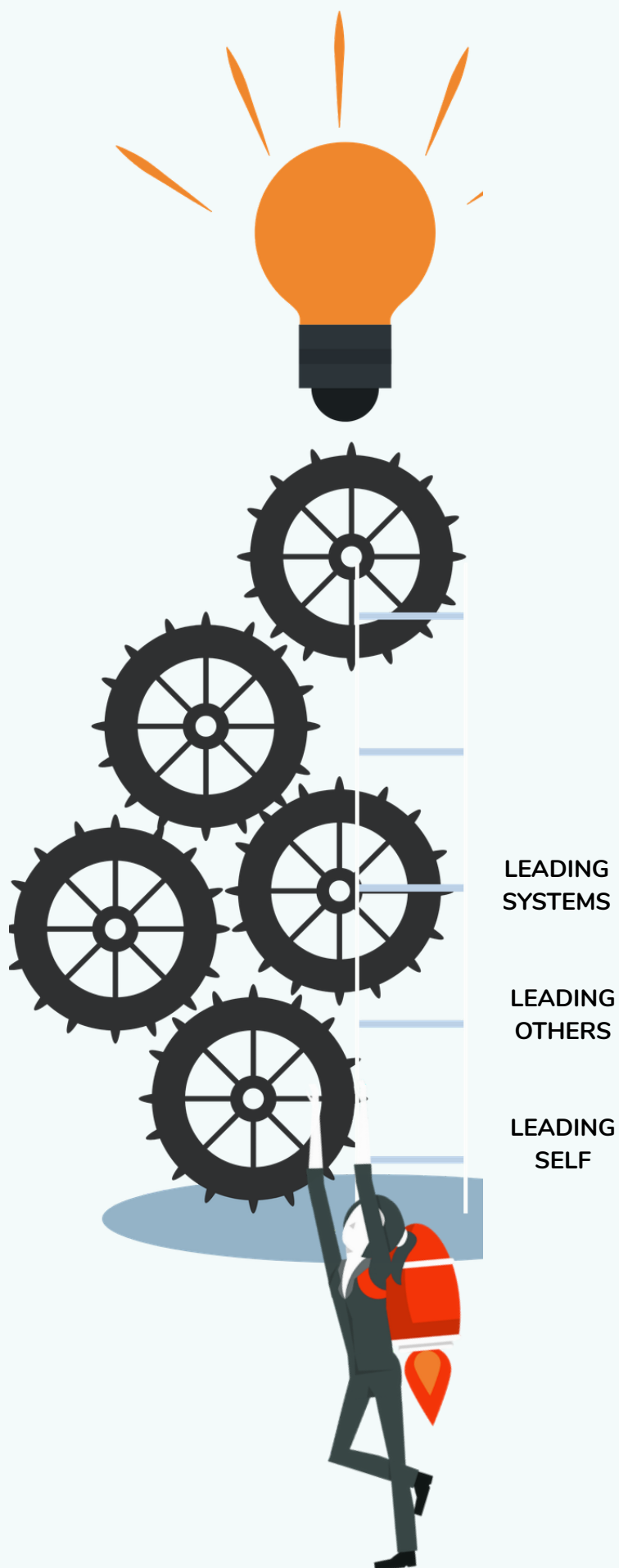


BUILDING A LEADERSHIP PIPELINE



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A Thriving Mid-tier Unlocks Organisational growth

When organisations invest in their managers, **they don't just unlock immediate performance but also build long-term strength in their leadership pipeline.**

Managers sit at the heart of how work gets done and how culture is lived. As **culture carriers**, they translate values into action, shaping trust, ownership, and collaboration across teams.

Strong managers create visible impact today: they spark innovation, deepen engagement, and elevate team performance. And, over time, they become **capability-builders, developing future leaders who can navigate people, complexity, and change.**

22 %

that's how much middle managers can drive variation in company revenue (HBR, 2021)

4.3 x

adaptive leadership development increases innovative behaviour this much (Journal of Innovation & Knowledge, 2021)

64 %

boost in manager effectiveness when leadership development is prioritised (Bersin/Deloitte Industry Statistic, 2017)

29 %

improvement in team performance when managers are effectively developed (Bersin/Deloitte Industry Statistic, 2017)

Helping leaders shift to the Thriving end of the Spectrum

In many ways, middle managers, feel both overwhelmed and isolated. Lack of ownership for vision, purpose or strategy often results in mismatched expectations and inability to bridge big-picture thinking with strong execution.

