



THE PRIME MERIDIAN IMPACT REPORT

# JOHN MAXWELL'S LEAP LEADERSHIP PROGRAM



# Leadership Competencies from LEAP Workshop

Self-Confidence



Optimism



Develop Self Awareness



Develop Self Control



Empathy



Teamwork



Achievement Orientation



Developing Others







John C. Maxwell, the #1 New York Times bestselling author, coach and speaker, has sold 30 million books.

Called the #1 leader in business by the AMA and the world's most influential leadership expert by Inc.

## ABOUT THE PROGRAM

This program provides people managers with new ideas to unleash and sustain their potential. It provides them with fresh perspectives and helps them create tangible action plans which they apply in their professional and personal lives to become inspirational leaders and achieve high impact team results.

This workshop has been customized for the specific needs of Customer from John Maxwell's content which has been used to train leaders in companies of every size and configuration from small businesses to Fortune 100 companies.

## OBJECTIVES

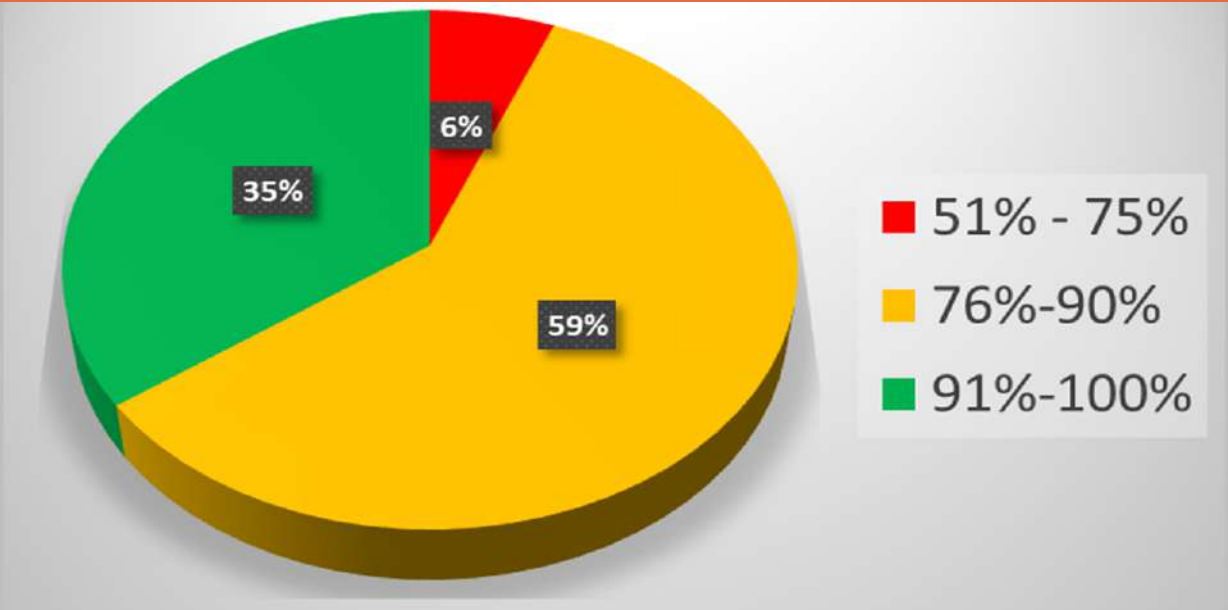
- Understand, recognize and foster the right leadership qualities in yourself and others.
- Achieve path breaking consistent and excellent results.
- Increase your capability to build your credibility and inspire others.
- Relate to others better and add value to your team by empowering and equipping them to reach their full potential .
- Build your business acumen and be able to connect your team purpose to organisational strategy and financial building blocks.

