

A Leadership Contract with Your Future Self

Dear Manisha,

Over the past 7 months, LEAP has not just been a series of sessions, it has been a mirror, a learning, and a shift.

This document is your opportunity to pause and capture:

- > What has changed in how you think
- > What has changed in how you lead
- > What you choose to carry forward

This is not a summary of modules. This is your leadership story, shaped through experience, reflection, and application.

Keep it real. Keep it specific.

This is for you as much as it is for the journey.

How to Approach This

- > Do not try to complete this in one go.
Take a moment to think before each section.
- > For every response, anchor yourself in a real situation (a meeting, a decision, a team interaction, a challenge).
- > Avoid general statements like:
“I improved communication” or “I became more confident”
- > Instead, focus on:
 - What you used to do
 - What you now do differently
 - Where you have already applied it
- > Be honest, not perfect.
The value of this document lies in specificity, not polish.
- > Keep your responses clear and concise
(1–3 lines per question is enough if it captures the point well)

While Writing, Ask Yourself

- > What is one situation that stands out?
- > What did I do earlier?
- > What did I do differently this time?
- > What changed because of it?

Important

This document will form part of your LEAP closure and may be shared in a consolidated form to reflect the overall journey and impact. Write it in a way that reflects your true leadership shift.

How to Reflect & Respond...

Before LEAP, how did I typically respond in:

- > Pressure situations
- > Leading different types of people
- > Stakeholder conflicts or ambiguity

Think about your overall pattern, not just one instance:

- > How did you usually react when things became uncertain or demanding?
- > What was your default approach with people and decisions?
- > What kind of responses did others consistently experience from you?

Capture Your Reflection Using This Structure:

1. My typical approach:

How did I usually respond or behave?

2. What triggered this:

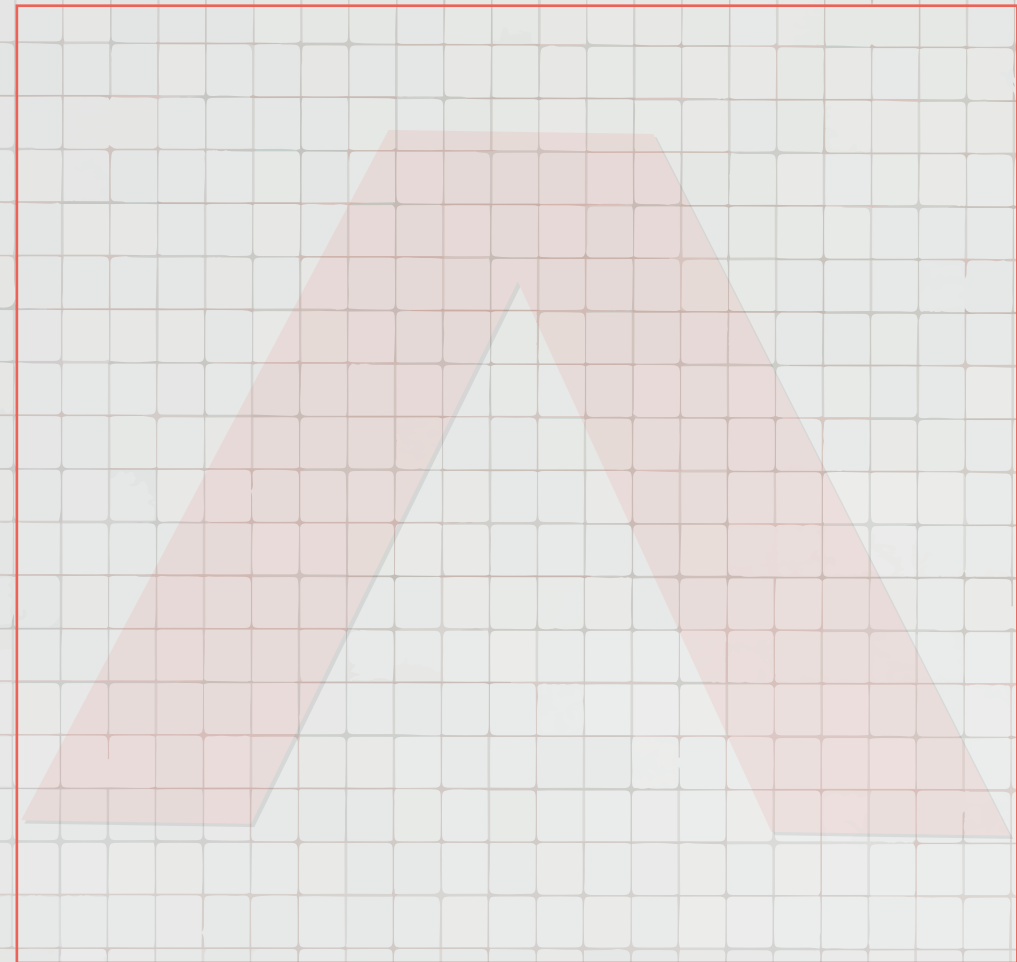
In what kind of situations did this show up most often?

