

ICARIANS

LEADERSHIP TRAINING KIT

With Pre Designed One Day
Leadership Training Program for Logistics



DESIGNED & DEVELOPED FOR

- Corporate Trainers
- Leadership and Management Trainers
- Organisational Development Coaches
- Operations and Quality Managers
- Aspiring Trainers and Managers
- Freelance Training Consultants



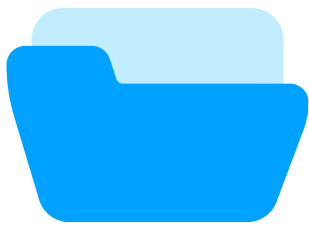
Let's Look inside the Kit

This Leadership Kit Holds 6 Folders



**And Each Folder holds specific
Leadership Training Files**

And The 6 Folders are..



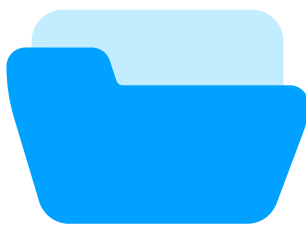
Leadership PPTs



Training Resources



**Corporate Leaders
Examples**



Leadership Theories



Leadership Ebooks



**Detailed Activities
Collection**

1. Leadership PPTs

1. Leadership (82 Slides)
2. Leadership Influence (80 Slides)
3. Leadership Delegation (66 Slides)
4. Change Leadership (72 Slides)
5. Change Management (73 Slides)
6. Strategy Culture & Leadership (69 Slides)
7. Leadership Theories (25 Slides)
8. Leadership Styles (33 Slides)
9. Conflict Management (68 Slides)
10. Strategic Management (53 Slides)

2. Training Resources

1. Pre Training Questionnaires
2. 2 day Sample Leadership Training Module
3. Instructional Plan
4. Activity Sheets for Participants
5. Leadership Styles
6. Identifying Leadership (Questionnaire)
7. Post Training Questionnaire
8. Training Evaluation
9. Training Feedback Form
10. TNA Template

3. Examples of Corporate Leaders

- Elon Musk with SpaceX
- Howard Schultz, Starbucks
- Indira Nooyi, PepsiCo
- Jeff Bezos, Amazon
- Marry Barra, General Motors
- Paul Polman, Unilever
- Satya Nadella, Microsoft
- Steve Jobs, Apple
- Ritesh Agarwal, OYO
- Tim Cook, Apple
- Sundar Pichai, Google
- Ratan Tata, TATA Group
- Rajiv Bajaj, Bajaj Auto
- Sanjiv Mehta, Unilever
- Mukesh Ambani, Reliance
- Anand Mahindra, Mahindra
- Vineet Nayar, HCL
- Uday Kotak, Kotak Mahindra
- Naina Lal, HSBC

4. Theories with Applications

- Authentic Leadership
- Contingency Theory
- Distributed Leadership
- Attribution Theory
- Behavioral Leadership
- LMX Theory
- Great Man Theory
- Level 5 Theory
- Participative Leadership
- Path Goal Theory
- Servant Leadership
- Situational Leadership
- Trait Theory
- Transactional Theory
- Transformational Theory

5. Paid Leadership E-books

- Act like a Leader, Think like a Leader (153 pages)
- Active Training (priced above ₹4000 on Play Books) (413 pages)
- Decision Making pocket book (112 pages)
- Leadership Training Activity Book (336 pages)
- Leadership on the Go (108 pages)

6. Detailed Activities

- Leadership Styles Role Play
- The Marshmallow Challenge
- Blindfold Activity
- Empathy Mapping
- Feedback Circle
- Grow Model Practice
- Leadership in Crisis
- Leadership Journaling
- Leadership Skill Auction
- Situational Leadership
- Storytelling for Leaders
- Survival Simulation
- SWOT Analysis Workshop
- Values Based Decisions
- Vision & Values Exercise
- 50 Activities for Developing Critical Thinking
- 50 Activities for Developing Management Skills
- 50 Activities for Emotional Intelligence
- Diversity and Inclusion Activities.
- Enthusiasm and Attitude Activities.