## MODULES

- Leadership in the 21st Century
- Attitude is the Main Thing
- Clarify Goals and Achieve Results
- Leaders are Connectors, Not Climbers
- To See how the Leader is Doing, Look at the Followers

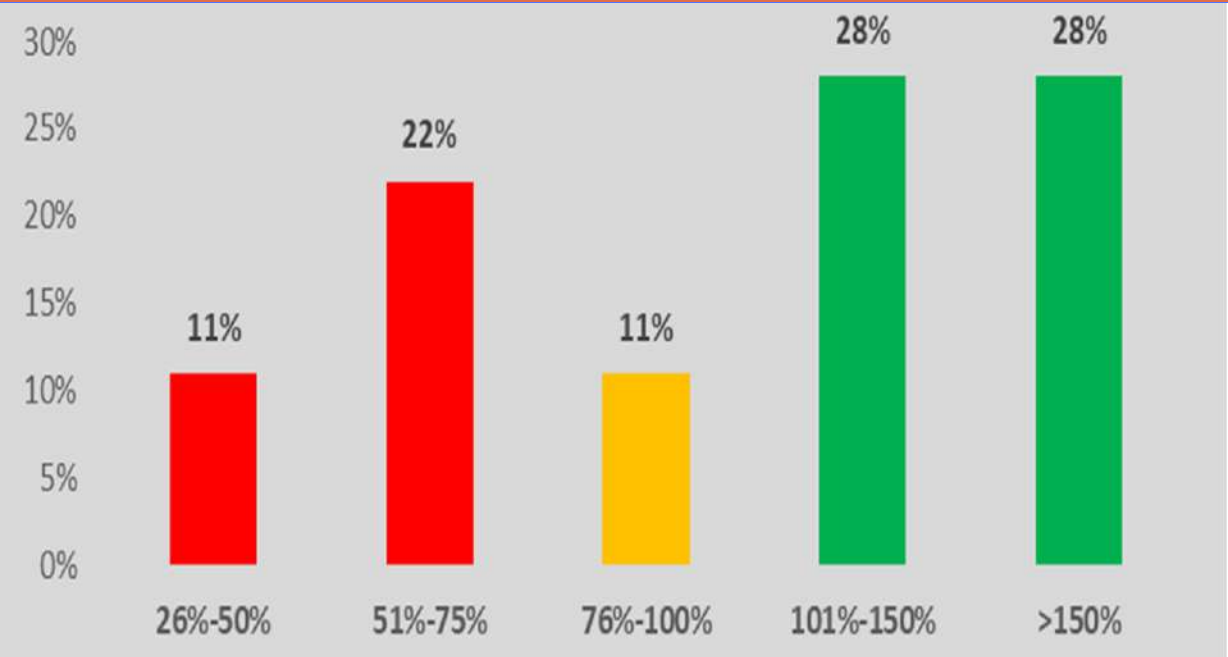
# UNDERSTANDING & IMMEDIATE RECALL

Below is based on a Quiz that was taken by Participants immediately after the workshop.



# KNOWLEDGE GROWTH: PRE VS POST WORKSHOP

This was conducted in 2-Phases, before & after the workshop as a self assessment by the participants





# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants*

### Achievement 1

- a. By providing goal clarity, transparency & communication and distributed work load to the team I was able to achieve the following results:
  - i. Timely delivered results to plant more than 95 %.
  - ii. No accident /Incident in IPQC LAB PP-2.
  - iii. No customer complaint regrading COA in PP-2.
- b. By motivating team members, we started getting maximum output from team members.
- c. By giving chances to others to grow and appreciate people's efforts, team members are ready to take new opportunity and to give new ideas. Also, putting smart efforts to achieve the result in time.

### Achievement 2

- a. By providing Goal Clarity to team members, we were able to achieve the following results:
  - i. Civil maintenance jobs in plant.
  - ii. Timely maintenance Jobs completed in plants.
  - iii. No Accident/Incident during execution of civil jobs.
- b. By breaking annual Goals in to daily goals and clarity about goals to team members resulted to Sustain Zero accident/incident in plant and no complaint for Civil Maintenance Jobs in plants.

