

No42/30/2025- 5Trg .
HARYANA GOVERNMENT
CHIEF SECRETARY OFFICE
TRAINING DEPARTMENT

Dated, Chandigarh the 21st August, 2025

To

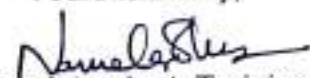
All the Administrative Secretaries of Haryana State.

**Subject: - Apply for 'CLIMB: Building Capability For Leadership Transitions',
September 25-27, 2025.**

Sir/Madam

I am directed to refer to the subject noted above and to say that a copy of letter along with its enclosures received through email dated 18.08.2025 from Suman Verma ,Marketing Support- Executive Education, Indian Institute of Management Ahmedabad, New Campus, Vatrapur, Ahmedabad-380015 has been uploaded on the website of Chief Secretary Haryana i.e (<http://csharyana.gov.in>). I am further directed to request you to take necessary action accordingly.

Yours faithfully,


Superintendent, Training

Endst. No. 42/30/2025-5Trg.

Dated Chandigarh, the 21st August, 2025

A copy of the above is forwarded to Suman Verma , Marketing Support- Executive Education, Indian Institute of Management Ahmedabad, New Campus, Vatrapur, Ahmedabad-380015. India w.r.t their email dated 18.08.2025 for information.


Superintendent, Training

Apply for 'CLIMB: Building Capability For Leadership Transitions', Sep 25 - 27, 2025

1 message

Suman Verma <sumanv@iima.ac.in>
Bcc: branchtrg@gmail.com

18 August 2025 at 17:32

Dear Learner:

Greetings from IIM Ahmedabad.

Hope you are doing good. We are glad to inform you that the Institute will be offering a programme on 'CLIMB: Building Capability for Leadership Transitions' at IIM Ahmedabad Campus, scheduled from Sept 25 - 27, 2025. The programme will be chaired by Prof. Vishal Gupta.

Please find below a summary of the programme and a brochure attached for your reference. Feel free to share this information with your network, colleagues, or friends who may benefit from or be interested in attending the programme.

ABOUT Programme: CLIMB is a unique, experiential leadership development programme designed to help leaders and HR professionals navigate the complex journey of leadership transitions with greater clarity, confidence and capability.

At its core is the CLIMB framework—a five-part model that helps leaders understand the **Charter** of their new role, assess themselves as a **Leader**, manage critical **Individuals** (stakeholders), navigate organisational **Mountains**, and craft a **Blueprint** for success.

What you'll learn:

1. Understand the real challenges of stepping into new roles: shifting expectations, stakeholder complexity, strategic pressures and the need for rapid impact.
2. Learn a structured path to accelerate success in new leadership roles with a focus on systemic thinking, stakeholder alignment and context-driven leadership.
3. Help to identify what to learn, unlearn, and build—including leadership styles, time priorities, team structures and key relationships.
4. Reflect on personal transition experiences and build actionable plans for the future.

Course Fee: INR 120,000 plus 18% GST per participant, which fully covers entire lodging and boarding during programme days on a single occupancy basis including meals.

Online Link for Application: <https://exed.iima.ac.in/programme-details.php?id=MTISOQ==>

Online Link for Payment: https://exed.iima.ac.in/pay-prg-online.php?prg_id=18747803-2b87-61a7-ea08-67bc77476d2b

We look forward to receiving your interest and participation in the programme. Organisations can avail the benefits of multiple nominations as mentioned in the attached brochure. The closing date for applications is **Sept 11, 2025**, and early bird discount is available till **Sept 4, 2025**.

You may connect with us via email or call directly at 9227793191.

Thanks and regards,
Suman



Training Branch
CPMS/Plan No. 105060
19/8/25

Suman Verma | सुमन वर्मा

Marketing Support - Executive Education | विपणन सहयोग - कार्यकारी शिक्षा

Phone: +91 79 7152 6403 | Mobile: +91 92277 93191

Indian Institute of Management Ahmedabad | भारतीय प्रबंध संस्थान अहमदाबाद

New Campus, Vastrapur, Ahmedabad 380015 | न्यू कैम्पस, वस्त्रापुर, अहमदाबाद

For IIMA Executive Education Programme Calendar: <http://bit.ly/3T2PiUS>

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हिंदी हमारी राजभाषा है, कृपया इसका अधिकतम प्रयोग करें।



विद्याविनियोगाहिकासः

Executive Education

INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

CLIMB

Sep 25-27, 2025



Building Capability for
Leadership Transitions

The Leadership Transition Conundrum

What is common between Hardik Pandya, the Indian cricketer; Cyrus Mistry, the former chairperson of Tata Group; Tim Cook, the current CEO of Apple?

