



भारतीय प्रबंध संस्थान कोषिकोड  
**Indian Institute of Management Kozhikode**  
*Globalizing Indian Thought*



# Leadership Coaching for High Performance and Talent Management

Step into Next Gen Leadership with IIM Kozhikode  
—A Global Pioneer in Executive Education

## 4-Day Immersive Learning at IIM Kozhikode Campus

**#4** In India, #70 Global Rank,  
Financial Times Open  
Enrolment Rankings 2024










**#3** NIRF India  
Ranking 2024,  
Management



Immersion Dates:  
10 September to 13  
September 2025

# Programme Summary

## Leadership Coaching for High Performance and Talent Management

 <b>Learning Mode</b> On campus at IIM Kozhikode	 <b>Programme Duration</b> 4-Day Immersive learning	 <b>Cost</b> INR 1,50,000 + GST   USD 2750
 <b>Payment Options</b> Basic Instalment Plans	 <b>Special Pricing</b> Special pricing up to 10% discount is available for corporate plans	 <b>Faculty</b> IIM Kozhikode
 <b>Programme Director</b> Professor Debashis Chatterjee	 <b>Industry Experts</b> Mr Abhijit Bhaduri	 <b>Eligibility</b> Minimum Graduate or Diploma Holder (10+2+3) should have at least 10+ years of work experience

## Frequently Asked Questions

### What will be the mode of learning?

There will be 4 days of campus learning at IIM Kozhikode. The learning experience will include faculty teaching sessions from Professor Debashis and Industry Expert Mr Abhijit, rich discussions, seasoned peers, case-based learning, assignments and role plays.

### What type of certificate will I receive?

Upon successful completion of the programme, participants will be awarded a certificate of completion.

### Will I receive alumni status from the Institute upon completing this programme?

Upon completion of this programme, participants will not be awarded with IIM Kozhikode Executive Alumni Status.

### What if I don't find the programme appropriate after submission of the programme fee? Can I seek a refund?

We encourage the participants to complete the programme to fully understand the concepts and derive valuable learning outcomes. Should you still feel the need to stop your learning journey, a refund request can be initiated before the programme commencement. However, after the programme commences, the fee becomes non-refundable.

### Does the programme fee include travel and accommodation charges?

The programme fee does not cover travel expenses, but it does cover the accommodation and food on campus. The Institute will provide the required documents, but obtaining a visa will be the participant's responsibility.

### Will the Institute help with the visa application and procurement?

For international participants, IIM Kozhikode will help with a letter from the Institute to ease the process of the visa application. However, the charges have to be borne by the participant.

Note: This Programme Summary is provided only for your convenience. You are advised to refer to the Programme Brochure for more information.

# Director's Message

At IIM Kozhikode, we have long believed that leadership is not merely about directing people—it is about inspiring them to thrive, evolve, and grow. In an era marked by rapid transformation, the ability to lead with empathy, clarity, and foresight is no longer optional—it is imperative. That is why we have chosen to think in terms of what IIM Kozhikode will be able to contribute to India and the world some three decades from now with 'Vision 2047: Globalising Indian Thought'.

The **Leadership Coaching for High Performance and Talent Management** is our response to this need. This programme is a leadership intervention—a transformative journey for those ready to move beyond managing performance to shaping culture, vision, and impact.

Across four immersive days on our verdant Kozhikode campus, participants will be exposed to the most relevant frameworks in coaching, mindful leadership, and strategic talent management. The experience combines academic rigour with practical wisdom—delivered by some of the finest minds in business and leadership today.

At IIM Kozhikode, we don't just teach leadership—we nurture it. We welcome you to join us in this experience of growth, reflection, and lifelong learning.

*Debashis Chatterjee*

**Prof. Debashis Chatterjee**

Director,  
Indian Institute of Management Kozhikode



# A 4-Day Leadership Programme for the Next Generation of Visionaries

In an era defined by complexity, disruption and human capital, leadership must evolve. It's no longer enough to deliver operational excellence—enterprise leaders must inspire people, build cultures, and lead with empathy and clarity.

Designed for CXOs, entrepreneurs, founders and senior professionals who are ready to scale their leadership influence, **Leadership Coaching for High Performance and Talent Management by IIM Kozhikode** is a strategic four-day immersive learning experience that will equip you with the mindset and mastery to lead people-powered organisations. It is a powerful opportunity for growth-ready leaders to rise, reskill, and redefine what leadership means in the new world.

**This one-of-a-kind programme blends:**



**Faculty-led  
interactive sessions**



**Live role-  
plays**



**Real-world case  
discussions**



**Hands-on  
exercises**



**Networking with a  
diverse global cohort**

## Turning Leadership Theory into Practice

What sets this programme apart is its focus on leadership as both a science and a craft. Through its distinctive design, the programme empowers participants to translate leadership theory into meaningful, real-world impact.