### Achievement 3

- a. I was able to increase team efficiency thereby achieving the following results:
  - i. Adherence of AM Drill Improved from 24 % to 62%.
  - ii. Action for Improvement was started, Actual results will come after final completion for 6S Score of model Plants, average score improved from 42 to 97.
  - iii. 17 Out of 30 zone Leaders are developed to conduct audit in right manner, Few More in Pipelines to feel confident with new audit process.
  - iv. There are evidences for weak Implementation also, we are Improving the skill level of auditors for conducting audit in right manner.
- b. I was able to identify specific areas of improvement of new team members who were not conversant with new audit methodology and increased their efficiency of carrying out self-audit in my presence.
- c. Through effective planning and creating sense of urgency we were able to reduce the time for Strategy formulation and finalization time from 3 days to 1.5 days.
- d. Identifying non-value adding activities team has started working on Improvement projects, 7 projects completed out of the list of 32+ projects were identified for improvements.
- e. By following Relay Race Principle, we trained only key members and they further trained could able to achieve 3 times increase in terms of members from 17 to 51.

# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

### **Achievement 4**

- a. With the help of goal clarity and sense of control over events and outcomes, I was able to achieve the following results:
- i. Zero incident/accident by carried HAZOP study for each project and 100% compliance of HAZOP recommendations.
  - ii. Timely delivery of CDMP project with right quality by proper planning.
  - iii. Scale up of 2 products completed.
  - iv. Enabled team to take decisions independently.
  - v. Developed team spirit in Kilo lab team.
- b. By identifying top most risk and mitigation strategies to achieve product delivery target with quality & yield, we were able to deliver 2 CDMO products (DBMP & CDP-I) on time which is 95% of our goal. Also, completed 1 product scale-up.
- c. With the help of increased transparency and communication with team, reduced professional distance between me and team hence improving plant efficiency.
- d. By bringing certainty and clarity to team for changes those are helpful to improve productivity with quality and safety, team members have clarity on specific actions to be taken.

### **Achievement 5**

- a. I was able to achieve maximum output from Team by motivating them.
- b. I could enable people to take new opportunities and give new ideas by appreciating their efforts.
- c. By clarity on goals we were able to achieve following results:
- i. Timely delivery of material to business as per production planning.
  - ii. No accident /Incident in PP-2 Plant.
- d. By building trustworthiness in Pyridine Plant, we were able to develop Emotional connect with team resulting in competence development of team.
- e. By applying influence, output from team members have increased and information from other stakeholders have started coming frequently.

### **Achievement 6**

- a. By providing goal clarity and building a climate of positivity, confidence & accountability. I was able to achieve:
- i. No incident / accident in past 1.5 month.
  - ii. Trained ten persons to scale up of new product.
  - iii. Smooth execution of product scale-up.
  - iv. One project completed & yield achieved in plant more than R&D (Plant Yield achieved 92% instead of 84% of R&D yield).
  - v. Trained six persons to achieve desired yield & quality in the project.
- b. Achieved team work & collaboration by creating small action learning groups and achievement of team goals rather than individual goals.
- c. By applying fairness, increased transparency and better communication scale-up work is going smoothly & observed yield improvement 78% against 74%(Previous month).
- d. Made employees aware of financial processes & results of the project to organization so that they can plan and execute things accordingly.
- e. By creating small action learning group, I was able to develop skills in team members.
- f. With the help of collaboration, started driving team goals rather than individual goals. I was able to complete scale-up work in plant(FC-VI) smoothly & achieved yield 92% in plant respect to Kilo lab 82% maximum.

**Achievement 7:** Better results achieved in production by applying positive thinking.

# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

### **Achievement 8**

- a. By identifying the need of the team, I enabled team to take the vibration measurement independently resulting in increase of number of inspections.
- b. I helped team to improve prioritization of work, achieved 90% score in our job but in some case, we are deviate due to reason of management requirement.

### **Achievement 9**

- a. By applying Law of awareness and active listening in the department. I was able to understand the emotions of team members and due to which relationship have become better.
- b. With the help of building business acumen could establish the relation between strategies, mission and vision of the company to deliver better results
- c. By applying difference between Leadership & management, I was able to improve relationship and motivate team leading into better results.
- d. By understanding the various leadership styles and identifying the abilities of team members achieved better results and fast action.
- e. With the help of active listening, I was able to studying the emotions /their feelings. They are able to find out new solution to overcome the complicated problems.