Most middle managers feel more stressed than the teams they manage, and the people they report to.



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THE CORE
QUESTIN

Our Goal

Our vision is to partner with you to grow a future-facing leadership pool - one that is grounded in trust, capable of shaping strong teams, and able to take greater ownership within and across functions. This cohort will serve as cultural carriers and capability-builders for the organisation's next phases of growth.

STRATEGIC INTENT:

A stronger internal leadership pipeline, ready to lead people, complexity, and change



Individuals who take ownership of team culture, not just outcomes

Cross-functional trust and collaboration, strengthening collective performance



Leaders who communicate deeply, coach intentionally, and model the company's values

A replicable foundation for future cohorts to build on



THRIVE - The world view that drives our thinking



Connection is the greatest superpower in any human system. Organisations aren't machines - they are networks of people whose impact on each other is constant and powerful. When those connections are strong, trust grows, collaboration deepens and challenges are met with creativity rather than fear.

Connection with Self:

People being aware of and actively working towards inner change, expanding their awareness and consciousness.

Connection with Each Other:

The experience people have when working with each other - of love, trust, vulnerability, courage, collaboration

Connection with The Collective:

A shared sense of purpose and values, creativity, learning together, sense of accomplishment

Connection with the Larger World:

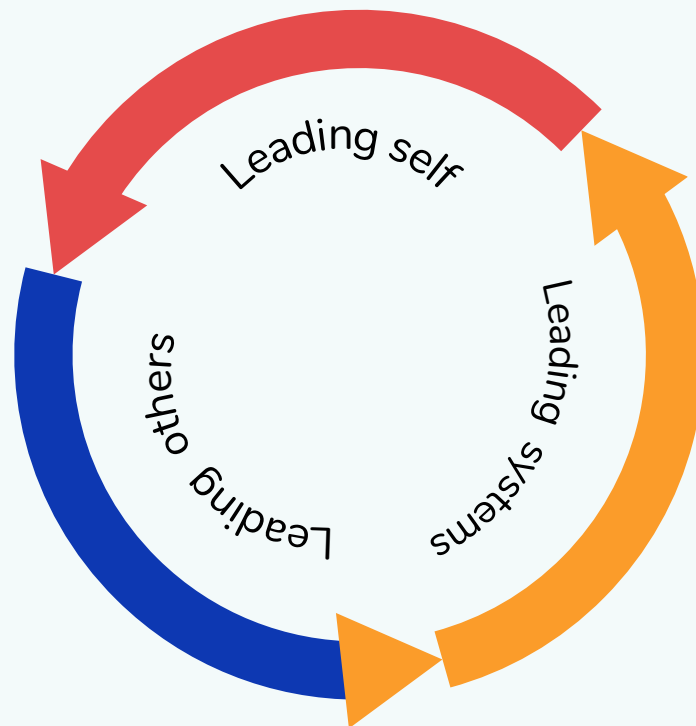
Partnership with all stakeholders, collaborating beyond boundaries, connectedness with the planet- friendly practices.



*The only real competitive advantage for organisations is the ability of leaders to leverage human potential by nurturing the strength and quality of connections at **FOUR** levels:*

We have translated this worldview into the learning architecture of our leadership development programme where participants are part of a journey that immerses them in the experience of all four of the above, and allows them to apply and test them out in their real-world organisational contexts.

Three arcs of learning that the programme rests on



My Inner game

My Outer Game

LEADING SELF	LEADING OTHERS	LEADING SYSTEMS
Harnessing the Power of I - my inner game	I as a leader among, and of people - my outer game	I as an important component of the bigger system
<i>Developing personal insight, emotional resilience, and the ability to lead with intent.</i>	<i>Strengthening people leadership - coaching, communication, and team-building.</i>	<i>Expanding perspective to lead across functions and drive alignment at scale.</i>

Learning themes and outcomes



Leading Self

One can't lead others until they know how to lead themselves. In this pathway, participants will dive into leadership style, values, strengths, habits and what they may want to shift — so they can lead with greater awareness, steadiness, and purpose.