Now The Additional



**One Day Pre-Designed
Leadership Training
Program Content**



ICARIANS

ONE DAY LEADERSHIP TRAINING CONTENT

Exclusively Designed to Train Managers and
Leaders in Logistics



DESIGNED & DEVELOPED FOR

- Corporate Trainers & Facilitators
- Leadership & Management Coaches
- Organizational Development Coaches
- HR & L&D Professionals
- Soft Skills Trainers
- Freelance Leadership Trainers

50+ SLIDES

WITH TRAINER'S NOTES FOR EACH SLIDE

Let's Look inside the Kit



Key Highlight

**Entire Module comes with
Trainer's Notes and Trainer's
Scripts for Each Slide Session.**

**Yes you heard that right,
For Each Slide.**

Let's get to the details.

1. Program Overview

One Day Detailed Program Outline

2. Program PPT

LeadershipProgramPresentation - 52 Slides

3. Detailed Scripts for Each Session

11 Detailed files for Each Session.

4. Trainer's Notes for Each Session

8 Specific files covering each session

5. Discussion Notes for Each Session

6 Specific files covering each session

6. Case Studies in Storytelling Format

5 Storytelling activities with Trainer's notes

7. Decision Making Games

2 interactive and Detailed Decision Making Games

Let's Look at some Screenshots



Of the Content



Designed with Creativity and Elegance

Core Roles & Responsibilities

Session 1



Key Responsibilities Overview



Process Streamlining Strategies

- Eliminate Waste:** Remove redundant steps in workflows.
- Standardize Processes:** Create clear SOPs for consistency.
- Leverage Technology:** Use automation for repetitive tasks.
- Optimize Communication:** Ensure smooth coordination.



Activity: Define your Role

List your top 3 daily tasks.

Identify whether each task falls under leadership or management.

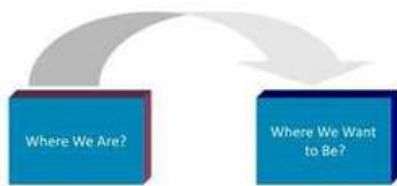
Discuss ways to improve role clarity within your department.



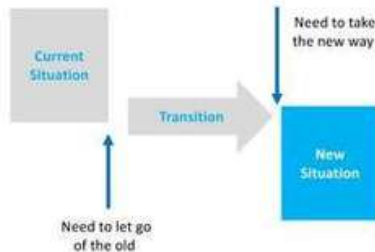
SMART Goals for Team's Success

S	M	A	R	T
SPECIFIC	MEASUREABLE	ATTAINABLE	RELEVANT	TIME
Clearly define your Target.	Make your goals quantifiable.	Set realistic goals that are challenging but achievable.	Ensure the goal serves a relevant purpose.	Specify a deadline, monitor progress and reevaluate.

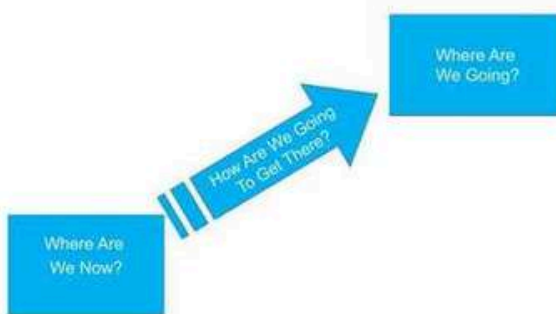
for Professionals



The Transition



What is Strategy?



Do We Need Strategy?



Visioning



Formalize the Need for Change

- What is leading the change?
 - Economic Pressures
 - Technology
 - Customer Satisfaction
- What is the purpose of the organization?
- What key result areas are desired?



Leadership Styles

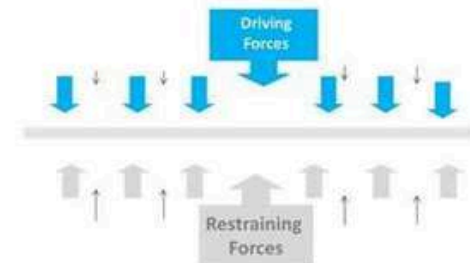


Leadership Styles - Tells

- The Leader Identifies the Problem
- Changes a Decision and Announces this to the Group
- Decomposition of strategy into distinct steps
- Responsibility resides with the CEO



Re-Balancing The Equilibrium

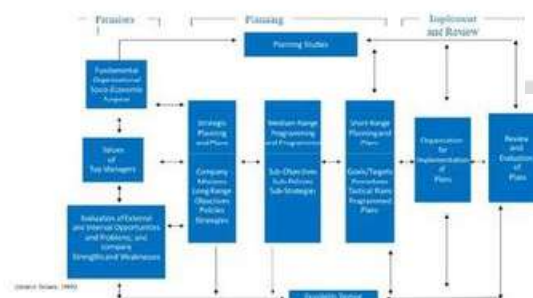


Re-Balancing The Equilibrium

- Driving Forces**
 - What are the main forces driving the change?
- Restraining Forces**
 - What are the main forces that could stop the change from happening?