- ✓ Extremely competent, skillful and resilient (Talent)
- ✓ Multiple successful leadership stints (Experience)
- ✓ Knew the company and organization (Context)

They clearly ticked the 3 criteria often applied while selecting or promoting a leader but they struggled. Their struggles became topic of public discussion.

They are not alone. Most leaders, face similar challenges as they advance in their career into higher and more complex roles. Many transition throw up tough challenges for the transitioning leader and for the key stakeholders.

Some face the challenge of having to learn/ unlearn quickly. Some have to deal with unclear and contradictory expectations and demands. Others may need to build strong teams and face intense pressure to quickly execute changes and deliver results. Most have to navigate and establish strong internal and external relationships. Additionally, the ones who are joining a new organization have to understand a new culture and power dynamics.

It is ironical then, that while companies invest a lot of time and money to secure the right candidate, they work with the 3 myths of Has-Talent, Is- Experienced & Has-Context and leave the leaders to fend on their own through the transition. Some take-off well, while many struggle for long periods, causing severe damage to the organization.

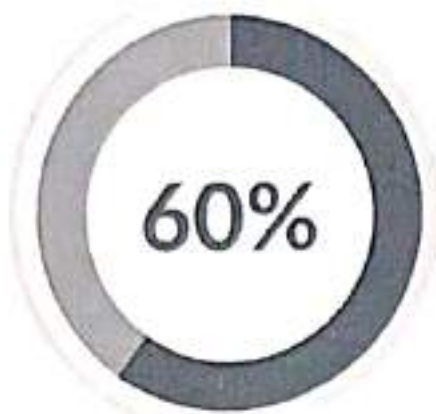
A large void exists when it comes to supporting a new leader in transition through a well-established framework that goes beyond induction and acclimation - a practical framework that engages not just the leader but also key stakeholders to build a common ground to aid a smooth take-off.

This Executive Education Programme aims to fill this void.

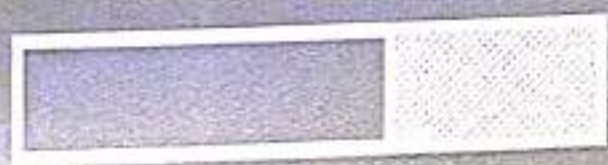


Helping Leaders cLIMB

Sep 25-27, 2025



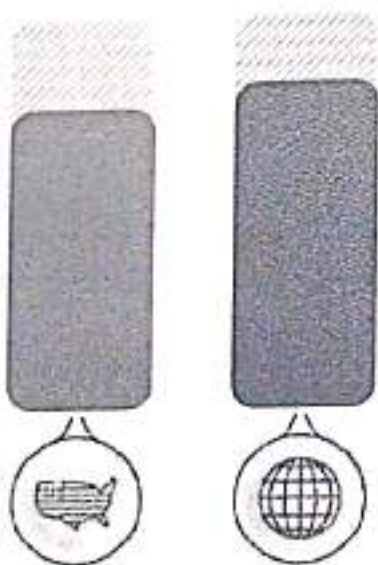
of executives fail within the first 18 months of being promoted or hired



60% of leaders surveyed took more than nine months to have a full impact on their new roles



20% of leaders surveyed took more than nine months to have a full impact in their new roles



74% of leaders in the U.S and 83% of global leaders who were promoted were not prepared for their new roles.

The CLIMB Approach

The 'CLIMB Approach' is the first-of-its-kind approach designed specifically to prepare leaders as well as organisations to plan for successful transitions. Combining best-in-class corporate and academic experiences of its faculty, the programme provides a practical framework to leaders/organisations to successfully navigate the first 4-6 months of a leadership transition.