Leading Others

Great leadership isn't about control — it's about connection. Participants will strengthen their ability to **build trust, hold accountability, give and receive honest feedback**, and navigate tension — with clarity and care.



Leading Systems

Leadership doesn't stop at the team. Here, participants learn to **zoom out**, connect their work to the bigger picture, and lead in ways that role model culture and drive outcomes



LEADING SELF

Expanding self-awareness



Become more conscious of one's leadership style, default behaviours and patterns. What is working, in which contexts, and what needs to shift or adapt

Mindset shift



Move from being individual contributors to managers of contributing teams

Ownership of learning journey



Connect with the significance of this journey for my growth as a person and in my role and career

Leadership identity



Articulate core values, strengths, and unique leadership brand, crafting their own developmental journey

Growth mindset



Build a growth mindset to learn from mistakes and failures, adapt and model curiosity

Emotional maturity



Learn to respond vs react through awareness and self-regulation strategies. Develop resilience. Manage stress & pressure for themselves, in order to build a positive team climate



Strong positive connections



Operate from a place of trust and psychological safety and create this space for others, seek connection beyond role and function, and operate from empathy and curiosity by listening effectively

Embrace Courageous Collaboration



Learn to embrace productive conflict, have difficult conversations, and give and receive feedback

Empower self and others



Take ownership and learn to delegate effectively so responsibility and growth are shared

Design a larger frame for accomplishment



Work with shared goals, collective ownership, and accountability to drive meaningful outcomes



Strategic mindset



Build the mindset to think and act more strategically. See beyond silos to understand connections and interdependencies

Bridging strategy and execution



Translate big-picture strategy into clear, actionable steps for their teams

System Lens



Observing the system and various patterns. Operating from a lens that is bigger than self

Culture carriers



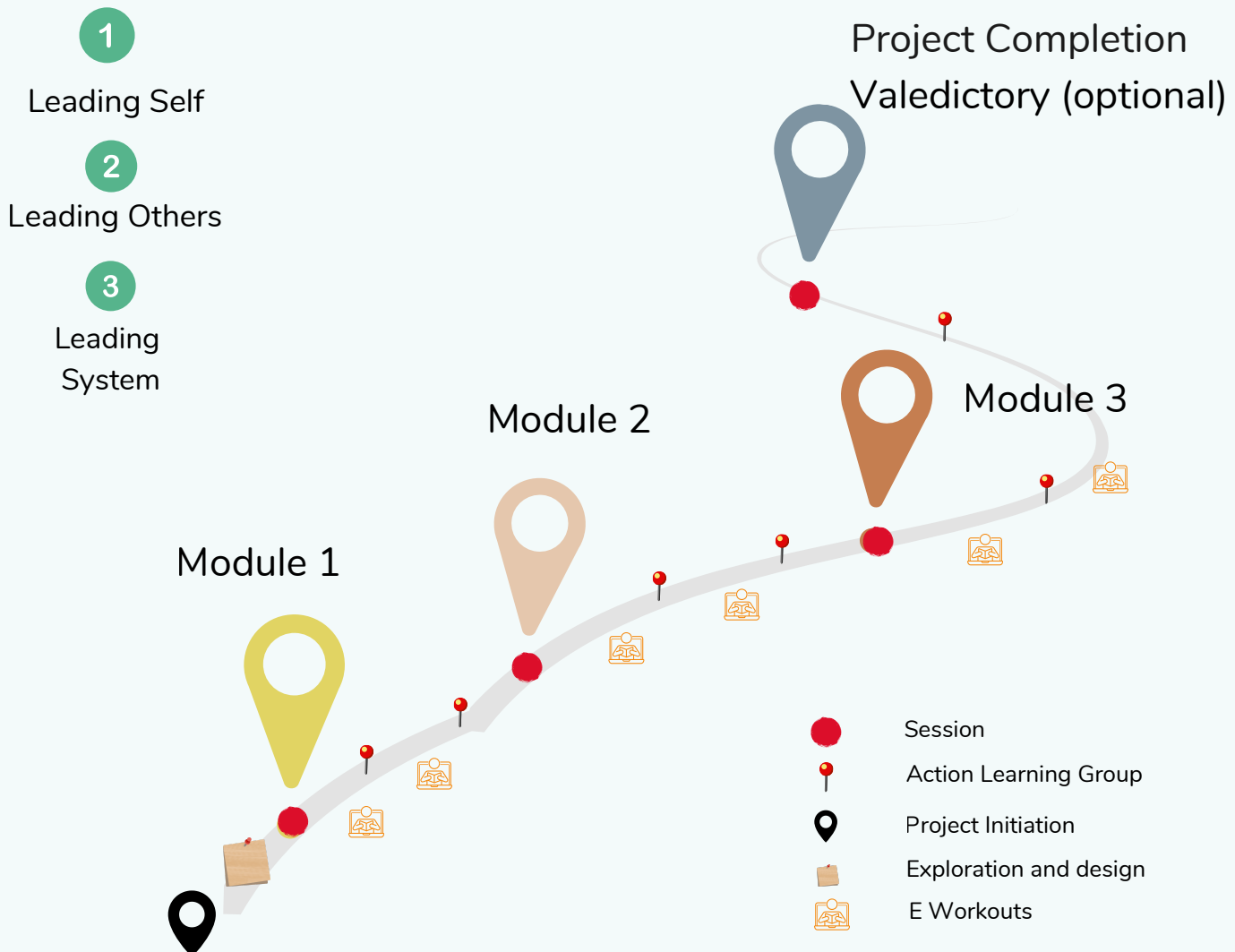
Role-model and actively help shape the culture and climate of the organisation

