



LEAD Fellowship Programme- Building Leadership for Sustainable Future

2018-19

Join LEAD (Leadership for Environment and Development)
and Make A Difference

About LEAD Fellowship programme

It is a leadership building programme for leaders that engages mid to senior – career professionals from across sectors on a personal and professional transformation journey. It aims to nurture and transform them into next generation leaders who stand up to the present and future sustainability challenges in their respective domain. The selected candidates join as 'LEAD associates' and graduate as 'LEAD Fellows' to become a lifelong member of live, dynamic global network.



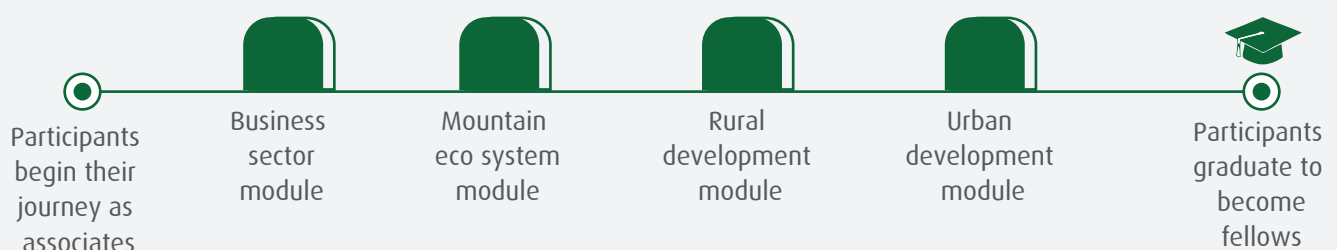
The journey from an Associate to becoming a LEAD Fellow is covered through four residential, experiential learning offsite training modules popularly known as National Training Session.

About National Training Session (NTS)

Each NTS is a week long interactive training held quarterly in a year focused around building leadership for integrating sustainability in development.

To cover the broad and complex gambit of sustainable development the modules are designed in the context of urban, rural, mountain ecosystem and business sector.

Participants will be expected to attend all the four NTS over a span of two years to successfully complete their journey from being a LEAD Associate to becoming a LEAD Fellow.



About LEAD

LEAD is a global network organization with over 3000 cross sectoral LEADers. Our mission is to build 'Leadership for Change' to create a sustainable world. LEAD Fellows, are successful leaders working on a wide range of local to global environmental and development issues in more than 90 countries including Africa, Brazil, Canada, China, India, Indonesia, Japan, Mexico, Pakistan, USA and UK.



The India Chapter of LEAD is managed by LEAD India (A registered society since 2000), which alone has a network of 200+ LEADers with representation in most Indian states. Our network consists of individuals and organization geographically located across the length and breadth of the country.



The Inter related process of LEAD

LEAD not only emphasis on strong technical skills but also look at transforming professionals into future leaders from different realms of life. The inter related elements that stimulate the learning process to achieve this are Knoweldge, Skills and Self- awareness. The program envisions creating a pool of leaders who can foresee and act on the challenges of today and that of tomorrow, for the betterment of their people, organization and the environment



Approach and Methodology

Participants use the **systems approach and Theory “U” – a change management method developed by Otto Scharmer**, faculty, Sloan School of Management, MIT to work on a real life sustainability challenge as being faced locally. It is learner centered, participatory, highly dynamic and stimulating.

Systems Thinking:

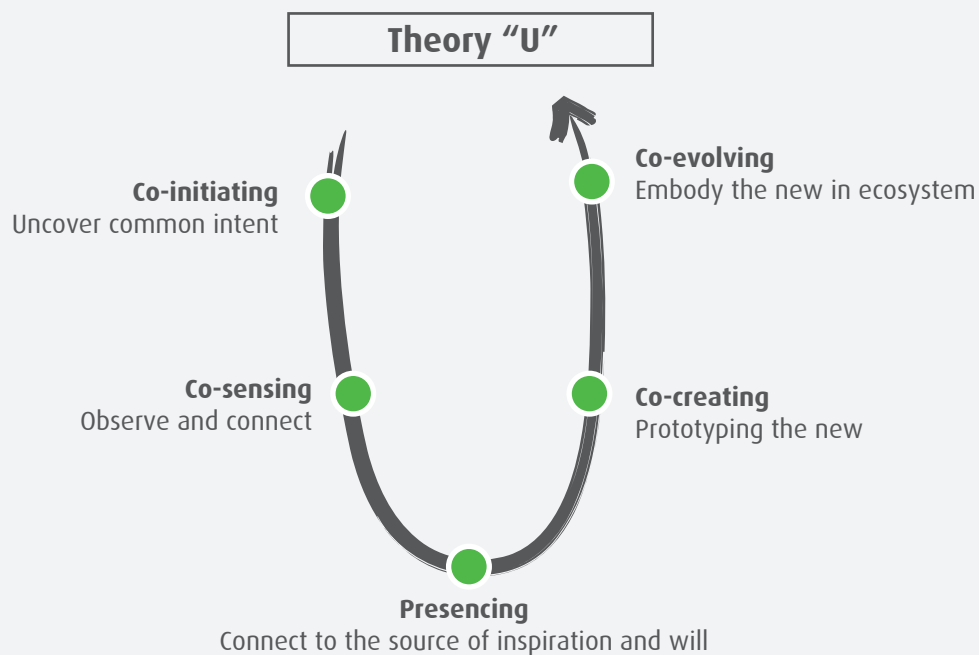
Understanding complex inter-relationships between elements of an organization and see a system as a whole.

Adaptive Leadership:

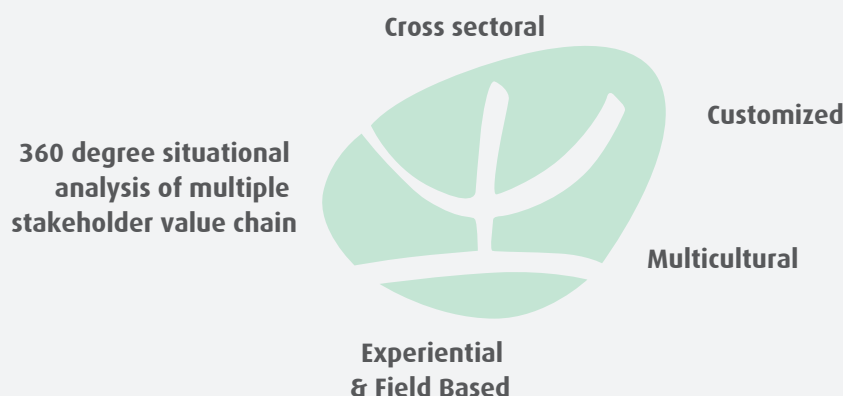
An approach of Harvard Kennedy School to diagnose, interrupt and innovate interventions in complex adaptive challenges to increase efficiency by "getting on the balcony".

Oriental Philosophies of the East:

Adapting insights from old age literature such as Bhagwat Geeta and teachings of Buddha.



Design Principles



Tentative Calendar for National Training Sessions

Building Leadership for Integrating Sustainability in:

Business Sector July 2018	Mountain Eco System October 2018	Rural Sector January 2019	Urban Sector April 2019
Knowledge			
Development dilemma for business (Sustainability Vs. Profit)	Understanding development challenges and needs of mountain ecosystem	Rural development its needs issues challenges and opportunities, gaps in policy practices	Urban Development and Issues of Sustainability
Mandatory CSR (what does it mean for the corporate)	Impacts of climate variability on mountain life	Development best practices and technological solutions for rural development	Sustainability challenges in transport, energy, health, water, waste and housing sectors
Rehabilitation, Resettlement – challenges and opportunities	Getting to know Ladakh its natural beauty, fragility, unique culture and people	Sustainability challenges for village development, inter relations of health, water, sanitation, agriculture, natural resource and livelihood sectors	Urban governance, development issues and challenges
Stakeholder consultation across value chains	Harnessing renewable and traditional conservation practices and embracing modern development	Community preparedness to impacts of climate change and disaster risks	Solid-waste management in urban settings
Integrate sustainability in corporate functioning-a real life scenario	Leadership in motion-meet real heroes who modeled development solutions		Needs and approach for making a city smart
	Experiencing mountain life with community		
Skill			
Unlearning to learn	Solving complex problem with theory “U”	Negotiation	Vision and Values
Understanding Self Know your mental model, patterns and beliefs	Appreciative Inquiry	Effective Communication	
Emotional Intelligence-Leadership to deal with frames of mind	Stakeholder Engagement	Adaptive Leadership	
Systems Thinking			

Real life; Real time field based challenge for each module to apply the learning. The design will be customized to address the learning needs of the selected group of multidisciplinary participants.

