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# Kapur Leadership Academy




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The Kapur Leadership Academy enhances leader performance, fosters organizational growth, and cultivates interpersonal development. Our academy inspires participants to invest in their growth by creating a strong community within the cohort while aligning with their professional and personal goals and team objectives.

To maximize value, we provide kinesthetic learning experiences that incorporate real-world examples, hands-on practical application, and the integration of current projects into the learning process.

We customize the academy experience to meet the needs of each cohort. Leaders engage in a development experience that includes 360-degree assessments, collaborative learning within the cohort, leader roundtable conversations, and one-on-one confidential coaching. Our academy design promotes accelerated growth and ensures valued experiences. 



# Kapur Leadership Academy Outcomes

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## **Emotional Intelligence**

Strengthen the ability to recognize and manage emotions to improve professional relationships.



## **Communication**

Learn techniques to communicate with influence and confidence.



## **Conflict Management**

Acquire practical tools for managing and resolving conflicts, fostering a harmonious team culture.



## **Adaptability and Resilience**

Strengthen resilience and proactively adapt when leading change efforts.



## **Coaching and Mentoring Skills**

Enhance the ability to guide and develop team members, promoting a culture of trust and high performance.



## **Decision-Making**

Strengthen critical thinking and problem-solving skills to make well-informed, strategic decisions in complex situations.



## **Strategy to Execution**

Build knowledge and skills to define, plan, and execute projects that translate strategy into valuable outcomes for the organization. ■

# The Academy Experience

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## Pre-360 Assessment

Assessments that measure coachable, teachable competencies.

The process is confidential and anonymous to support candid and productive feedback.

The pre-assessment outcomes contribute to professional development goal setting.

Academy participants review feedback with their coach to debrief, reflect, and set goals.

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## Workshops

Academy workshops are opportunities for participants to team up and learn methods to effectively drive strategy to execution, collaboratively plan, and lead change to ensure value creation for the organization.

Teams experience hands-on practical application with numerous job aides provided.

Capstone projects can be integrated into workshop experiences.

Workshop topics are curated from Kapur's curriculum to meet the needs of each cohort.

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## Roundtable Conversations

Facilitated, leader to leader dialogue

Small group format

Timely, relevant topics

90-minute conversations

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## 1:1 Leadership Coaching

Confidential

Leader development goal setting

Monthly or bi-monthly cadence

50 – minute conversations

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## Post - 360 Assessment

Improvement from 360 pre-assessments is evaluated.

Academy participants review feedback with their coach, reflect, and debrief on professional development goal achievement. ■

# Academy Cadence

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<b>Month 1</b>	..... Kick-off ..... Pre- 360 Assessment ..... Coaching 1
<b>Month 2</b>	..... Workshop 1
<b>Month 3</b>	..... Round Table 1 ..... Coaching 2
<b>Month 4</b>	..... Workshop 2
<b>Month 5</b>	..... Round Table 2
<b>Month 6</b>	..... Coaching 3
<b>Month 7</b>	..... Workshop 3
<b>Month 8</b>	..... Round Table 3 ..... Coaching 4
<b>Month 9</b>	..... Workshop 4
<b>Month 10</b>	..... Round Table 4
<b>Month 11</b>	..... Post- 360 Assessment ..... Coaching 5
<b>Month 12</b>	..... Final Presentations ..... Closure

# Kapur Leadership Academy Capstone Project Option

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Academy members organize into project teams, and each team is designated a project from the organization's current project portfolio.

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Teams build a project proposal and plan that includes setting measurable objectives, defining roles and responsibilities, assessing feasibility, performing stakeholder analysis, building a work plan, assigning resources, and creating a schedule.

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The teams' plans also address anticipated risks, communication plans, and strategies to manage expected organizational change impacts.

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Teams evolve their skills and are coached to deliver team presentations to senior leaders and key stakeholders for review, comment, and approval. ■

# Quotes from the Leadership Academy

## Prioritization

In my academy experience, I learned frameworks to assess and triage “what value is this to the enterprise” in determining what work needs to be done in what order. As a result, we triaged resources and repositioned some of our units that focused on lower priority markets to shift to our higher value strategic markets.



## Emotional Intelligence

I was equipped with a powerful toolkit and approaches to prepare for high-emotion, high-stakes situations. I learned the importance of strategic preparation for critical meetings. This mindset has helped me show up with more confidence and clarity.

I learned the effectiveness of performing discovery and the impact of asking open-ended questions, shifting from quick judgments to deeper understanding before making decisions. Choosing to be curious instead of making assumptions leads to more informed conversations and decisions.



## Team Effectiveness

I found great value in how real-world examples emphasized providing background and rationale for work decisions. This approach reinforces that when your team has the proper context, they are empowered to perform at their best.

In the round-table conversations, we role-played real work situations, helping me understand the importance of taking time to connect with my team beyond their work output. Walking the floor and engaging with them has significantly impacted my relationships and team dynamics.



## Executive Presence

I discovered the factors holding me back from presenting my best self in front of senior executives. By unpacking moments of situational self-doubt and exploring the root causes, I've significantly reduced stress and quieted limiting inner narratives. I now communicate with more confidence, authenticity, and a more open mindset.



## Horizontal and Vertical Leadership

I was held accountable in the best way. The academy challenged me to recognize when my inaction was driven by avoidance rather than necessity. I was encouraged to ask myself, 'Does my inaction add value to my organization?' This shift in perspective and practical tools for productive engagement empowered me to work through challenges with confidence and purpose.



## High Impact Executive Communications

I discovered how to refine my messaging by focusing on what truly matters. I learned to determine what to communicate and how to ensure what I say makes the intended impact. A takeaway was that just because something is a fact doesn't mean it needs to be stated. Instead, focus on what strengthens relationships and advances business objectives.



## Enterprise Leadership

Through our capstone project work in the academy, I gained clarity on how to approach a complex transformation to enhance our digital presence. I identified gaps in my strategy and refined the narrative to improve collaboration and buy-in. As a result, we secured approval and resources to launch our digital pilot successfully.



Connect with us to invest in your leadership.



KAPUR



11040 Bollinger Canyon Road, Suite E-415  
San Ramon, CA 94582



925-275-8000



[www.kapur.net](http://www.kapur.net)