Programme Elements

TO BRING THIS TO LIFE, THE PROGRAMME COULD INCLUDE A RANGE OF LEARNING MODALITIES AND TOUCHPOINTS LIKE:

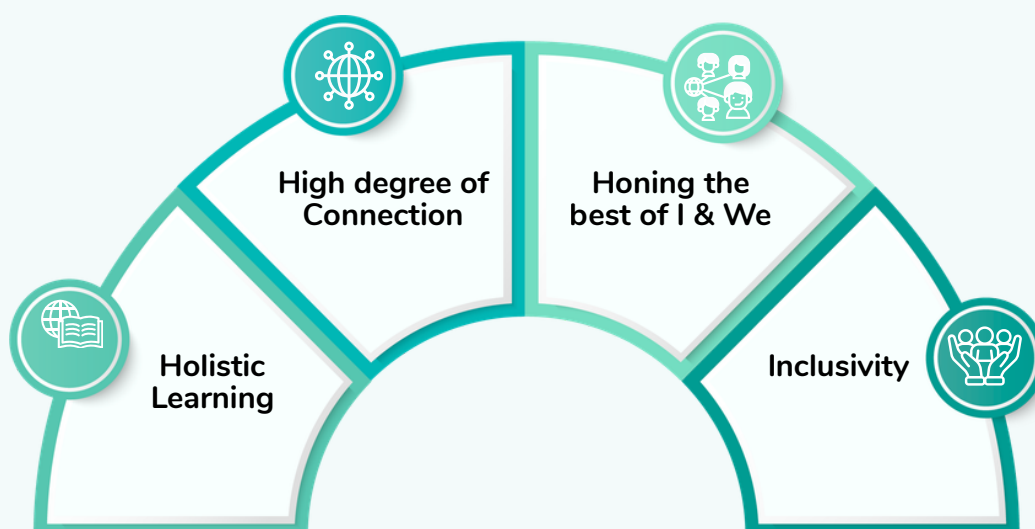
Component	Description	How it Adds Value
Learning Sessions/ Workshops	In-person, high-impact learning sessions anchored in Leading Self, Others, and Systems	Builds shared language, trust, and core leadership capabilities in a peer environment
Action Learning Groups	Small peer groups that meet between modules to reflect, coach each other, and apply insights	Deepens learning through peer support, builds cross-functional connection
One-One Coaching & Feedback (optional)	Participants get to reflect and learn on their individual journeys, with an assigned coach	Opportunity to supplement group learning with personal reflection and growth
Applications/ experiments to real leadership challenges	Real-time, on-the-job application — e.g., leading a team initiative, cross-functional collaboration	Bridges theory and practice; builds confidence in live leadership scenarios
Reflection & Personal Leadership Plan	Ongoing journaling, check-ins, and intention-setting around personal leadership goals	Encourages ownership, accountability, and internalisation of learning
Psychometric Tools (optional)	Tools to help leaders reflect on style, strengths, and development areas	Builds self-awareness; sparks insight into leadership impact and growth edges
E-workouts (optional)	Short digital nudges that help leaders stay connected to the learning between sessions.	5–10 minute tasks, quick reminders, or small reflections/ food for thought