### **Achievement 10**

- a. By motivating team of production and timely completion of assigned capex jobs we were able to achieve following results:
  - i. Reduction in cost of production.
  - ii. Complete ACH-VI plant shut down in time.
  - iii. Zero accident & incident during ACH-VI plant shut down.
  - iv. ACH-VI Plant capacity increase from 88.0 MT-94 MT/Day.
- b. I exhibited good leadership, as a result there was no accident & incident during replacement of sprinkler system line.

**Achievement 11:** By establishing relationship and practicing positive behaviour, people have started sharing their good and bad with me and ready to help each other any time.

**Achievement 12:** I have started giving chance to others to grow and appreciate people's efforts, I developed team members by giving them the tasks not under their purview and enabled them to do the same resulting into the resolution of issues internally only and no support was required from outside.

### **Achievement 13**

- a. By bringing changes in strategy and building trustworthiness, we could achieve the reduction in the processing cost of raw material and finally it has been nullified.
- b. Applied active learning and building trustworthiness when there was a dispute in leave management of team, people have started taking planned leaves leading to no production loss.
- c. By adopting optimism, made understood the situation of product not complying to the team and changed their viewpoint of looking at the obstacles.
- d. With the help of collaboration and team work, enabled team to jointly own the problems faced during dispatches and production and achieved the solution with minimum troubles.
- e. Started to update team scoreboard and conducting team meet every week for discussing the weekly targets and support required resulted in bringing the clarity and everyone's contribution to the team's success.
- f. Developing others by training each other to make people multi-skilled and now delivery doesn't get hampered in the absence of the team members.



# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

**Achievement 14:** I have started giving chance to others to grow and appreciate people's efforts, I developed team members by giving them the tasks not under their purview and enabled them to do the same resulting into the resolution of issues internally only and no issue goes out.

### **Achievement 15**

a. By providing goal clarity and building trustworthiness, we could achieve following results:

i. Timely released ISO Containers after testing of material.

ii. No accident /Incident in IPQC LAB PP-2.

iii. No detention paid.

iv. QC-RM section - Work is going on without overlapping Team members know how to complete the task as per defined SOPs.

v. Timely clearance of RM & PM more than 88.50 % as per defined goal.

vi. Safe handling of chemicals, resulting No accident /Incident during SAMPLING & TESTING.

vii. Timely disposal of waste after testing.

b. By motivating team members and giving them chance to grow, they are ready to take new opportunities and put their best effort towards the work.

c. Enabled them for doing smart work by explaining job objectives clearly and achieving results in time.

d. Build trustworthiness in team resulting in improvement in skills, results & competence of team. Distribution of work load within the team members was carried out to achieve the desired goal.

### **Achievement 16**

a. By bringing changes in strategy and building trustworthiness, we could achieve the reduction in the processing cost of raw material and finally it has been nullified.

b. Applied active listening and building trustworthiness when there was a dispute in leave management of team, people have taken planned leaves leading to no production loss.

### **Achievement 17**

a. By applying Time & resource management techniques and daily meeting for 10 minutes with sub-ordinates have increased team bonding and timely completion of jobs.

b. By coaching and mentoring team members, we have achieved up-gradation in skills and knowledge of team members.

c. By conducting regular meetings with team for aligning the goals of team and organisation and having the solution based training resulted into strong team bonding and completion of job in time.

**Achievement 18:** By applying clarity on goal we have achieved GSTR-9C filled on time by HO.

### **Achievement 19**

a. By applying LEAP application, we could enhance the performance of column-6 & column-4.

b. With the help of men & material management, we could successfully achieve:

i. Production plan of 3.5 Lutidine in Aug'19 which was 31MT but we made 45 MT.

ii. Plant performance and housekeeping got improved.

c. By discussing problem with team member and we could get the Suphamic acide reboiler cleaning done.



# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

### **Achievement 20**

- a. By training the sub-conscious mind, positivity and increasing my self-confidence I was able to resolve the critical issues in a better and effective way.
- b. I worked on increasing trustworthiness by emotionally connecting with team, caring and valuing their opinion and timely applause of good work of team members due to which output of team members got increased.

