RISE ABOVE THE RANK AND FILE

Post Graduate Certificate in
Senior Leadership (Batch 05)

Effective Leadership

Today, leaders need the ability to address complex challenges and lead through change and disruption in new and innovative ways. Effective leadership is essential to effect successful change. Change leadership is all about working together to create a shared understanding of the change required to execute the strategy, and how best to make it happen.
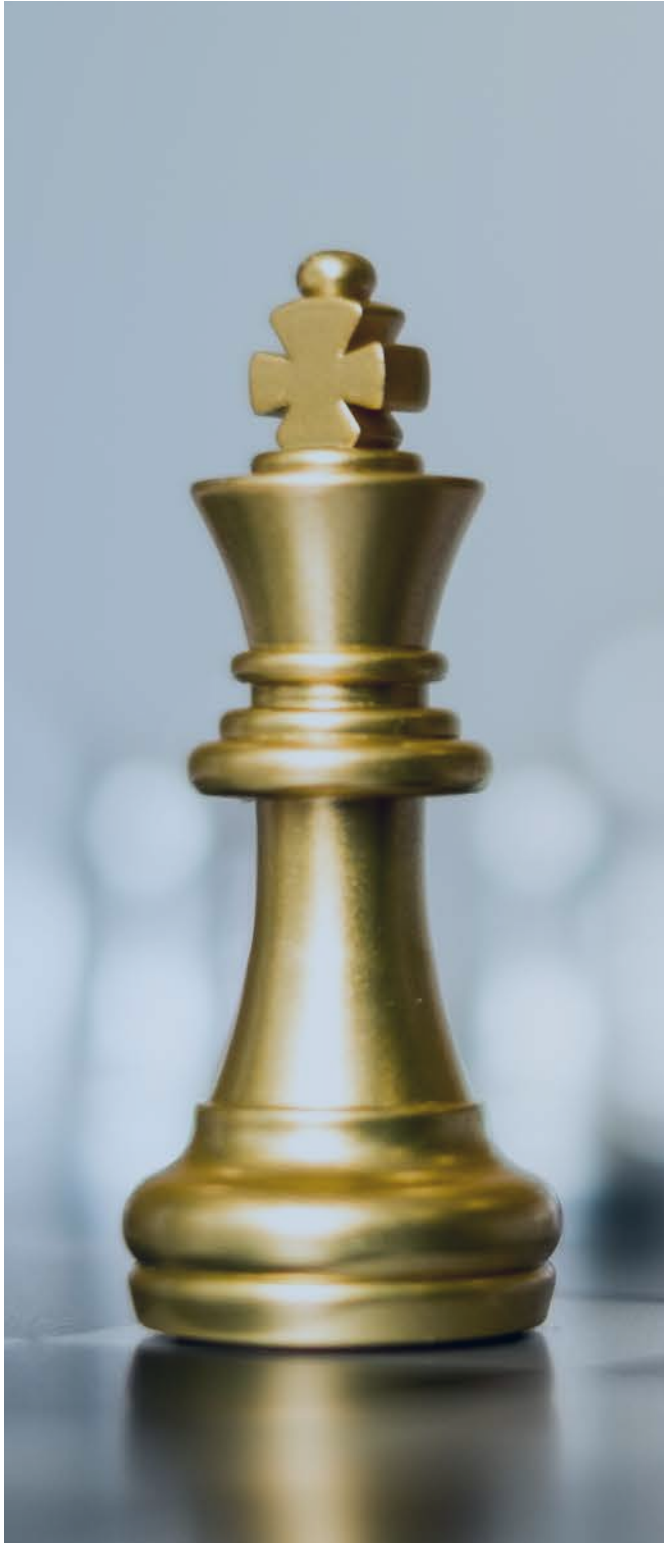
When leaders fail in fulfilling expectations, their teams become disillusioned, confused, and unmotivated, and eventually, the business suffers. Leaders must manage change, or it will manage them, as declared in a book on Change Management by Frank Voehl and H. James Harrington. When leaders fulfil their role effectively, business outcomes are achieved efficiently and sustainably, meeting the expectations of all stakeholders. Effective leaders engage with everyone involved, understand the necessity of guiding and motivating teams, and are inherently resilient.