Programme Architecture



- Cohort based programme
- The programme is modular and in its complete form, it has three modules:
 - Leading Self
 - Leading Others
 - Leading System
- Each module potentially has:
 - Self-work and assessments(if needed)
 - Learning Session (workshop)
 - 1-2 Action Learning Group Sessions with a facilitator
 - One -One Coaching (optional)
- The programme is typically hybrid, with learning sessions in person and action learning and one-one work online. But there is flexibility
- The highly modular structure allows us to design for duration and, frequency, and areas of extended and low focus
- Additional sessions and sub modules can be built in basis need and focus

Design Principles



- Holistic Learning:** Our programme goes beyond classroom training, using coaching, simulations, role plays and facilitation to create a highly experiential, learner-led journey. Learning continues between modules through feedback, sharing and collaboration in Action Learning Groups.
- High Degree of Connection:** The design builds strong trust and connection within the cohort, enabling participants to learn with and from each other while naturally bringing the organisation's values to life.
- Honing the Best of "I" and "We":** The cohort model strengthens both personal and collective growth—helping leaders build self-awareness and authentic styles, while learning together, appreciating diverse perspectives and collaborating with confidence.
- Inclusivity:** The design supports inclusive learning through experiential methods, coaching, varied group formats and sensitive facilitation, ensuring diverse learning styles and participant backgrounds are welcomed and supported.

What makes this journey design effective?



Building Muscle:

The journey is spaced across weeks to help leaders practise, reflect and build lasting habits. Instead of one-time learning, the design reinforces behaviours over time so leaders strengthen real leadership muscle and create sustainable change.



Balance of 'Being' and 'Doing':

Our learning sessions combine awareness and reflection (being) with practice (doing). Leaders explore who they are as leaders while learning tools they can apply to their day-to-day. The experience is immersive, learner-led and grounded in real work.



Action learning

Small Action Learning Groups (ALGs) create a trusted space to share real challenges and learn from each other.



Anchored in the real:

The journey reinforces application — leaders experiment, reflect, and take away actions they can immediately apply.