The 'CLIMB Approach' offers a comprehensive understanding of why leadership transitions are challenging and how they can be managed:

- C – Charter:** nuances of specific role the leader is stepping into
- L – Leader:** strengths and limitations of leader's skills, mindsets, operating style
- I – Individuals:** complexity of stakeholders who the leader needs to manage
- M – Mountains:** strategic and organizational landscape leader is in
- B – Blueprint:** clarity and support to their short/long-term success blueprint

What makes the CLIMB Approach Unique?

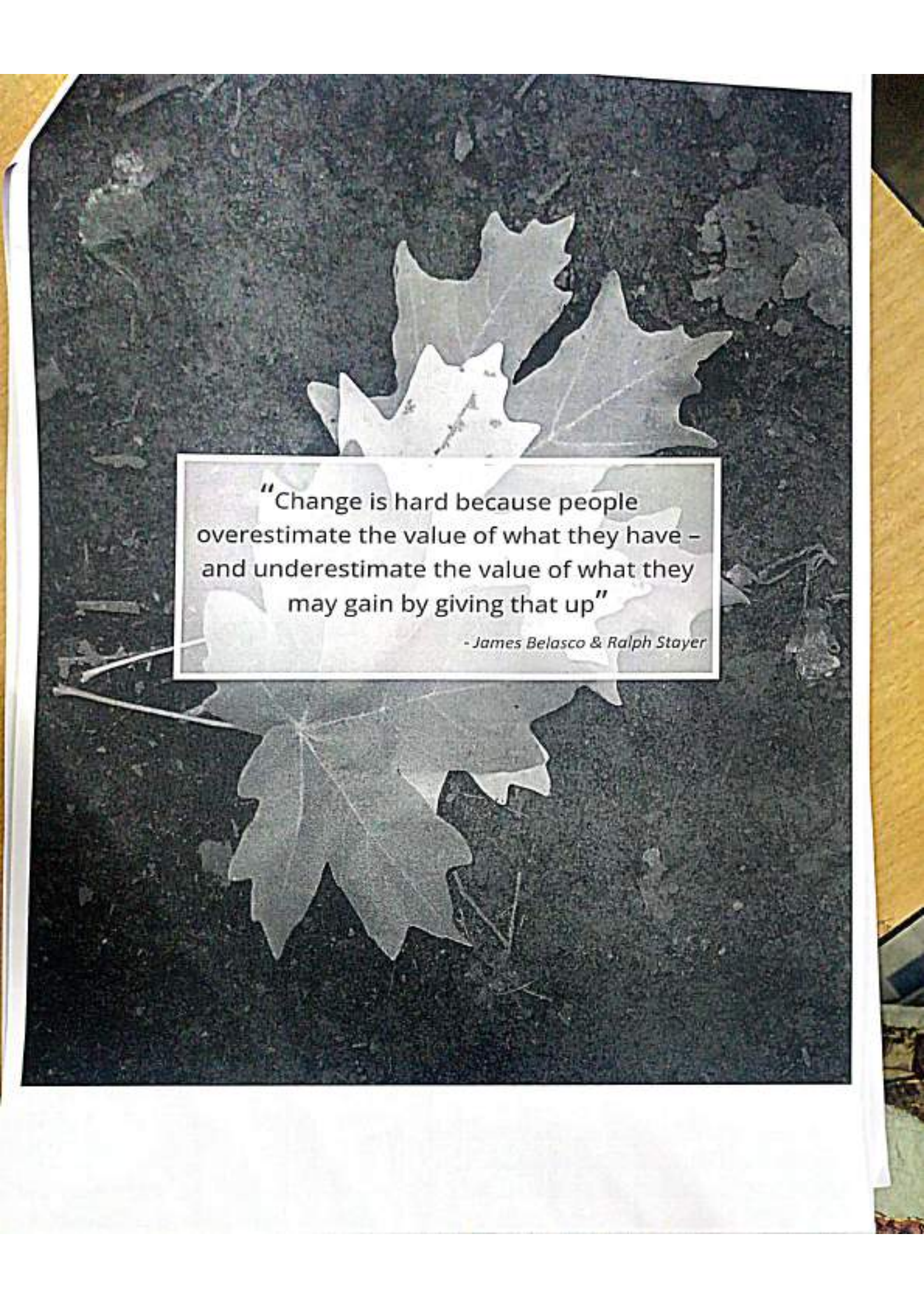
The 'CLIMB Approach' enables leaders to holistically analyse their transition challenges and think through how they can mitigate risks and significantly accelerate their success. It has four unique features:

- **Navigational Framework:** providing support and guidance through the entire transition journey
- **Stakeholder Engagement:** empowering the leader to involve key stakeholders to create alignment and collaboration
- **Calibrated Learning and Action:** helping the leader to deeply understand their context in order to calibrate change and learning agenda
- **Systemic Design:** enabling the leader to step back and see all key interconnected elements of their transition



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"Change is hard because people overestimate the value of what they have - and underestimate the value of what they may gain by giving that up"

- James Belasco & Ralph Stayer

Programme Objectives

The CLIMB Programme is designed to provide both 'leaders-in-transition' and 'HR leaders' with a framework to understand and navigate 'Leadership Transitions'.

The CLIMB Programme aims to:

- build awareness of inherent opportunities and challenges in leadership transitions
- sensitize participants to the capabilities needed for leadership transitions
- provide training in learning framework and tools for managing leadership transitions more effectively

The Programme will help transitioning leaders answer questions like:

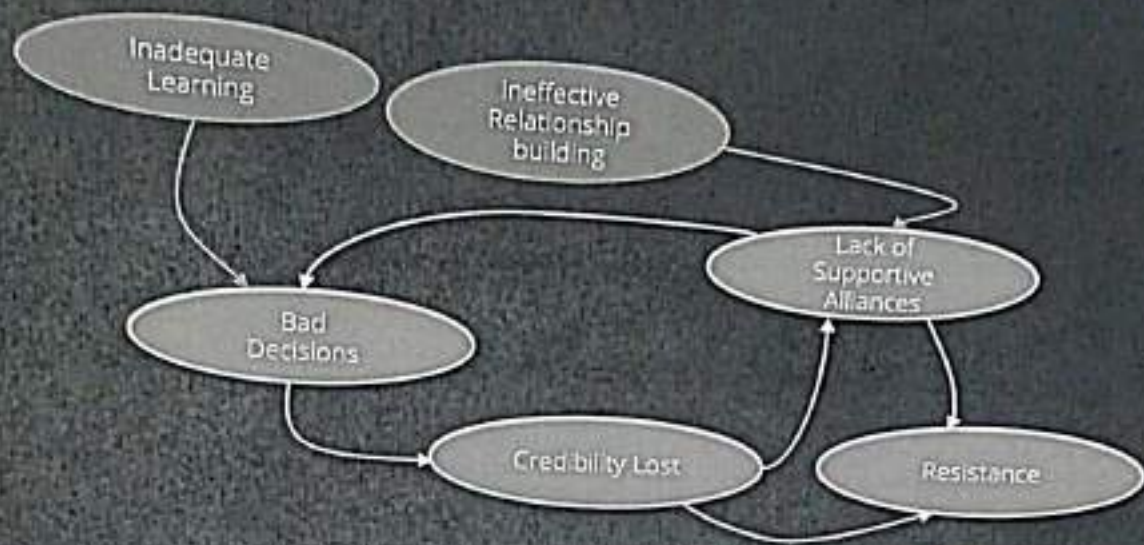
- What are their biggest transition challenges?
- How do their strengths, weaknesses & leadership style apply to transition situation?
- What do they need to learn/unlearn?
- What soft/hard skills do they need to build?
- How and where should they allocate their time?
- What leadership style should they adopt?
- What kind of team do they need to build?
- What relationships do they need to build?
- What does success look like in the short-term as well as long-term and how would they achieve it?



