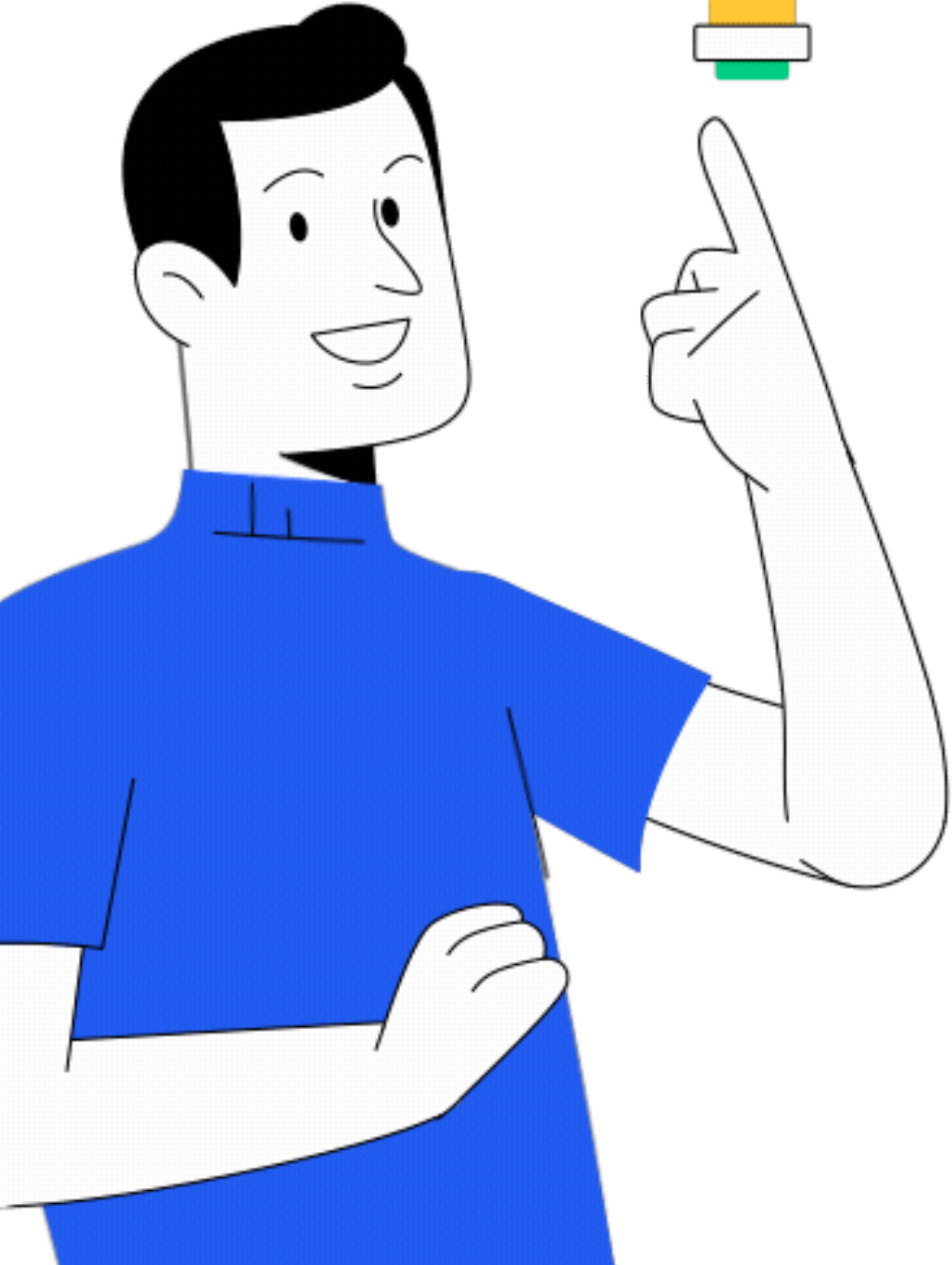
Course Highlights

- Intangible Value : Feedforward and Experience Maps
- Role of Manager to enhance Digital Quotient for the team
- Collaboration tools - purpose and impact

Learning Pedagogy

- **Global Faculty**
- **Reflections**
- **Guides & Toolkits**
- **Case Studies & Insights**
- **Role plays**
- **Live Polls/
Quizzes/
Leaderboard**
- **Cross-
Functional
Team
Assignments**
- **Expert Insights
including Guest
Speakers**