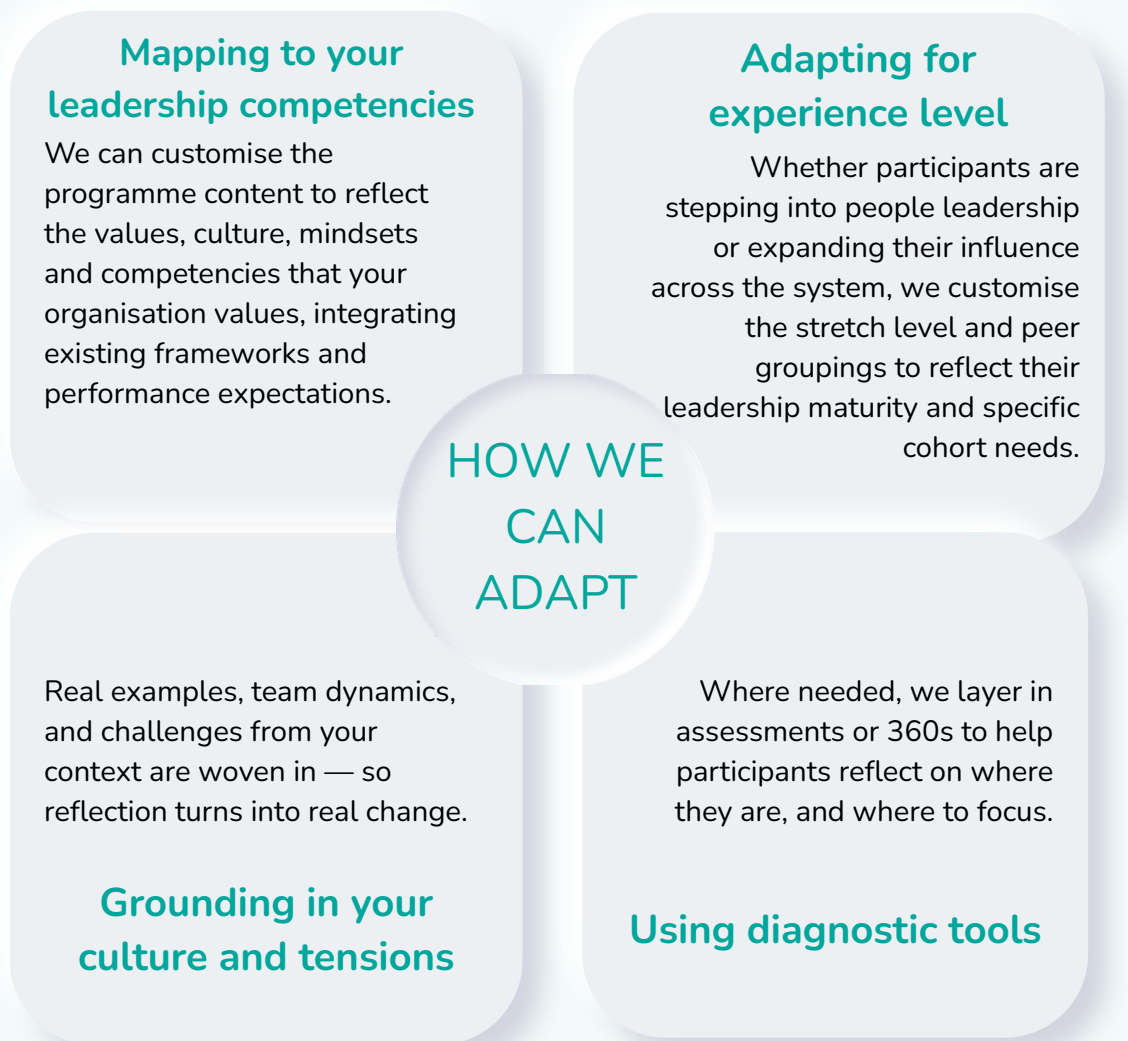
Backed by research:

This journey is anchored in THRIVE — our leadership worldview that helps managers navigate complexity with clarity, connection, and care. It shapes not just *what* we teach, but *how* leaders learn, reflect, and apply new ways of leading.

Adapting to Your Context

While the illustrative themes may be relevant across levels, how they come to life is tailored to your organisation. We work closely with you to shape the programme around your context and leadership needs - ensuring it feels not just relevant, but is resonant for your needs.