**01 Mentoring Simulations**

**02 Panel Discussions**

**03 Scalable Talent Frameworks**

**04 Live Sessions at IIMK Campus**



# Outcomes You Can Expect

## Elevate Your Leadership. Expand Your Strategic Influence.

Gain advanced capabilities in coaching, talent management, and cross-functional leadership through a rigorous, experience-driven curriculum designed for senior professionals shaping the future of organisations.

Upon completing this programme, you will walk away with actionable leadership strategies and an elevated ability to:



### **COACH HIGH-PERFORMING TEAMS:**

Apply advanced coaching frameworks from contemporary best practices and wisdom traditions to inspire, align and grow individuals and teams across levels.



### **MINDFUL LEADERSHIP IN THE 4.0 WORLD:**

Harnessing experiential techniques and mindfulness practices to navigate complexity with clarity and emotional intelligence.



### **LEAD ACROSS BORDERS:**

Develop cultural intelligence and adaptive leadership skills essential for cross-functional, global leadership roles.



### **RETAIN AND ATTRACT TOP TALENT:**

Build compelling employer value propositions and magnetic talent brands that differentiate your organisation.



### **STRATEGISE WITH DATA:**

Use HR analytics and workforce planning tools to build sustainable succession and retention strategies.



### **TRANSFORM FROM ACHIEVER TO LEADER:**

Move beyond operational execution to purpose-driven influence that defines your leadership legacy.

**This is leadership redefined—not by position, but by purpose and impact.**

# Who Should Attend

## Tailor-Made for **High-Potential, People-First Leaders**

This programme is designed for ambitious professionals who are already shaping teams, driving business decisions and are now ready to enhance their leadership impact:

### **CXOs and Business Heads**

Professionals seeking to strengthen their ability to think, act and deliver across multiple dimensions encompassing the financial, operational, strategic and human implications of business decisions.

### **CHROs and Senior HR Leaders**

Professionals aiming to apply data-driven decision-making for succession planning, employee engagement, and performance optimisation.

### **C-suite and Cross-Functional Business Leaders**

Professionals looking to manage multicultural teams and transitions, and to build inclusive and adaptive leadership ecosystems.

Incorporate insights from neuroscience and behavioural science into talent development strategies.

#### **Eligibility:**

- **Graduate (10+2+3) or Diploma holders (Only 10+2+3)** from a recognised university (UGC/AICTE/DEC/AIU/State Government/recognised international universities).
- Candidate should have a **minimum of 10+ Years** of experience at the time of applying for the programme.



# Your 4-Day Learning Journey

## Built on 7 Strategic Pillars of Leadership Growth | Experiential Leadership Learning

This is not just a programme—it's a high-impact leadership transformation journey. Rooted in real-world relevance, **Leadership Coaching for High Performance and Talent Management** is built around seven dynamic learning pillars that blend evidence-based insights, experiential learning and practical application. Each pillar is designed to sharpen your leadership edge and elevate your influence where it matters the most—in your people, your strategy, and your impact.

### Pillar 1

#### Transformational Leadership Coaching-High-Impact Coaching Methodologies and Practice

AI or AM I: Leadership and the Cognitive Revolution

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Leadership and Emotional Culture

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How to Change the Mindsets

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### Pillar 2

#### Mindful Leadership in 4.0 World: Learning Experiential Methods and Mindfulness Practice

Neuroscience and Insights from Wisdom Traditions of Mindful Leadership

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Methods and Mystery of Mindfulness

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Mindfulness : Reflective Practices for Impact and Awareness

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### Pillar 3

#### Transitioning from Achiever to Leader: Authenticity, Productivity, Connectivity and Possibility

Developing Authentic Leadership Presence

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Leadership Storytelling Workshop: Craft and Present a Compelling Leadership Vision Using Storytelling Techniques

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Note:

Modules/ topics are indicative only, and the suggested time and sequence may be dropped/modified/adapted to fit the total programme hours.

## **Pillar 4**

### **Future Ready Workforce Planning –Addressing Skill Gaps, Talent Velocity, and Internal Mobility**

Live Panel with CHROs to Engage on Talent Branding Best Practices

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Developing a Unique Employer Value Proposition (EVP)

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## **Pillar 5**

### **Data Driven Talent Strategy-Leveraging HR Analytics for Retention and Succession Planning**

Career Pathing Conversation: Simulate a Career Progression Conversation Between a Manager and an Employee

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Enhancing Talent Velocity and Internal Mobility

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## **Pillar 6**

### **Global Talent Management-Cross-Cultural Leadership and Executive Transition Strategies**

Cultural Intelligence and Global Leadership

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Case Study Discussions on Cross Cultural Business Negotiations

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AI-Powered Workforce Planning Exercise (by Using HR Tech Tools Such as LinkedIn, Talent Insights and Workday)

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## **Pillar 7**

### **Magnetic Talent Branding-Strategies to Attract and Retain Top Industry Talent**

HR Analytics for Talent Retention and Engagement (Using Case Studies and Understanding Attrition and Skill Gaps)

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Building a Data-Driven HR Culture

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Succession Planning with Data-Driven Insights

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Note:

Modules/ topics are indicative only, and the suggested time and sequence may be dropped/modified/adapted to fit the total programme hours.



