

## **Future Leaders Program**

The Future Leader Program (FLP) at Laserwords is a conscious, deliberate program undertaken to develop and retain people with the aptitude and abilities to meet current and future organizational needs.

After studying the requirements, which included an analysis of requisite leadership competencies and the identification of a detailed instructional strategy to get at those competencies, a curriculum and delivery methodology have been created.

### **Objectives**

- To equip the employees selected for the FLP program with managerial concepts relevant to the trainees' current roles as well as in preparation for future positions
- To impart soft skills such as better communication, interpersonal problem-solving, customer relationship management, and so on
- To give employees an off-the-job feel for working and learning together with peers, that is, conceptual as well as reflective learning about self and others
- To provide an opportunity for participants to use and test their skills through live projects

### **Classroom Training**

To meet the objectives, the curriculum for classroom training covers:

- Fundamentals of Economics
- Overview of the Publishing Industry
- Functional and Technical Training (to equip the learners to manage work done in different software application platforms)
- Operations Management
- Project Management
- Quality Management
- Organizational Behavior
- Basic Accounting Principles
- Basics of Marketing
- Customer Relationship Management
- Networking Basics
- Team Building and Leadership Programs

Coaching is an important aspect in the design of the classroom training. Class sessions are conducted by Laserwords' leaders who share their experiences in their fields of interest or specialization. These sessions act as a platform for our leaders to coach the candidates on various aspects and best practices using the wealth of knowledge that they have gained through years of experience.

## **Hands-on Training**

The learners are provided an opportunity to use and test their learning through live projects. Trainees who have successfully completed the classroom sessions will enter the “mentoring” phase for 45 days. The first 15 days are spent in different departments understanding the processes. After this initial period, each participant is assigned to a mentor, under whose guidance they will apply the knowledge learned during the classroom training by leading projects.

## **Methodology**

The execution methodology of the FLP is two-pronged--

1. Selection process based on the following:
  - a. Performance appraisal rating
  - b. Nomination from the respective cluster leaders (Senior Managers)
  - c. Personal interview with the head of human resources and chief operating officer

2. Mapping skills and program implementation as follows:

An analysis of the responsibilities versus the skills required is performed: based on this analysis, the instructional design, curriculum, and methodology is created.

At the end of each training program, candidates go through stringent assessment. Based on the results, suitability to the role is assessed and communicated. Then the employee is appropriately deployed into mainstream work.