### **Achievement 21**

- a. I was also able to increase trustworthiness by improving skills and competence of team members distribute work load and delegation hence increasing transparency and communication.
- b. By maintaining integrity (doing what I said) and respect, recognizing and encouraging, I was able to increase output of individuals in team.

### **Achievement 22**

- a. I was able to handle critical issues or situations calmly and getting maximum output from myself with the help of Emotional Self-control.
- b. By implementing all learnings of trainings we were declared as Winner of Best Plant in Aug'19 and Sep'19.
- c. Started reading book "Become a Person of Influence" and implementation of learnings are under progress as suggested by Pavan Sir.

### **Achievement 23**

- a. In kilo-lab, I could able to improve self-awareness in team due to which team work and collaborative working has increased.
- b. I was able to influence others by improving my emotional self-control.

**Achievement 24.:** By implementing the learnings, I achieved Highest rank for timely implementation of 5S in ACH-VI Plant.

### **Achievement 25**

- a. By improving my emotionally-self control, I was able to build a collaborative work culture and recognizing valuable contributions from team and listen to them and hence:
  - i. Started getting more opinions on any topic.
  - ii. More clarity of their needs.
  - iii. People started sharing their good and bad with me.
  - iv. Increased multi-tasking.
  - v. Increased determination and dedication.
  - vi. Became Self-motivated and more enthusiastic.
  - vii. Active listening.
  - viii. Become punctual.
  - ix. Improved my & other's Self-motivation.
- b. By practicing collaboration and active listening, I started getting more options on any topic and thus was able to make better decisions.
- c. I started taking interest in own learning and then implement it in my team due to which I was able to remember things for longer period of time and performance got improved.
- d. With the help of Emotional Self-control, I was able to resolve critical issues better and faster.
- e. By appreciating others and giving chance to others to grow I have become a good team player and developed the ability to work under pressure and meeting deadlines.

# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

### **Achievement 26**

a. I developed my Emotional Intelligence due to which I was able to achieve the following results:

- i. In my daily life, inside and outside of the factory, started listening people's ideas and thoughts.
  - ii. Behave calmly in stressed situation when any problem occurs in plant.
  - iii. Think and understand completely about that problem and then start finding solutions.
  - iv. Able to remember the things for longer period of time.
  - v. Able to better resolve critical issues.
  - vi. Appreciate the efforts of team in both conditions and discuss the progress of tasks at fixed interval to avoid failures thereby improving performance.
- b. By applying active listening and understanding people's thoughts, I started getting more ways to resolve the issue which has improved the performance and reduced the timelines for completing any task.
- c. By developing Emotional self-confidence, people started recognizing me and I started getting more support from plant's stakeholders in the situations I get stuck and discuss with them.

### **Achievement 27**

- a. Developed Self-confidence and collaboration and made one product compliant by making some quality parameters specifications stringent.
- b. Started taking decisions myself or after discussing with family members, if required.

### **Achievement 28**

a. Developed Emotional Self-Confidence and active listening in myself due to which I was able to achieve the following results:

- i. Behave calmly in stressed situation when any problem occurs in plant
  - ii. By discussing and managing someone's emotion, people started sharing their good and bad with me, also they ready to help me out at any time.
  - iii. Able to remember the things for longer period of time.
  - iv. Handling situations calmly, I get self-confidence to resolve the critical issues.
  - v. Enabled people to take new opportunity without fear of failure.
  - v. Appreciate the efforts of team in both conditions and discuss the progress of tasks at fixed interval to avoid failures.
- b. By applying active listening and understanding people's thoughts, I started getting more ways to resolve the issue which has improved the performance and reduced the timelines for completing any task.
- c. By developing Emotional self-confidence, people started recognising me and I started getting more support from plant's stakeholders in the situations I get stuck and discuss with them.

**Achievement 29:** By training my sub-conscious mind, visualize the daily targets and give best information to the mind for positive thoughts resulting into achieving daily targets in time. Also, get self-confidence to resolve the critical issues.