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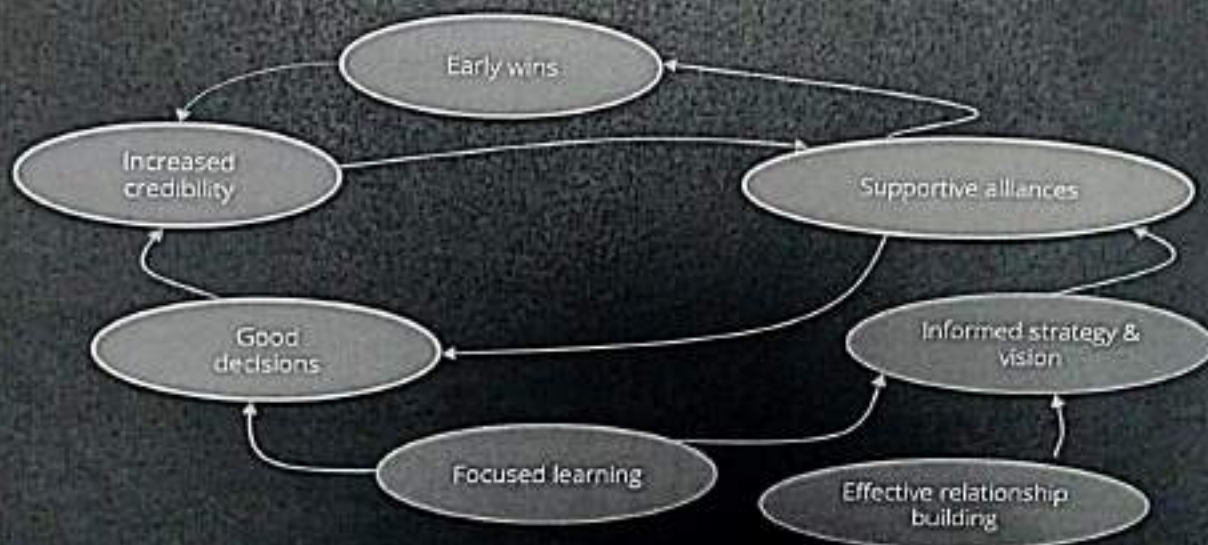
Sep 25-27, 2025

The Vicious Cycle



CLIMB Approach

The Virtuous Cycle



Pedagogy

The 3-day residential Programme will leverage thought provoking case studies and rich experiences of participants through group work, exercises and discussions to facilitate application of learnings.

Almost two-thirds of the programme is designed to discuss and apply practical frameworks and toolkits which the participants will be able to directly use at their job.

Programme Modules

Day 1: Thursday, September 25, 2025 Introductions & Expectations

Module 1-2 : The Leadership Transition Conundrum

Module 3-4 : Introduction to the CLIMB framework & tools

Guest Session : Interaction with a seasoned professional

Reflections & Take Aways

Day 2: Friday, September 26, 2025

Module 5-6 : Case Study: Zeroing onto Transition Challenges

Module 7-8 : Case Study: Guided Work in Small Groups

Module 9 : Understanding the CLIMB Mindset

Reflections & Take Aways

Day 3: Saturday, September 27, 2025

Module 10-11 : Case Study: Solving the Transition Puzzle

Module 12 : Leadership Transition Lessons from Mahabharata

Reflections, Take Aways & Action Plan



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Sep 25-27, 2025



Faculty



Prof Vishal Gupta - Programme Chair

Vishal Gupta is a Professor in the Organizational Behaviour Area at the Indian Institute of Management Ahmedabad. He obtained his doctorate in Human Resource Management from the Indian Institute of Management, Lucknow. He holds Bachelor's degree in Electrical and Electronics Engineering from BITS-Pilani, India.

Vishal's current areas of teaching and research are leadership development, mindfulness, emotional intelligence, R&D management and ethics.

Vishal's research has been published in international and national journals of repute and has been covered by national dailies and magazines such as the Times of India, Financial Express, Economic Times, Hindu BusinessLine, DNA, Mint, and Business World. He is one of the youngest faculty at IIMA to be promoted to the full Professor position at IIMA (in a period of 9.5 years).

Vishal has been honoured with the Outstanding Doctoral Dissertation award (2013-14) by the European Federation for Management Development, India's 25 Young HR Leaders award (2013) by People Matters, the Emerging Psychologist award (2014) by the National Academy of Psychology India and the Young Scientist Award (2016) by the National Academy of Sciences India.