Multi-modal Learning Experience Options



Virtual Learning



4-6 weeks virtual learning journey (Synchronous & Live Sessions)



Learning sustainment



Face to Face



2-day Face to Face in-person sessions



Learning sustainment



Hybrid Learning



Combination of face to face in-person sessions & virtual learning (Synchronous & Live Sessions)



Learning sustainment

Option 1 - Virtual Learning



Module One

Inspire, Organize
Work and
Forward Focus



Module Two

Care, Simplify &
Curiosity



Module Three

Boundaryless,
Diversity &
Network







Module Four

Create Value,
Leverage Technology
& Nimbleness



Option 2 - Face-to-Face

Pre-launch and Mailer

 Module One Inspire, Organize Work and Forward Focus	 Module Two Care, Simplify & Curiosity
 Module Three Boundaryless, Diversity & Network	 Module Four Create Value, Leverage Technology & Nimbleness

- Face to Face in-person sessions
- Concepts, Applications & Reinforcements
- Can invite internal leaders in 1-2 touchpoints

Day 1

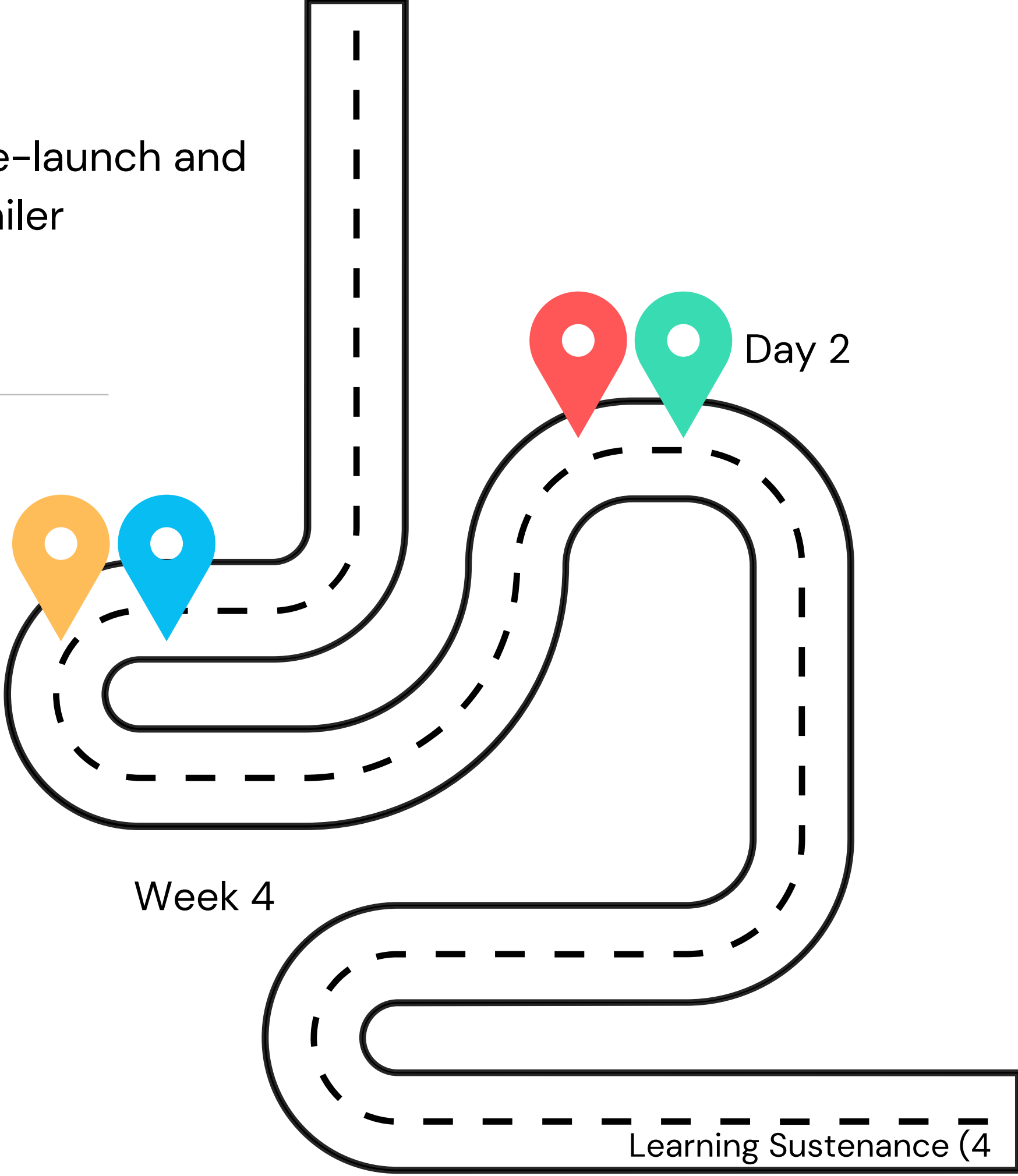


Day 2



Week 4

Learning Sustenance (4 Mailers in 4 weeks and 2 Webinars)



Option 3 - Hybrid Mode

Pre-launch and Mailer

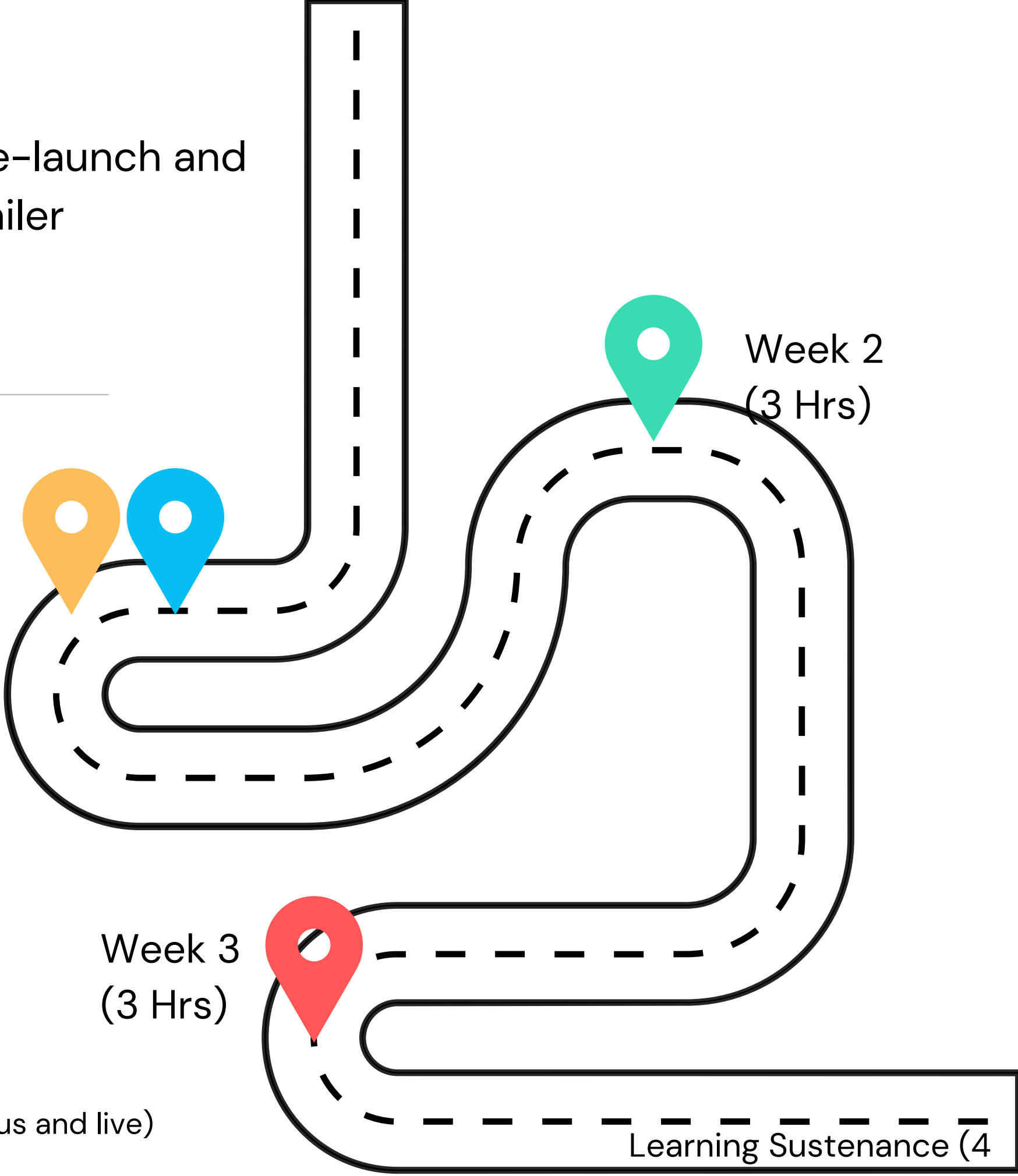
Module One
 Inspire, Organize
 Work and
 Forward Focus