**Achievement 30:** I was able to save huge amount of time by delegating non-critical job to the team as their additional responsibilities.

### **Achievement 31**

- a. I have become health conscious and now there is no pain in body and have started feeling stress free.
- b. Have become more regular and punctual in office.
- c. Started taking New Initiatives due to which HOD has assigned new work
- d. With the help of discipline and not wasting time at unnecessary things at work place like gossips, I spend more time doing office work which is helpful in carrier growth.
- e. Started learning new things by ignoring things not important for me or my work.

# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

### **Achievement 32**

- a. I developed my Emotional Intelligence due to which I was able to achieve the following results:
- i. In my daily life, inside and outside of the factory, started listening people's ideas and thoughts.
  - ii. Behave calmly in stressed situation when any problem occurs in plant.
  - iii. Think and understand completely about that problem and then start finding solutions.
  - iv. Able to remember the things for longer period of time.
  - v. Able to better resolve critical issues.
  - vi. Appreciate the efforts of team in both conditions and discuss the progress of tasks at fixed interval to avoid failures thereby improving performance.
- b. By applying active listening and understanding people's thoughts, I started getting more ways to resolve the issue which has improved the performance and reduced the timelines for completing any task.
- c. By developing Emotional self-confidence, people started recognizing me and I started getting more support from plant's stakeholders in the situations I get stuck and discuss with them.

### **Achievement 33**

- a. Developed Self-confidence and collaboration and made one product compliant by making some quality parameters specifications stringent.
- b. Started taking decisions myself or after discussing with family members, if required.

### **Achievement 34**

- a. Developed Emotional Self-Confidence and active listening in myself due to which I was able to achieve the following results:
- i. Behave calmly in stressed situation when any problem occurs in plant
  - ii. By discussing and managing someone's emotion, people started sharing their good and bad with me, also they ready to help me out at any time.
  - iii. Able to remember the things for longer period of time.
  - iv. Handling situations calmly, I get self-confidence to resolve the critical issues.
  - v. Enabled people to take new opportunity without fear of failure.
  - v. Appreciate the efforts of team in both conditions and discuss the progress of tasks at fixed interval to avoid failures.
- b. By applying active listening and understanding people's thoughts, I started getting more ways to resolve the issue which has improved the performance and reduced the timelines for completing any task.
- c. By developing Emotional self-confidence, people started recognising me and I started getting more support from plant's stakeholders in the situations I get stuck and discuss with them.

**Achievement 35:** By training my sub-conscious mind, visualize the daily targets and give best information to the mind for positive thoughts resulting into achieving daily targets in time. Also, get self-confidence to resolve the critical issues.

**Achievement 36:** I was able to save huge amount of time by delegating non-critical job to the team as their additional responsibilities.

### **Achievement 37:**

- a. I have become health conscious and now there is no pain in body and have started feeling stress free.
- b. Have become more regular and punctual in office.
- c. Started taking New Initiatives due to which HOD has assigned new work
- d. With the help of discipline and not wasting time at unnecessary things at work place like gossips, I spend more time doing office work which is helpful in carrier growth.
- e. Started learning new things by ignoring things not important for me or my work.

# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Self Leadership Contd...*

### **Achievement 38**

- a. By conducting daily reviews, I was able to achieve below mentioned results:
  - i. Production and dispatches are done as agreed to meet the business requirement.
  - ii. Complete tracking of activities and giving better clarity to the team member to complete the team target in-time to meet the business requirements.
- b. By increasing Emotional intelligence (Self-awareness, Self-confidence, Social awareness and relationship management), I was able to achieve the below mentioned results:
  - i. Started getting work done from cross-functional team members.
  - ii. Started meeting business needs and customer requirements.
- c. By implementing Active listening, I started:
  - i. Getting proper solutions for the issues.
  - ii. Resolving issues with team's mutual agreement in CFT meetings.