Vishal's 'Leadership Skills' course on the Coursera platform (course link: <https://www.coursera.org/learn/leadershipskills>) has been subscribed by more than 150,000 individuals from around the world and has been ranked as the top 3 leadership courses of all time on the Coursera platform. His full profile is available at: <https://sites.google.com/view/vishalg>



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PROGRAMME HIGHLIGHTS

FIRST-OF-A-KIND programme which addresses a critical challenge faced by all types of institutions

TARGETED for Leaders-in-Transition and supporting like leaders to navigate transitions successfully



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TESTIMONIALS

The Programme was a transformative experience, enriching my leadership perspective and strategic thinking, enhanced my knowledge about to prepare for it.

Dr. Parag Das, Vice President- Technical
Oman Pharmaceutical Products CO. LLC

It was completely new journey that we have travelled during IIMA course since we've bagged lifetime new friends, mentors, vocabulary, experiences, industry blended theoretical intel. It had transformed our strategic management journey from 360 degrees. We will highly recommend this course to our network.

Nikhil Gopal Deshpande, Head Strategic Business
Chemtrols Infotech Pvt Ltd

This program is very useful for the transition in leadership role and professors are very good. Course is designed in very good manner. I really appreciate this program

Anil Kumar Shukla, Plant Head
Rockman Industries limited



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Sep 25-27, 2025

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Chemtrols Infotech Pvt Ltd*

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*Anil Kumar Shukla, Plant Head
Rockman industries limited*



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PROGRAMME HIGHLIGHTS

PRACTICAL programme designed to immerse participants in a navigational framework and toolkits

BEST-IN-CLASS FACULTY combining years of relevant academia and industry experience



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Sep 25-27, 2025

TESTIMONIALS

Leadership transitions can significantly impact an organizational culture. The CLIMB program exposes participants to a culture of seamless leadership development and integration thus ensuring continuity and stability during these transition periods. For me, it was not only a personal learning but also offered perspectives on organization dynamics at various levels that happen during leadership transitions.

For business promoters it's an investment of time only as the mula spent will return multifold if the goal is to build a resilient and adaptable leadership team that can do the CLIMB for the organization.

Mr Aman Dayal, Executive Director
Dayal Group

I attended the first module of CLIMB - Building Capability for Leadership Transitions at IIMA in December 2024. While moving up the corporate ladder has long been celebrated, the shift to leadership positions is often overlooked. This program provides tools to help people recognize, handle, and navigate transitional challenges.

The discourses comprised both theoretical frameworks and real-life case studies. Personal anecdotes from professors, as well as guest lecturers, provided enormous value to the whole program.

Dr. Surbhi Pratap, Senior CX/UX Research Consultant
Wolters Kluwer - Digital Experience Group



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Sep 25-27, 2025

Nominations & Enquires

Participant Profile

The Programme is best suited for:

- Mid-level and Senior Leaders who are preparing to transition or have already moved into a new role
- Mid-level and Senior Leaders who have been in a new role for around a year and want to step up their game
- Emerging Leaders who plan to join the C-suite
- CHRO's, HR Heads and HR Leaders who are closely involved in supporting transitioning Leaders

How to Apply

To register for the programme, fill in the application form through the link below:
<https://exed.iima.ac.in/programme-details.php?id=MTISOQ==>

The closing date for receiving applications is **September 11, 2025**. The last date for early bird discount is **September 4, 2025**. All applications are subject to review and approval by the programme faculty (usually after the due date for receiving applications). A formal acceptance letter will be sent to the selected candidates. Applicants are requested to make their travel plans only after receiving the acceptance letter

Venue and Accommodation

The programme will be held at the Indian Institute of Management Ahmedabad. Participants would get full board and air-conditioned single room accommodation either on campus or with empaneled hotel partner. IIMA norms do not allow participants to have guests staying with them during the programme

Certificate of Participation

A Certificate of Participation will be issued to the participants at the end of the programme, subject to their having attended all the sessions of the programme. Absence from any session needs to be with the prior approval of the Programme Faculty Chair

IIMA Alumni Association

Participants who are attending short-duration Executive Education Programmes for the first time, on or after April 1, 2012, will have to attend for a total of 21 days in one or more programmes in order to be eligible for alumni status and alumni identity card, both of which will be awarded on the payment of a one-time alumni fee of INR 10,000/- + GST.