The Planning School



The Positioning School

- Strategy Formation as an Analytical Process
- Strategies are generic - based on analysis
- Strategies are identifiable positions in the marketplace



Personal Productivity - Benefits



Personal Productivity - Benefits

- Benefits accruing to the individual include:
 - Increased motivation
 - Decreased stress
 - Achievement of objectives
 - Reward and recognition



Personal Productivity - Benefits

- Benefits accruing to the team include

- Better working environment
- Faster achievement of objectives
- Recognition and reward
- Motivation



Influence Zones



Influence Zone

- Preference Zone**
 - Leadership behavior which targets behavior and activities that the employee enjoys doing and that which the employee would probably perform with a request

Session Objectives -

By the end of this session, participants will:

- Learn how to streamline processes for efficiency.
- Understand effective delegation techniques.
- Apply process mapping to optimize workflows.



And Master Trainers

Tracking and Alignment Techniques

KPIs & Metrics

Track performance indicators (e.g., on-time deliveries, inventory turnover).

Progress Reviews

Weekly check-ins and quarterly assessments.

Realtime Dashboards

Use tools like SAP, Oracle, or Power BI for visibility.

Feedback Loops

Regular team discussions to course-correct.



Leadership Styles Overview

Style	Key Traits	Best For
Autocratic	Direct Control, Clear Authority	Crisis Management
Democratic	Team involvement, Collaboration	Innovation and Engagement
Transformational	Visionary, Inspires Change	Organisational Growth
Servant Leadership	Empathy, Team First Approach	Employee Engagement & Morale

Conflict Resolution
Positive
Workplace Culture

5

➔



- 01
- Lead by Example
- 02
- Empower Teams
- 03
- Encourage Open Dialogue
- 04
- Set Clear Expectations

Building Trust and Accountability

Example: Microsoft's culture shift under Satya Nadella, fostering a growth mindset and team accountability

Final Objections

Framework
the last
things
to remember.

L Listen

A Acknowledge

E Explore

R Respond

Registration &

Welcome Participants

Trainer Notes

(8:30 AM - 9:00 AM)

Objective:

Set a positive tone for the day, build rapport among participants establish a collaborative learning environment.

Key Topics:

- Strategies for streamlining processes and eliminating inefficiencies.
- Delegation techniques tailored for logistics operations.

Activity: Process Mapping Workshop

Participants create a workflow diagram for a typical logistics process (e.g., order fulfillment) and identify bottlenecks.

Materials: Sample Case Studies.

11:00 AM - 11:15 AM

Break

Light refreshments and informal networking.

11:15 AM - 12:15 PM

Session 3: Guiding Teams to Achieve Goals

Key Topics:

- Setting and tracking SMART goals for individuals and teams.
- Creating a results-oriented team culture.

Activity: Goal Alignment Exercise

Participants develop SMART goals for a key departmental objective and discuss

Supporting Files

Screenshots

Session 2

Enhancing Workflow and Team Productivity

Trainer Notes

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Trainer's Notes

The Inventory Imbalance Crisis

In Storytelling Format

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Trainer's Instructions -

Case study 5 - Leadership Case Study: The Inventory Imbalance Crisis

Session 6

Time and Resource Management

Discussion Notes

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Trainer's Instructions -

Session 6 – Time and Resource Management

Trainer's Opening Questions:

- Do you often feel there isn't enough time to complete your tasks?
- How do you currently decide what to prioritize in your daily work?

Key Discussion Points:

PRE-TRAINING

QUESTIONNAIRE

To Understand the Expectations and Knowledge



Purpose: To understand the expectations and existing knowledge of participants regarding the upcoming leadership training.

Instructions: Please select the option that best represents your current understanding or expectations.