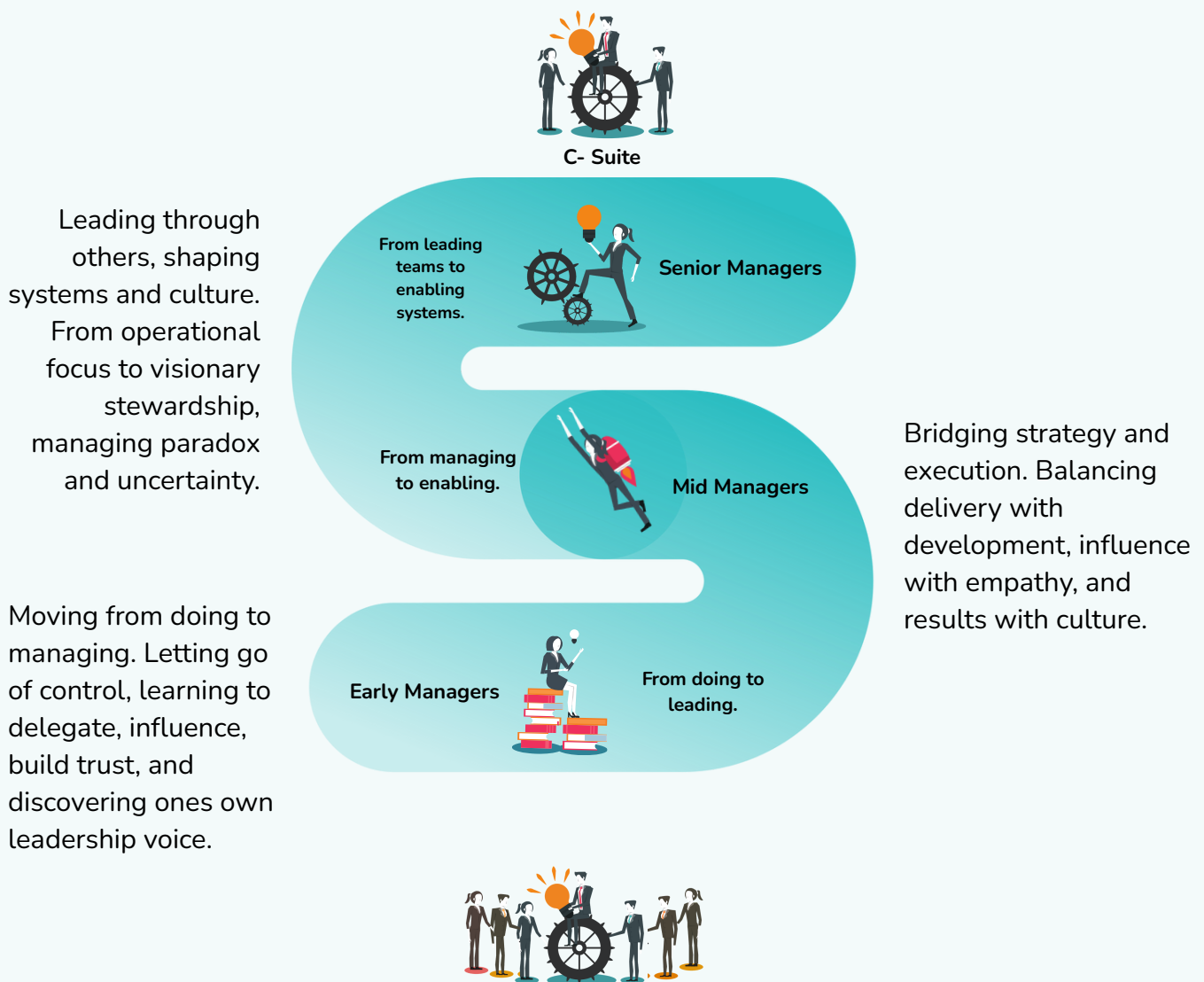
This includes:



- We recognise that every client and every brief has nuances and often **structural requirements**
- We choose to co-create the final design and curriculum with our partners
- This entails a **structured needs analysis and design** process

Building at the Heart of Your Organisation

This programme seeks to marry the unique requirements of your organisations culture and design, our deep understanding of the leadership journey across an organisation, and a robust leadership framework to build leadership capacity across the company, with particular focus on the mid- tier.





At The Core Questin, we are a group of seasoned leaders- turned coaches, who are passionate about solving business and organisational challenges through the human lens. We work in the broad areas of deepening and strengthening the leadership pipeline, building powerful leadership teams, change management and transformation.

In 2024, we announced a JV with Cultivating Leadership, to bring their work to India.

Briefly, Cultivating Leadership is a group of more than eighty folks around the world who are deeply committed to helping clients grow as leaders and as humans. At Cultivating Leadership we connect rigorous, scientifically validated leadership tools and structures to the ongoing challenges faced by our clients. The work is underpinned by theoretical bases in adult development, complexity, experiential learning, and neuroscience.

Who we are and how we work at CL has allowed us to work with some of the most compelling organizations globally today:

- Leading professional services firms in **consulting, executive search, and finance**
- Dozens of **Fortune 500 companies**
- Five of the **top ten global tech** companies
- High-growth start-ups and emerging companies
- Top **multinational corporations** in manufacturing, pharma, high-tech
- Leading academic institutions including **Ivy League schools**
- Several **governmental and non-governmental organisations** around the world



The Cultivating Leadership edge

In 2024 we entered into a JV with Cultivating Leadership to bring their insight-backed and cutting-edge work in Leadership Development, to India. Alongside our 100+ global colleagues who are coaches, advisors and facilitators, we work to cultivate leadership practices that allow individuals and organizations to **thrive in complexity**.

Why complexity?