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Sep 25-27, 2025

Programme Fees

Programme Fees

INR 1,20,000 plus GST per person for participants from India and its equivalent in US Dollars for participants from other countries. The fee includes tuition fee, programme materials, boarding and lodging.

The programme fee along with the application form should be received by the Executive Education Office latest by **September 11, 2025**. In case of cancellations, the fee will be refunded only if a request is received at least 15 days prior to the start of the programme. If an application is not accepted, the fee will be refunded to the person/organisation concerned.

Discount

Early Bird Discount: Applications received with payments on or before **September 4, 2025**, will be entitled to an early bird discount of 7%. Early submission of fee and application does not, however, guarantee acceptance of the application.

Group Discount: Any organisation sponsoring four or more participants will be entitled to a discount of 7% on the total fee payable provided that at least four participants actually attend the programme. Organisations can avail themselves of both the discounts subject to a maximum overall discount of 10%. Any organisation sponsoring 25 or more participants across all the Open Enrolment Executive Education Programmes of IIMA in one academic year will be entitled to an overall discount of 15% on the programme fee payable.

The above discounts will be applicable only when the requisite numbers of participants actually attend the programmes. Programme dates and fee are subject to change at the discretion of the Institute.

Payment Options

The programme fee can be paid in one of these two ways:

[A] Electronic Fund Transfer

- 1) Name of Beneficiary: Indian Institute of Management Ahmedabad
- 2) Savings Bank A/c IIMAHMOEP, HDFC Bank Limited, Ahmedabad, Vastrapur Branch (IFSC Code: HDFC0000048, MICR Code: 380240003)
- 3) Name of Remitter: (Please mention the name of the sponsoring organization)
- 4) Purpose of Remittance: CLIMB: Building Capability for Leadership Transitions
- 5) IIMA Permanent Account Number (PAN): AAAT11247F
- 6) IIMA Tax Deduction Account Number (TAN): AHMI00189A
- 7) IIMA GST Registration Number: 24AAAT11247F1Z4 (SAC: 999293)

[B] Payment Gateway

Please visit the following link for Payment Gateway:
https://exed.iima.ac.in/pay-prg-online.php?prg_id=18747803-2b87-61a7-ea08-67bc77476d2b

After making the payment, please email us the complete transaction details so that we can link your remittance with your nomination.



Helping Leaders CLIMB
Sep 25-27, 2025

Indian Institute of Management Ahmedabad

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting and research facilities in management.

Major Programmes Offered by IIMA

- Two-Year Post Graduate Programme in Management (MBA)
- Two-Year Post Graduate Programme in Food and Agri-business Management (MBA-FABM)
- Ph.D. Programme in Management
- One-Year Full Time Post Graduate Programme in Management for Executives (MBA-PGPX)
- Short duration Executive Education programmes through open enrollment, customisation and online for various levels of experienced professionals across industry
- Faculty Development Programme (FDP)
- ePost Graduate Diploma in Advanced Business Analytics (ePGD-ABA)
- Armed Forces Programme (AFP)
- Blended Post Graduate Programme in Management (BPGP)

The Institute has 100 plus faculty members working in the following management areas and centres:

Disciplinary Areas & Groups

- Centre for Management in Agriculture
- Communication
- Economics
- Finance and Accounting
- Human Resources Management
- Information Systems
- Marketing
- Organisational Behaviour
- Operations and Decision Sciences (O&DS)
- Public Systems Group
- Ravi J Matthai Centre for Education Innovation
- Strategy