Essential Leadership Traits

Communication	Ability to Inspire Others
Positivity & Enthusiasm	Emotional Intelligence & Empathy
Strategic Thinking	Forward Thinking
Decisiveness	Confidence
Integrity	Self-improvement

Post Graduate Certificate in Senior Leadership (PGCSL)

The senior management's role is to keep a team focused and motivated. This would require effective communication of strategy, negotiation and the ability to influence team behaviour and manage team results. In a senior role, it's crucial that one has the right blend of soft skills and a strategic mindset to achieve specific performance outcomes at one's organisation. The **PGCSL** programme equips its participants with the critical skills to lead an organisation to success.

Programme Highlights

Contextually designed 12 months programme for senior managers and proven business leaders

Campus immersion module of five days

Focus on real business use cases

Peer-learning and networking opportunities with a diverse participant profile

XLRI Certification & Alumni status

Learning Outcomes

Understand nuances of leadership and dynamics of the market

Develop strategic thinking mindset and expertise at strategy implementation

Learn how to create corporate value and build sustainable organisation

Learn to create high-performance teams and lead organisational growth

Learn to create a culture of creativity & innovation to lead change

Programme Curriculum*

Module I – Strengthening the foundation

1. Anchors of leadership
2. Dynamics of markets
3. Leadership communication

Module II - Setting the direction – Strategic thinking

4. Building a responsible organisation: Sustainability and ethics
5. Creating corporate value
6. Strategic thinking for leadership growth

Module III - Strategy implementation

7. Organisational structure and HR alignment
8. Corporate governance
9. Enterprise risk management
10. Digital transformation
11. Creating high-performance teams

Module IV - Leading change

12. Conflicts management and negotiations
13. Business turn-around management
14. Corporate culture, creativity and innovation

Project (Optional, only for eligible participants)

An individual project will involve the identification of leadership challenges and opportunities within the participant's organisation or any business organisation. The issues will be fine-tuned through a series of interactions and guidance of XLRI faculty.

Archives of Session Recordings shall be made available to all students at no additional cost until the conduct of the end-term exam for the course for all students.

Pedagogy

The above-stated objectives will be attained through:

- A very intensive programme useful from a corporate management viewpoint
- 12 months intense learning which also includes a campus study module of learning at the XLRI campus and the rest on the interactive learning platform
- Project work, lecture series, case methods, group work, term papers, assignments and dissertation
- Rigorous assessment with negative marks in some courses

Programme Delivery

Sessions will be conducted on BCCL Interactive Learning (IL) platform and delivered in Direct-to-Device (D2D) mode that can be accessed by learners on their Desktop, Laptop, Tablet or Smartphone.

Duration
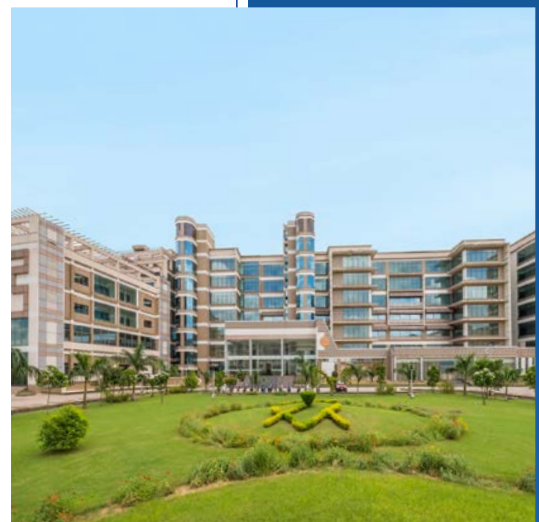
12 Months

Schedule

Saturday 09:00 a.m. – 12:00 noon
Sunday 03:30 p.m. – 06:30 p.m.

Campus Immersion

There will be 5 days of campus immersion at XLRI Jamshedpur*

*The in-campus modules are subject to the conditions that prevail at that point of time.