### **Achievement 39**

- a. By conducting execution weekly reviews (Every Monday Morning), I could able to achieve below mentioned results:
  - i. Clarity on Status for current week and plan for next week.
  - ii. Timely Completion of assigned tasks.
- b. By increasing Emotional intelligence (Self-awareness, Self-confidence, Social awareness and relationship management), I was able to improve relationship with stakeholders and was able to achieve below mentioned results:
  - i. Started getting work done from cross-functional team members related to change control approvals, new product documents approvals and batches execution.
  - ii. Continuous interaction with relevant persons to understand their priorities and helping resolve their issues.
  - iii. Document approval and change control approval from CFT was reduced, expecting further improvement.
- c. By implementing Active listening, I started:
  - i. Understanding perspectives of other functions during CFT meetings.
  - ii. Resolving technical issues with team's mutual agreement in CFT meetings.

### **Achievement 40**

- a. By conducting daily planning and meetings, I was able to work in more planned way thereby achieving below mentioned results:
  - i. Execution as per the plan.
  - ii. Identify risks in time and corrective measures taken as per the requirement.
  - iii. Timely Completion of assigned tasks with no last minute rush.
- b. By increasing Emotional intelligence (Self-confidence and self-awareness), I was able to improve the interaction with CFT thereby achieving below mentioned results:
  - i. Started controlling my emotions.
  - ii. Continuous interaction with relevant persons to understand their priorities and helping resolve their issues.
  - iii. Positive impact in results and smooth execution.
- c. By implementing Active listening, I started getting multiple solutions for a problem and choose the best suitable option.



# 90 DAYS ACTION PLAN IMPLEMENTATION

## *Achievements reported by Participants - Contd...*

### **Achievement 41**

a. By reviewing production plan on daily basis, I was able to achieve below mentioned results:

- i. Template was made for Activity /Shift in-charge wise and discussed on weekly basis to ensure no miss.
- ii. Started discussing actions of previous day and next day plan.
- iii. Improvement in re-activeness of team.
- iv. Timely Completion of assigned tasks.

b. By implementing SWIPE analysis, I was able to improve my interpersonal skills to handle internal & external stakeholders including my boss.

c. By focusing on Situational leadership with task, I was able to:

- i. Change my leadership style as per requirement.
- ii. Focus on task or relationship or both as per specific requirement of my team member.
- iii. Achieve targets as per timeline.

### **Achievement 42**

a. By conducting daily reviews, I was able to achieve below mentioned results:

- i. Production and dispatches are done as agreed to meet the business requirements.
- ii. Complete tracking of activities and giving better clarity to the team member to complete the team target in-time to meet the business requirements.

b. By increasing Emotional intelligence(Self-awareness, Self-confidence, Social awareness and relationship management)I was able to achieve the below mentioned results:

- i. Started getting work done from cross-functional team members.
- ii. Started meeting business needs and customer requirements.

c. By implementing Active listening, I started:

- i. Getting proper solutions for the issues.
- ii. Resolving issues with team's mutual agreement in CFT meetings.

### **Achievement 43**

a. By implementing the learnings of LEAP Workshop, I was able to:

- i. Develop Emotional Self-awareness and Confidence.
- ii. Have become optimistic and motivate others positively.
- iii. Improve in my day to day routine tasks in my work area.

b. By implementing The Law of Rubber-band, The Law of Lens, The Law of Influence, The Law of Addition, The Law of Significance and The Law of Mount Everest, I have been able to build my trustworthiness.

### **Achievement 44**

a. By scheduling activities on weekly, I was able to achieve below mentioned results:

- i. Template was made for Activity /Engineer-wise and discussed on weekly basis to ensure no miss.
- ii. Started discussing actions of previous week and plan for next week.
- iii. Improvement in re-activeness of team
- iv. Timely Completion of assigned tasks.

b. By implementing SWIPE analysis, I was able to improve my interpersonal skills to handle internal & external stakeholders.

c. By focusing on Situational leadership with task, I was able to improve relationship thereby over-achieving targets within timeline.