Individual Takeaways:

Self awareness, practicing mindfulness and enhanced ability to deal with difference of opinions and stances

Increased ability to understand frames and mental models of multiple stakeholders and ways of enrolling them

Leadership in motion by embedding empathy as a core value towards decision making and leading teams

Solving problems through a systems approach and Theory “U”

Innovation emerging from clarity on complexity, interconnectedness and multidisciplinary facets of sustainability

Forge networks with multi-sectoral national and global experts



Lifelong Journey - Lifelong dividend:

Become part of the global network of LEAD Fellows from multiple sectors, regions and countries

Lifelong access to a rich pool of expertise from a varied domain that can be leveraged to synergize one's own initiatives

Access to institutional support from LEAD India to start up social enterprises/interventions geared towards the cause of sustainable development

Collaborate with LEAD India to design and deliver need based interventions for change

Get an opportunity to associate with varied on-ground projects and contributing to SDGs

Continuous learning through peer interactions and expert consultations

Organizational Takeaways:

Learn from the success stories of Government, corporate, NGOs and communities who are implementing best of the appropriate technologies and practices for sustainability.

Resilient employees leading to bringing organizational effectiveness

Ability to address conflict situations resulting from eco system driven leadership

Access to a global network of organizations, academic institutions, Government agencies and businesses.

Better stakeholder engagement





Enhanced ability of leaders to solve conflict, complex situations and contribute to building a brand equity amongst stakeholders

Collaborations and partnerships to build capacities on technical know how



Eligibility Criteria and Application Deadline

Eligibility Criteria:

-  Professionals from any sector with:
-  Minimum 5 years of work experience
-  Passion and commitment for change
-  Working knowledge of English language

Last date for submitting application: 30th April, 2018

Fees:



INR 2.5 Lakh* , inclusive of training fee and faculty, study material, board and lodging, local travel and site visits.

*Participants are expected to bear costs of reaching the session locations

Scholarship Support: Limited and available for eligible candidates.

How to apply

To take an informed decision or know more about LEAD journey, you can speak with our Fellows
Contact us at associate@leadindia.org

-  Fill it online or download from our website
-  Contact LEAD India secretariat for a copy of it.

Shortlisted candidates will be informed via email.

Contact Us



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Deepti Kalra- 9968475511 / Vidya Nair - 9717708087



"This is amazing, this is excellent and rich stuff. I was expecting this kind of an out-of-the box thinking and must say, we have got much more value than we thought we would. I marvel the processes of LEAD training which churned so many diverse perspectives to give us some fantastic suggestions. In one day of field study to come up with recommendations! It is a testimony of something LEAD does, nothing less than magic...Thank you for being here. You all are welcome to come to Tata Steel again"

Biren Bhuta,

Ex Chief, Corporate Social Responsibility,
Tata Steel

"would never have dreamt of establishing an NGO with a global mandate but for LEAD ! We have done international Projects and many a times depended on LEAD Colleagues to support us eg. When I took a delegation from Indian Farmers and researchers to Mexico, LEAD colleagues from their helped in content development and administration."

Ganesh Pangare,

Asia-Pacific Regional Director,
IWA

"I became aware of my patterns and assumptions I make in everyday life. I have been able to consciously work on suspending these assumptions and my colleagues and team members compliment me for having become less reactive and better listener."

Debartha Banerjee,

Director & Founder,
Sampurn(e)arth Environment Solutions,
Mumbai

"The excitement and challenge of working with a multicultural, multi disciplinary group for a shared vision has been the most rewarding experience. LEAD has also helped me to make better choices at personal level- choices that I think are the best for me and our world."

Veena Ravichandran,

Founder & Chief Executive,
Climate and Development Consulting Inc.
Canada

"It is the journey you are set on now that you will terribly miss, once a fellow – Like I do now
It makes you laugh, makes you think, Makes you breathe, while you create new links...
It makes you wonder, makes you fret, Makes you sleepless with dreams you won't regret...
This is not just for leadership fostering Earth's vitality.

Lead fellowship is a journey nothing less than pure spirituality"

Kanika Pal,

Vice president CSR,
Sony Pictures Network.