These conditions pertain to the pandemic or other unavoidable reasons. In case the on-campus module is not confirmed due to COVID-19 situation, the same will be included in the total number of online sessions.

Who Should Attend?

PGCSL is targeted for the elite group of senior managers and proven business leaders with a zeal to accelerate both organisational and personal growth.

Eligibility Criteria

- Bachelor's Degree (10+2+3 or 10+2+4) or its equivalent from a recognised University or Institution approved by UGC/AICTE/DEB/AIU/State Government
- Minimum 10+ years of work experience post completion of the qualifying education with relevant managerial experience and aspiring to take on leadership roles in their organisations

Admission Criteria

- Academic record
- Years and quality of work experience

Selection will be based on profile and SOP

Assessment & Evaluation

- Each module will have an evaluation component designed by the respective faculty. The mode of evaluation may contain case analysis, quizzes, class participation, individual or group projects

- End term /Mid-term examination to be conducted at designated slots by XLRI

Certification & Alumni Status

*Disclaimer: All certificate images are for illustrative purposes only and may be subject to change at the discretion of XLRI Jamshedpur.

Certification

- Candidates will successfully complete the programme if they are evaluated for all modules with good grades

- Successful candidates will receive a 'Certificate of Completion' from XLRI Jamshedpur and the certificate will be awarded on the XLRI campus during the graduation ceremony

- Those with requisite participation but unable to complete successfully will receive a 'Certificate of Participation'. It will be mandatory for participants to complete the campus module for successful completion of the programme

Alumni Status Benefits

- Time-to-time update on programme-related information and newsletters
- Life-long access to XLRI's alumni network with updates of alumni events
- Onsite access to XLRI library
- Discount on different programmes offered through VIL platform as per the institute's norms

Programme Fee

Particulars	Amount* (₹)
Processing Fee (Post registering successfully, candidates are expected to make an online payment)	10,000
Total Fee (Exclusive of Processing Fee)	**4,18,000**

Note:
- All fees, except the Processing Fee, are payable directly to XLRI. Processing fees are non-refundable.
- *GST and other taxes shall be collected as per the applicable laws.
- In case the entire programme fee is paid in a single instalment then a discount of 5% on tuition fee will be applicable.

Instalment Schedule

Instalment	I		II	III	IV	V
Date	At the time of application	Within 15 days of result declaration	20th November, 2022	20th February, 2023	20th May, 2023	20th August, 2023
Amount* (₹)	10,000	60,000	89,500	89,500	89,500	89,500

*Taxes extra as applicable.

Programme Timelines

Application Closure Date	**10th October, 2022**
Academic Orientation and Inauguration	**22nd October, 2022**
First Session	**29th October, 2022**
Programme End Date	**October 2023**

XLRI
Xavier School of Management
For the greater good

8th	**1**st	**2**nd
in NIRF Rankings 2021	in Outlook ICARE Rankings 2021	in Economic Times B-School Rankings 2021

One of the oldest management institutes in India, XLRI (Xavier Labour Relations Institute) was founded in 1949 by Fr Quinn Enright, S.J. in the 'steel city' of Jamshedpur.

Over the last six decades, XLRI business college, Jamshedpur has grown into a top-ranking business management school of international repute with a wide portfolio of management programmes and research publications. XLRI alumni are spread around the globe and have demonstrated responsible business leadership in their organisations.

Ranked among the top management institutes of the country, XLRI boasts of a 100% placement record.

XLRI Jamshedpur is an AACSB and AMBA accredited B-school and has also earned accreditation from the National Board of Accreditation (NBA).

Global Accreditations

TimesPro, the award-winning EdTech initiative of The Times of India Group, was established in 2013 to cater to the diverse learning needs of Indians with aspirations of career growth.

Taking the rich legacy of trust, knowledge, and learning of The Times of India Group forward, TimesPro strives to embody the values of Education 4.0 – learner-centric, industry-relevant, role-specific, and technology-enabled – in its executive education programmes.

Ranging across industries and domains, these programmes are curated and offered in collaboration with premier national and global educational institutions to fulfil the aspirations of millions of professionals by equipping them with the right knowledge and skills.

TIMESPRO