# PAVAN BAKSHI

*CEO - Prime Meridian Consulting Chief Facilitator & Coach*

Pavan specialises and has conducted leadership and organisational development initiatives for leaders from organisations such as IBM, Capgemini ,JP Morgan ,PwC, Saint-Gobain , Ingersoll Rand, Cognizant, CBRE, Samsung ,Mercer, JCB ,Baxter, TAFE, Ericsson, Kotak Life Insurance, ING Life, Mahindra Finance, Sundaram Finance, Godrej, Mastek, Tata Capital, GAIL, Advisory Board, Citrix, Ranbaxy, EMC, Broadcom, Syntel, Akzo Nobel, HP, Target, British Gas, Cairns India, Sri Lanka Telecom, Jubilant Life Sciences, Royal Enfield, Kirloskar, EMC, Glenmark , UFLEX Ltd, Nucleus Software, MINDA Group, Great Eastern Shipping among many other companies.

He has conducted international workshops in South East Asia, USA, UAE, Canada, Africa, Sri Lanka & Germany. He is regularly called as a guest speaker /key note speaker in senior leadership retreats and national and international seminars.

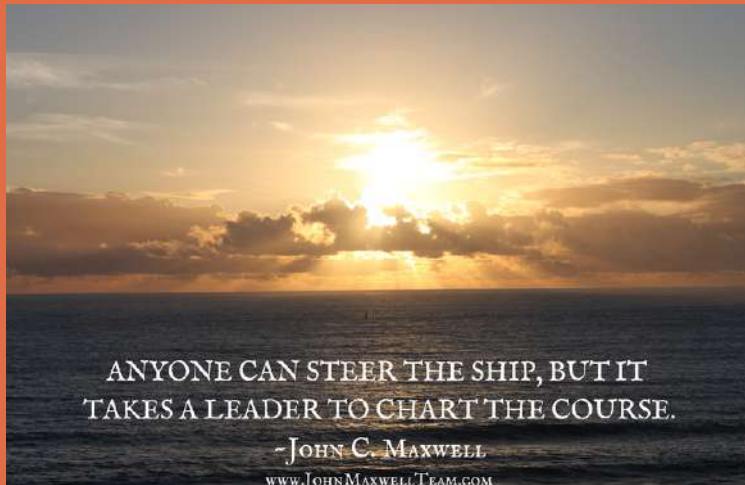
He creates and delivers tailor made interventions as per specific needs of the organisation and is a certified:

- John Maxwell (#1 Leadership Expert) Coach, Speaker and Facilitator.
- Marshall Goldsmith (#1 Executive Coach) Stakeholder Centered Facilitator & Coach (one-on-one coaching, group on-the-job leadership and team development and TRIGGERS) for guaranteed and measurable leadership growth
- Robin Sharma's (Top 5 Leadership Expert) master faculty on "Lead Without A Title (LWT) System™ for building leaders at every level of your organisation.
- Mihaly Csikszentmihalyi (#1 researcher on positive psychology) Flow is Good for Business consultant for conducting blended learning interventions based on the (awarded #1 serious game)- Leadership Development Simulation for decision makers on FLOW Promoting Leadership,
- ICF certified Emotional & Ethical Leadership, Coaching Programs and Women Leadership master faculty of LeaderShape, Global (UK based organisation with a global imprint) for building a performance enhancing and sustainable culture within organisations.
- Collective Leadership Institute, Berlin (cutting-edge organization on collaboration) faculty for navigating change in complex multi-actor settings, stakeholder collaboration and collaborative execution excellence in organisations.
- Project Management Professional from PMI, Neuro-leadership Group brain-based leadership executive coach. Has been a principle consultant with Franklin Covey, India and South and principle consultant and executive coach with Neuro-leadership Group, India and South Asia.

**The only leadership facilitator and coach from India who was selected to share his leadership transformation experiences in a Hollywood documentary (tentatively titled) 'The Life and Legacy of Marshall Goldsmith' due for release in mid- 2020.**







# *The* JOHN MAXWELL **Team**



**Marshall Goldsmith**  
Stakeholder Centered Coaching

**LeaderShape**  
*Shaping Transpersonal Leaders*



Lead Without a Title™  
*"Leaders Growing Leaders"*



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