# Leadership, Taught by a Leader



## **Professor Debashis Chatterjee**

Director, IIM Kozhikode

Prof. Chatterjee is a distinguished academic and leadership expert, a Post-Doctoral Fulbright Fellow from Harvard University, a PhD in Management from the University of Pune and a Fulbright Fellow at MIT and the University of St. Thomas.

He has held leadership roles at prominent institutions, including IIM Kozhikode, IIM Amritsar, and SP Jain School of Global Management in Singapore. He has conducted leadership workshops for companies like Ford and British Petroleum.

He is also an acclaimed author of several books, including "Krishna, The Seventh Sense" and "Timeless Leadership: 18 Leadership Sutras from the Bhagavad Gita". His latest books Karma Sutras & Leadership Chronicles : My experiments with Globalizing Indian Thought were published by Penguin India.

His thought leadership has earned him numerous accolades, such as the Bharat Asmita Acharya Shreshtha Award, and recognition among India's Top 50 Thinkers. In addition to his academic achievements, he has served on prestigious boards, including the Reserve Bank of India Appointment Board.



# Learn from India's Best



## Mr Abhijit Bhaduri

Global Talent Management Expert and Author

Described by Forbes magazine as “One of India's most interesting globalists”, Mr. Abhijit Bhaduri brings decades of real-world expertise in leadership and talent strategy to the IIM Kozhikode classroom. Former Chief Learning Officer at Wipro and Global Head of L&D at Microsoft, he has coached leaders across Fortune 100s, high-growth start-ups, and global organisations.

Ranked among the **Top 10 global learning experts**, a **LinkedIn Top Voice** and **India’s No.1 HR influencer (SHRM)**, Mr Abhijit Bhaduri is a trusted advisor to C-suite leaders navigating growth, transformation, and culture building.

A bestselling author and the mind behind frameworks such as **Work-Worker-Workplace** and **Career 3.0**, he blends strategy with storytelling to spark real change in how leaders coach, inspire, and grow their teams.

With over **1 million followers** and a **300K+ subscriber** base to his weekly newsletter, Mr Abhijit is not just teaching talent—he’s shaping its future.





# The IIM Kozhikode Legacy

Why IIM Kozhikode? **Because Legacy Matters.**

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Ranked among **India's top IIMs** for executive education

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**1800+ professionals** trained in leadership development

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**Alumni in leadership roles** at Google, Tata, Accenture, HUL, Shell, DBS Bank and more

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**55,000 + professionals** trained at MDC

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Partnerships with **60+ International Universities/B-Schools**

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# Programme Certificate

Participants will be awarded a completion certificate from IIM Kozhikode on successfully completing all evaluation components.



**Note:**

The certificate shown above is for illustrative purposes only and may not be an exact prototype of the actual certificate. IIM Kozhikode reserves the right to change the certificate and specifications without notice.

# Upskill for Strategic Leadership Roles!

## Programme **Details**

Institute Name	IIM Kozhikode
Learning Mode	Live Sessions at IIM Kozhikode Campus
Programme Duration	10 <sup>th</sup> Sept 2025 to 13 <sup>th</sup> Sept, 2025
Programme Fee	INR 1,50,000 + GST   USD 2,750
Eligibility	Minimum Graduate or Diploma Holder (10+2+3) should have at least 10+ years of work experience

- Note:**
- Admissions are on a first-come, first-serve basis. There might not be subsequent rounds if seats are filled in the initial rounds.
  - GST (currently @ 18%) will be charged extra on these components for Indian students.
  - The school will be providing study materials in an electronic format.

- Other Important Information:**
- There will be single occupancy for each of the learners at the IIM Kozhikode campus.
  - Travel expenses are to be borne by the learner. For international learners joining the programme, visa charges are exclusive of the programme fee. IIMK will share the letter of recommendation for fast-tracking the visa process.





Apply for the Programme Here

**APPLY NOW**

Refer Your Colleague and Earn Benefits

**REFER NOW**



**WhatsApp an advisor on +91 86570 38243\***

\*This number does not accept any calls. Please message your queries.

For registration and any other information, please  
get in touch with us at [iimk.execed@emeritus.org](mailto:iimk.execed@emeritus.org)

### **IIMK MDP Office Contact Details:**

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Email Address: [leadership4.0@iimk.ac.in](mailto:leadership4.0@iimk.ac.in)



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