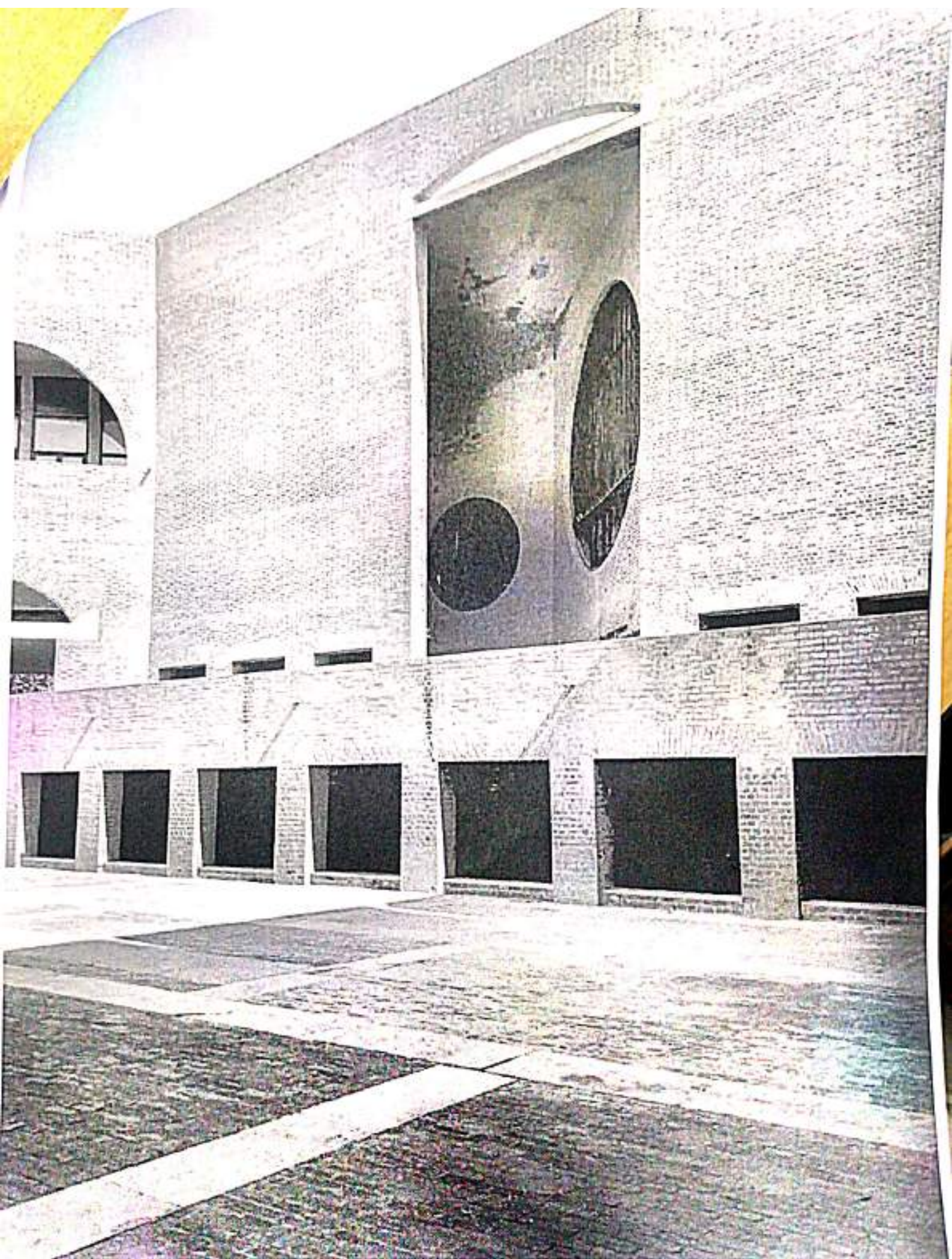
Research Centres

- Ashank Desai Centre for Leadership and Organisational Development
- Brij Disa Centre for Data Science and Artificial Intelligence
- Centre for Digital Transformation
- Centre for Management of Health Services
- Centre for Sustainability and Corporate Governance Research
- Centre for Transportation and Logistics
- Gender Centre
- IIMA Ventures (Formerly known as IIMA-CIIE)
- India Gold Policy Centre
- JSW School of Public Policy
- Madan Mohanka Centre of Excellence in Case Method of Learning
- Misra Centre for Financial Markets and Economy
- NSE Centre for Behavioral Science in Finance, Economics and Marketing



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Sep 25-27, 2025



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**Executive
Education**

INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

New Campus, Vastrapur, Ahmedabad - 380 015
Ph: +91 79 7152 6400

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