3. The impact it created:

What effect did this have on my team, stakeholders, or outcomes?

Reflection

The Leader I Was...



What Started Challenging Me...



Reflection

How to Reflect & Respond...

During the journey, what started to feel uncomfortable or incomplete in your leadership?

Think:

- > Where did your presence fall short?
- > Where did you react instead of respond?
- > Where did you operate without enough context?

Capture Your Reflection Using This Structure:

1. **What I started noticing:**

What gap or pattern became visible to me?

2. **Where this showed up:**

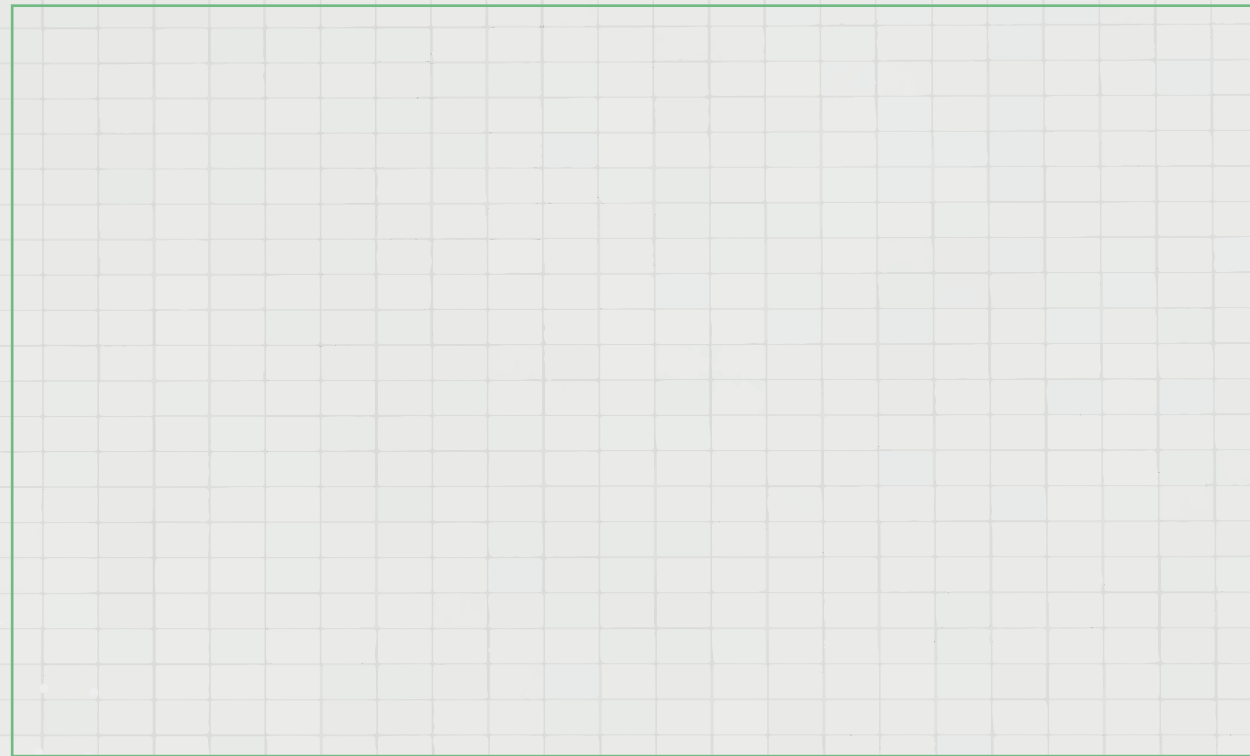
In what kind of situations or interactions did I observe this?

3. **What this made me realize:**

What did I understand about my leadership because of this?