Module Two
 Care, Simplify &
 Curiosity

Module Three
 Boundaryless,
 Diversity &
 Network

Module Four
 Create Value,
 Leverage Technology
 & Nimbleness

Day 1
 (3+3 Hrs)



Learning Sustenance (4
 Mailers in 4 weeks and 2
 Webinars)

- Combination of F2F in-person sessions & virtual learning (synchronous and live)
- Concepts, Applications & Reinforcements
- Can invite internal leaders in 1-2 touchpoints

Indicative Faculty Profiles



Indicative Faculty Profile

A world-class program delivered by a world-class faculty



Rajan Kalia

Co-Founder, Salto Dee Fe & CEO, Karma Notes

30 years of well-rounded experience as Entrepreneur, Educator, Business Leader and HR professional.

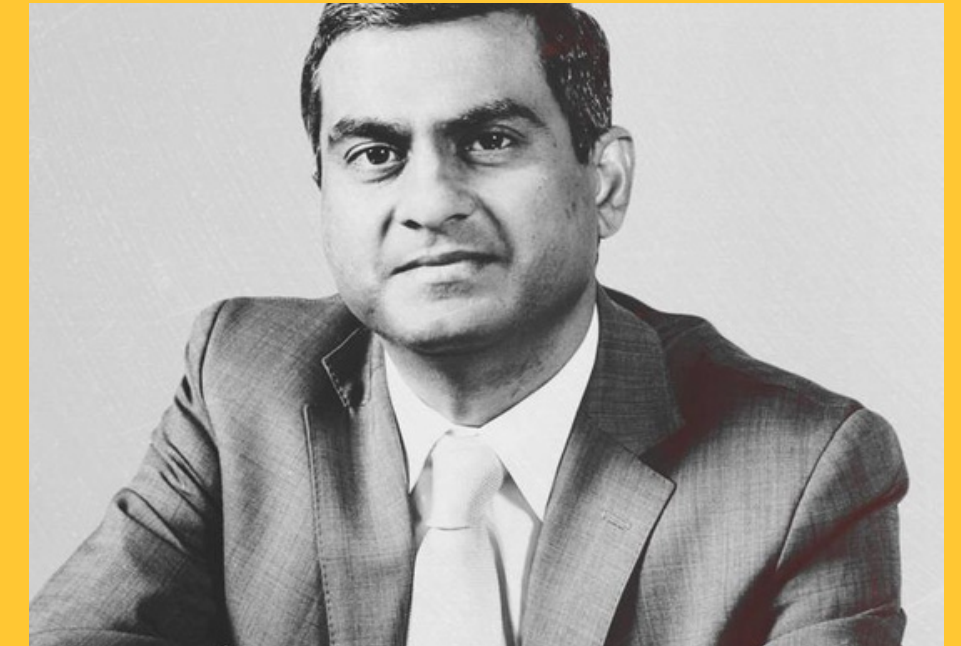
Areas of Expertise: Leadership Development | Large Scale Organization Transformation | Talent Management



Ginny Ertl

Course Leader, Caltech Executive Education & GJ ConsultingWorks, LLC

Ginny Ertl specializes in the effective change management. Her experience includes strategy setting, leadership development, organization and team effectiveness, talent management, large scale culture change and executive coaching.



Hari Abburi

Executive Education Facilitator, Caltech Center for Technology and Management Education

A global executive with over 20 years of leadership roles in industry, his work is in the context of organizational renewal, digitalization, merger integration, and corporate start-ups and market entry.



Thank you!

Send us a message at
jasbir@saltodeefe.com
if you have questions.