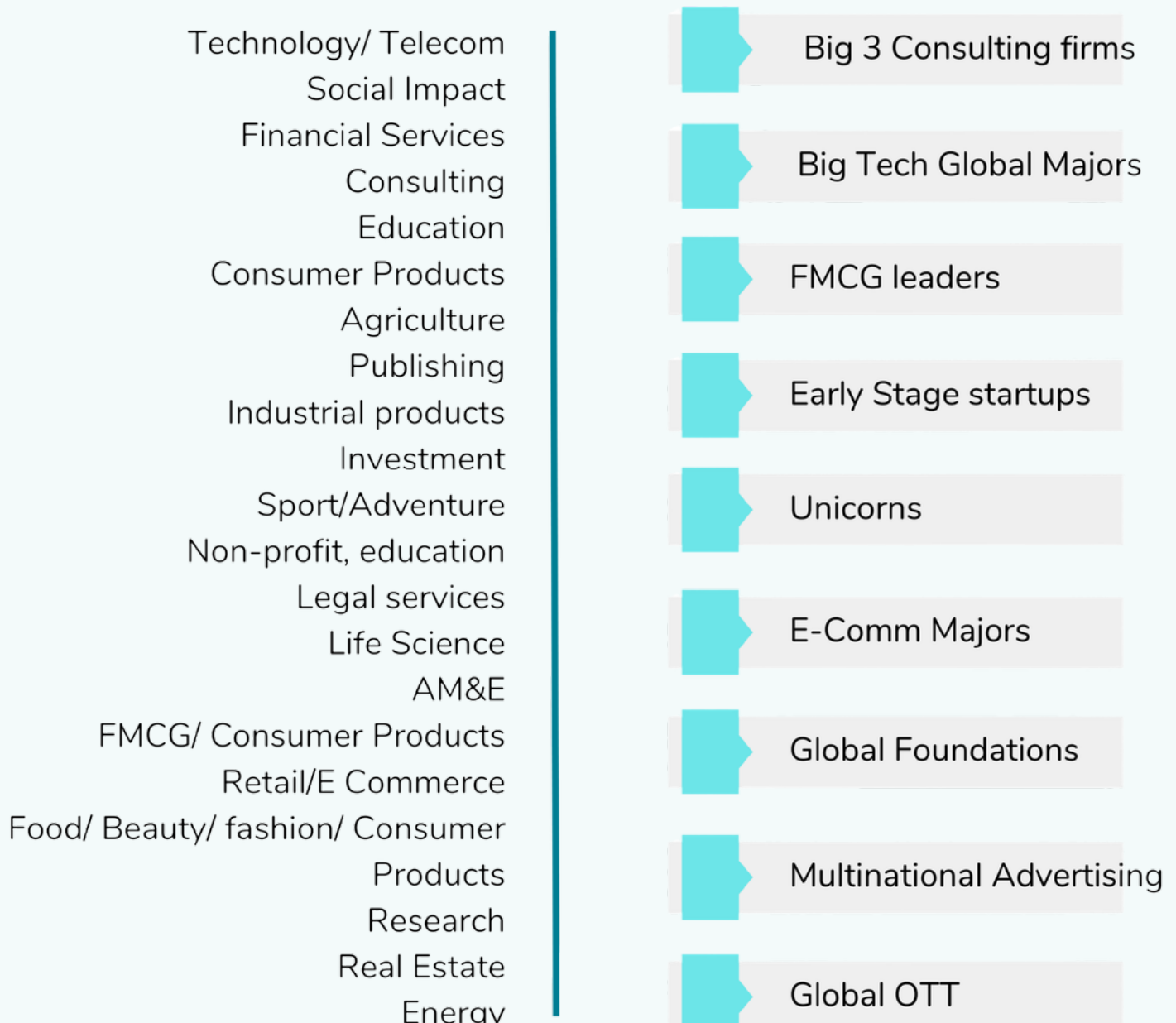
Most organizations excel at solving complicated problems—those that can be broken down, analyzed, and addressed with expertise and best practices. However, complexity is different. It is the domain of unknown unknowns, where cause and effect cannot be known in advance and where traditional approaches to strategy, problem-solving, and leadership often fail.

Businesses today face **a world of emerging, unpredictable patterns, where small interventions can have disproportionate effects** and where strategies that worked yesterday may not work tomorrow.

Leaders cannot simply mind the gap between current and future states; they must mind the system, responding to its inclinations and patterns rather than forcing rigid solutions.

Our work in India

WHERE DO OUR CLIENTS WORK?





Let's start a conversation

Get in touch with us at:



Website

www.thecorequestin.com
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Email

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