

GIZ – Nurturing leaders in their transformative learning journey

The leadership approach of GIZ focuses on enhancing core capabilities of people and organisations to find appropriate leadership responses to complex challenges related to sustainable development. GIZ believes that leaders of today and tomorrow have to be nurtured in developing their abilities in the following four domains:

- drive innovative and responsible solutions in an age of disruptive changes and increasing volatilities;
- enable a decision making culture inspired by understanding trends and scenarios of the future instead of depending on past patterns;
- balance increasing physical, mental and emotional demands;
- deal with dilemmas around values, take decisions accordingly and communicate them in line with the core values of the organisation and larger social well-being.



About GIZ India, Competence in Motion

Competence in Motion is an integrated programme unit of GIZ India supporting Human Capacity Development (HCD) and placement of experts. The HCD portfolio includes the implementation of the project 'Strengthening Management Capacities for International Cooperation' in partnership with the Department of Economic Affairs (DEA), Ministry of Finance, Government of India as well as facilitation of capacity development, dialogue and exposure for partner organisations of Indo-German development cooperation. Additionally, the unit coordinates a number of other regional and global partnership programmes as well as the alumni work in India.

SAARC-TPN

The SAARC-Trade Promotion Network (SAARC-TPN) is a network of 28 key public (Department of Trade, Export Promotion Agencies) and private sector (Apex bodies, Chambers of Commerce) organizations working in trade related areas from all SAARC countries. It aims at the promotion of intra-regional trade in the SAARC region. For further information, please see - www.saarctrade.info

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Leading with Passion and Purpose: Serving People by Leading Self and Others

Leadership Development Programme for
SAARC-Trade Promotion Network
(SAARC-TPN)



"Never doubt that a small group of thoughtful, committed citizens can change the world, indeed it is the only thing that ever has."

– Margaret Mead

The main objective of SAARC-TPN is to reduce non-tariff barriers arising from non-tariff measures and other trade impediments for the development of selected cross-border value chains in the SAARC region. To meet the objective, GIZ supports SAARC-TPN in facilitating the availability of Human Capacity Development (HCD) measures for the network. The objective on the individual level is to improve technical and management capacities as well as on the organisational level to strengthen capacities as training providers to offer services to the network. In this regard, strong leadership capacities within the network are needed.

There is a felt need for leadership of a new quality – leadership that is collective, collaborative, transformative and responsible and which:

- encompasses the ability to initiate deep change, the resilience to deal with resistance and also the capacity to connect personal inspirations with responsibility for societal development; and
- encourages a systemic approach in dealing with regional and national challenges in a collaborative way and a mind-set which thrives for social innovations.

You are leaders in the SAARC region: shaping processes within your organisation and beyond, enabling that the vision of SAARC-TPN is reflected in your actions and achievements. This will be far from being easy as your leadership capability will be continuously challenged by resistances, uncertainties and disruptive changes; navigating through these will provide ample opportunities to grow. The key success factor will be your transformational leadership capability which necessitates strong focus on and clarity in your purpose to serve people and to act with integrity.

Leading with Passion and Purpose: Serving People by Leading Self and Others

The programme focuses on creating a space for learning around four key competencies and values: Self-awareness; People First; Leading Others; Integrity.

It comprises the following main sessions:

Session I: Foundations of responsible leadership

We will briefly explore key dimensions of responsible leadership such as the ability to co-create a compelling future and to address adaptive challenges so that societies can move towards a desired future. Key aspects of leading self and others with meaning and purpose guided by shared values will round up this session. This session provides the base for the following sessions.

Session II: Mapping the outer world of leadership – Co-creating a compelling vision

You will co-create in small teams a people-centered vision and identify key adaptive challenges faced by people and organisations in SAARC today. As SAARC-TPN member, you will explore with your peers possible leadership responses powerful in shaping a better future for the society as a whole. A reflection on your role and aspirations will round up this session.

Session III: The inner side of leadership – The quest for integrity

This session will take you to your inner space, in which, as leader, you will be continuously challenged to find a balance between physical, mental and emotional demands arising within you, your team members and other stakeholders. You will map your values, explore value dilemmas and discover processes which help you in finding situation-specific solutions to such dilemmas.

Session IV: Leading teams – Nurturing collective leadership

The challenges we are facing at present require leaders who promote and support collaborative teams capable of exercising leadership as a collective function. You will widen your knowledge of key aspects of leading teams and learn specific concepts and instruments for enhancing leadership of teams.

Session V: My leadership base – Journey ahead

You will consolidate your leadership base in terms of purpose and values inspiring you and record your thoughts on future personal and professional journey in the form of a 'yatra patra'. This detailed map can serve as the key reference in navigating your progress in strengthening your leadership capabilities as well as for SAARC-TPN to support you as and when required.

About the Programme

The programme 'Leading with Passion and Purpose: Serving People by Leading Self and Others' has been co-designed by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, India and Lal Bahadur Shastri National Academy for Administration (LBSNAA). The Lal Bahadur Shastri National Academy of Administration (LBSNAA) is Government of India's nodal research and training institute with the vision to promote good governance by providing quality training for building a professional and responsive civil service in a caring, ethical and transparent framework. The aim is to enhance your abilities to grow as a responsible leader driving changes towards sustainability and social well-being. The programme intends to support you in shaping your core leadership competencies by providing opportunities to:

- become aware of your purpose and value base, face challenges and dilemmas in living up to your values;
- deepen your knowledge of different types of changes and relevant leadership competencies;
- strengthen ability to co-create a desired future for the society as a whole; and
- map your insights and learning enabling you to track your progress in strengthening your leadership capabilities.