Activity Sheets for Trainees

Training Needs Analysis Template

An example of a Training Needs Assessment (TNA) for a Soft Skills session. This can be adapted based on the specific requirements and context of your organization:

Training Needs Assessment (TNA) - Soft Skills Session

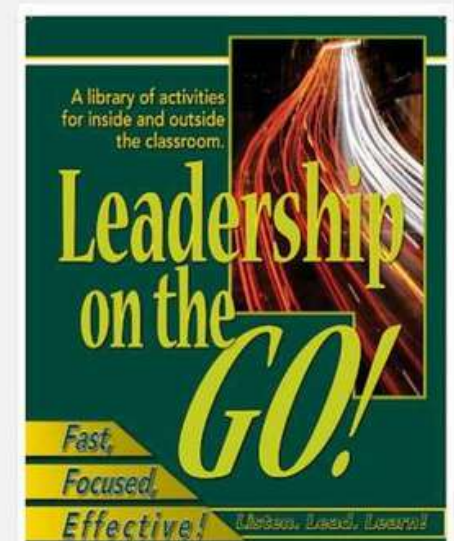
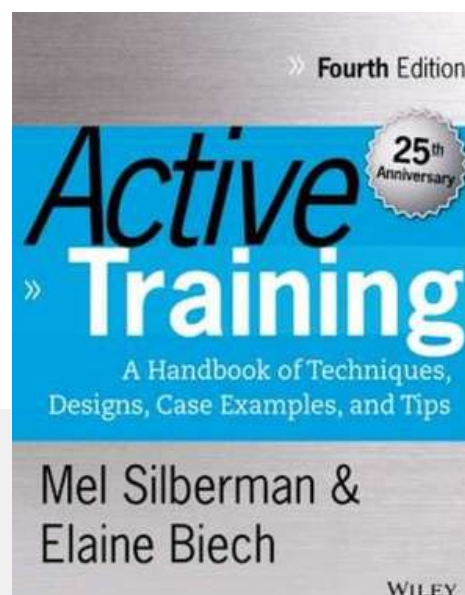
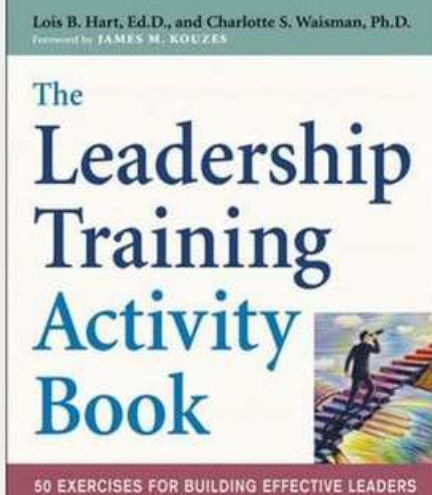
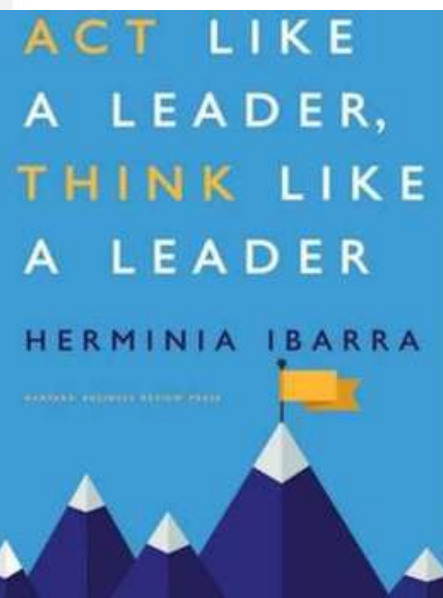
Organisation Name:	
Department:	
Objective	The objective of this TNA is to identify the soft skills development needs within [Department/Team] to enhance overall team effectiveness and individual performance.

