

# Parivartan -

## Leadership Development Program



Leadership development poses significant challenges for organizations, as the success and growth of a business heavily rely on effective leadership at all levels. Whether it's business leaders or frontline supervisors, each plays a crucial role in driving business growth and fulfilling stakeholders' needs. However, transitioning from individual performance to collective success is often daunting.

While individuals may excel in their performance, collaboration often presents challenges. As the saying goes, "The operation was successful, but the patient did not survive." Despite individual efforts, collective outcomes sometimes fall short, leading to unmet goals despite the work being done.

Both business leaders and functional leaders contribute significantly to revenue growth and profitability. Additionally, frontline supervisors also play a crucial role in ensuring operational efficiency and effectiveness.

### Accountability

#### When it comes to accountability:

- Business leaders are responsible for driving business growth and ensuring profitability.
- Functional leaders are accountable for meeting customer and stakeholder needs.
- Front-line supervisors are responsible for delivering products to customers according to specified requirements.

### Our Contribution

Total People Productivity Pvt. Ltd (TPP World), a Delhi-based business consulting and training firm, has been addressing these challenges for over three decades. Led by its Founder & CEO, TPP World has developed the "Parivartan" program, aimed at nurturing leaders across all levels. Over the years, the program has groomed over 10,000 leaders, focusing on key aspects like commitment, improvement, and leadership.



### Key Highlights of the “Parivartan” Program:

The six-month program adopts a people programming model, guiding participants from “i” to “I”-  
**individual contributors** to effective leaders.

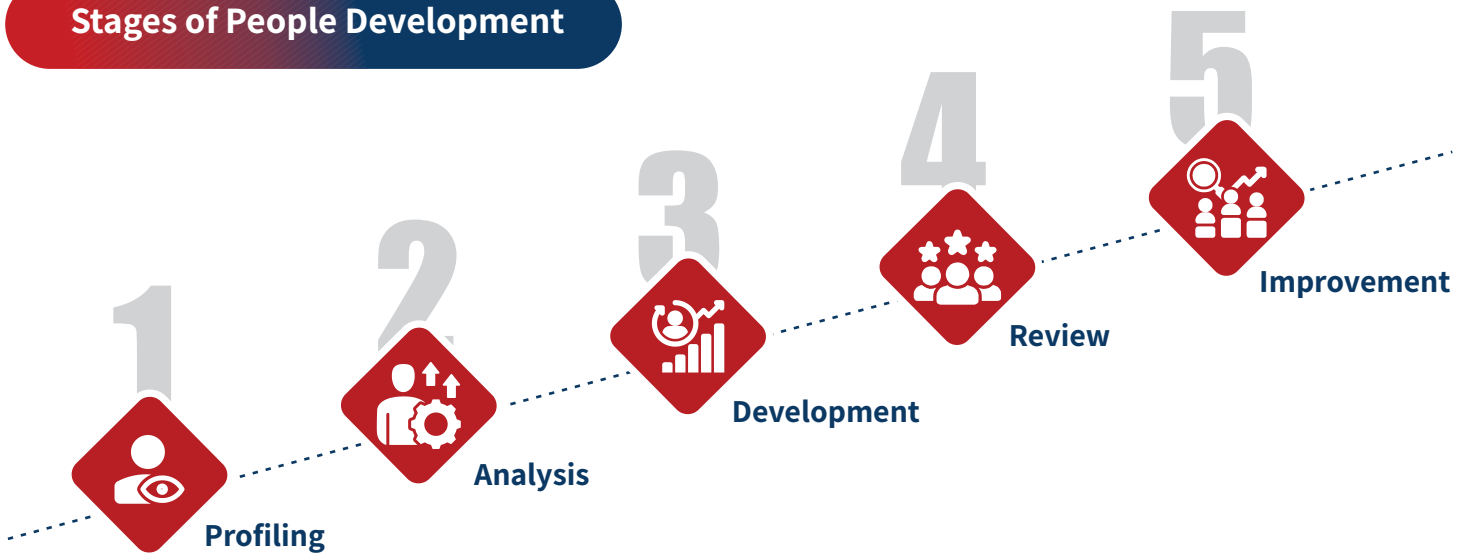
It emphasizes commitment, improvement, and leadership, instilling these qualities through structured processes like the **3Is (Connect, Communicate, Commitment)**, **3Is (Involve, Improve, Impact)**, and **3 Ls (Lead, Led, and Learnt)**.

## Key Processes

- The program comprises a total of 36 modules, each carefully designed and integrated.
- Throughout the 180-day journey, participants engage in six to seven days of classroom training. They receive assignments and homework, which are regularly reviewed.
- Adult learning methodologies are implemented to ensure effective comprehension and retention.
- On-the-job performance is continuously monitored, and progress mapping is conducted.
- Feedback is gathered from all directions through 360-degree assessments, and shared with individuals and teams.
- Comprehensive people development plans are formulated and shared with participants to facilitate their growth journey.



## Stages of People Development



### Success Stories of the “Parivartan” Program

"Parivartan" stands as TPP World's flagship program, boasting over 100 success stories. Beyond revenue and profitability gains, the program fosters a culture of participation and positive energy among team members, enhancing overall productivity and performance. Notably, organizations witness improved levels of accountability and transformation among employees, driving success from receiver to contributor.

**Contact us today to unlock your organization's leadership potential.**



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