SWOT Analysis Workshop

Objective

Training Files Screenshots

Leadership in a Crisis



THE DECISION-MAKING POCKETBOOK

By Neil Russell-Jones

Drawings by Phil Hailstone

"In an internet start-up, speed of decision and risk reduction are critical. I found this comprehensive yet clear and simple book a great help in structuring and prioritising decisions."
Michel Sabatier, Director, OpticalServe.com

"An excellent insight into the decision-making process. A pragmatic approach, showing how to ensure management by design rather than chance."
Belinda Moore, General Manager, Thomson Travel



Bonus - 25 Training Files

Forms, Worksheets, Checklists, Templates in MSWord



- | | | | |
|----|---|----|--------------------------|
| 01 | Training Calendar Format | 12 | TNA Checklist |
| 02 | TNA Worksheet | 13 | TNA Questionnaire |
| 03 | Training Feedback Form | 14 | Training Agenda |
| 04 | Training Evaluation Form | | |
| 05 | Training Logistics - Worksheet | | |
| 06 | Trainers Skills Evaluation Checklist | | |
| 07 | Training and Workshop Planning Form | | |
| 08 | Pre and Post Training Checklist | | |
| 09 | Training Planning Template | | |
| 10 | Training Self Evaluation Form | | |
| 11 | Training Workplan Form | | |



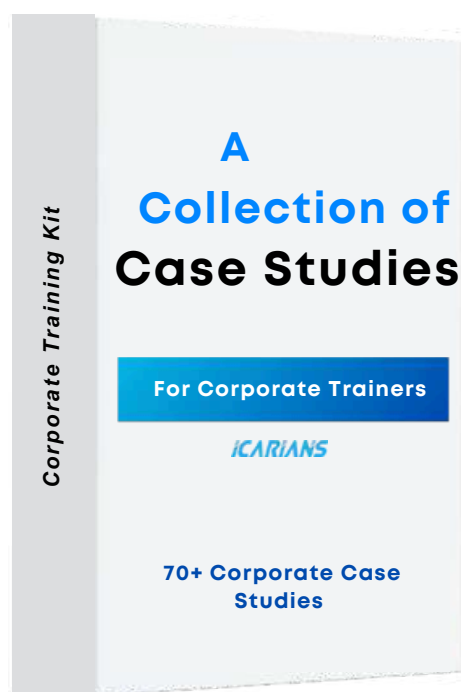
Bonus - 25 Training Files (cont.)

Forms, Worksheets, Checklists, Templates in MSWord

-
- 15 **Creating a training program using ADDIE Model**
 - 16 **Designing Learning Outcomes**
 - 17 **Standards of production of training curriculum**
 - 18 **Train the Trainer post training Evaluation**
 - 19 **Training Design Competency Checklist**
 - 20 **Training Material Production workplan**
 - 21 **Training Observation**
 - 22 **Presentation Skills Checklist**
 - 23 **Training Development Worksheet**
 - 24 **Verbs for Writing Learning Objectives**
 - 25 **Icebreaker Activities**



70+ CORPORATE CASE STUDIES



A Collection of 70+ Case Studies

IN 10 DIFFERENT CATEGORIES

Innovation and Disruption

Customer Centric Strategies

Adaptability and Crisis Management

Employee Well-being and Culture

Ethical Business Practices

Supply Chain Management

Financial Management and Investments

Branding and Marketing

Corporate Social Responsibility

Technology Adoption & Integration

This **Lifetime** Content is White labelled and Editable



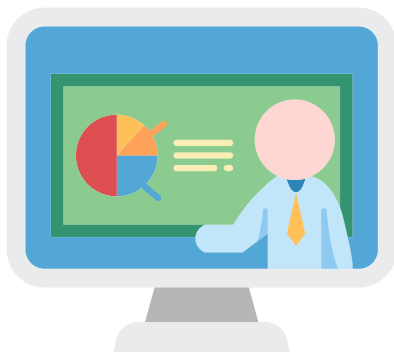
It means you can put your logo or
customise it with your branding



What all you get -



Leadership Training Kit with 600+ slides & 50+ Pre & Post Training PDFs



A Pre-Designed Leadership Training Program Content



A Collection of 70+ Corporate Case Studies

For Corporate Trainers

ICARIANS

Available to Download

Leadership Training Kit with One Day Pre-Designed Program Content

- With over 650+ Slides,
- 50+ Leadership Files,
- 25 Bonus Training File
- Paid Ebokoks
- 70+ Case Studies
- Trainer's Notes,
- Session Notes,
- Discussion Notes
- Case Studies in Storytelling
- Decision Making Games

\$199.00

~~\$279.00~~

For any questions or samples, click the link below



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