From Insight to Impact: The People Behind It

A note for my trainer ...



Executive & Business Presence



Thomas Kuriakose

How to Reflect & Respond...

Identify 2–3 moments across the journey that shifted your thinking.

Triggers:

- A time you saw yourself in the Drama Triangle
- A moment you rethought how to approach a stakeholder
- A situation where you realized you were too tactical, not strategic
- A discussion that changed how you view innovation or decision-making

Capture Your Reflection Using This Structure:

1. **The moment:**

What was the situation or context?

2. **What I realized:**

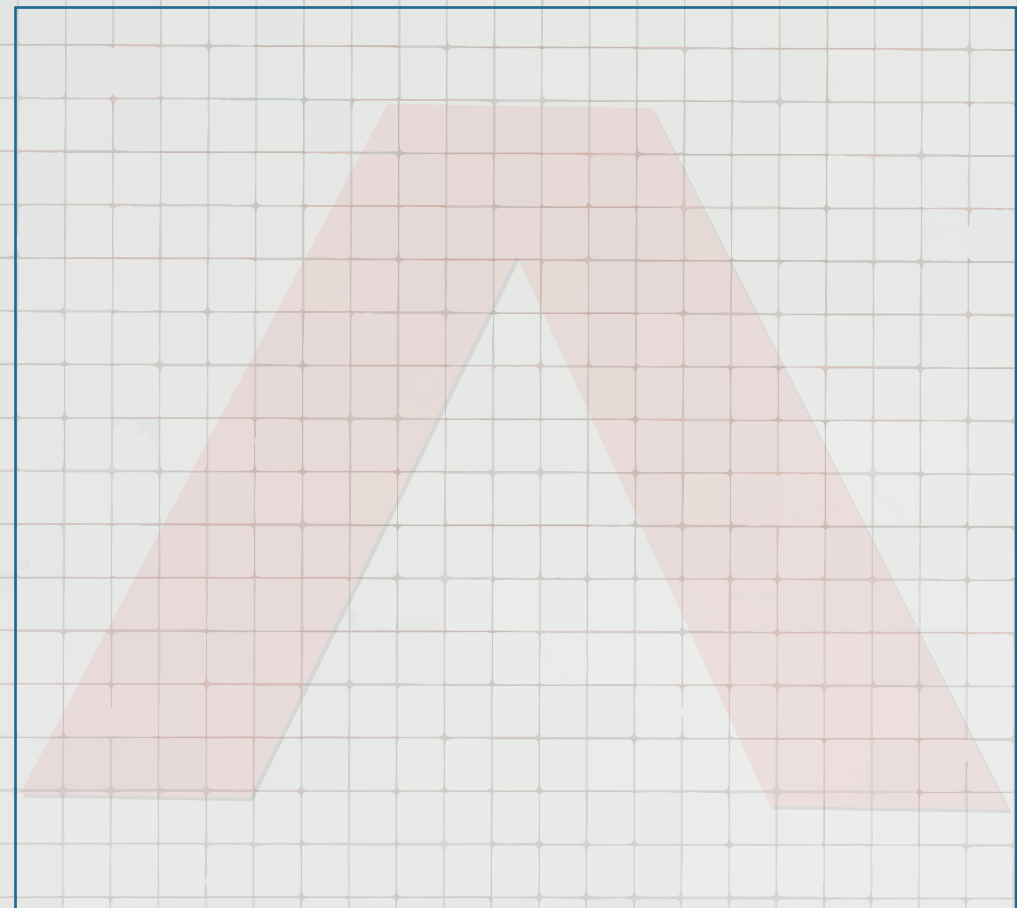
What shifted in my thinking at that point?

3. **What changed after:**

What did I start doing differently because of this?

Reflection

Moments That Changed Me...



What I Now Do Differently...



Reflection

How to Reflect & Respond...

What are 3 things you now actively do differently in your role?

Cover:

- > Decision-making (Delegation, clarity, ownership)
- > Stakeholder alignment
- > Thinking beyond immediate tasks (big-picture / strategy)

Think of your current work:

- > How are you taking decisions differently?
- > How are you involving people differently?
- > How are you thinking beyond immediate tasks?

Focus on specific behavior changes, not intentions.

Capture Your Reflection Using This Structure:

1. *Earlier, I used to:*

What was my default approach?

2. *Now, I consciously:*

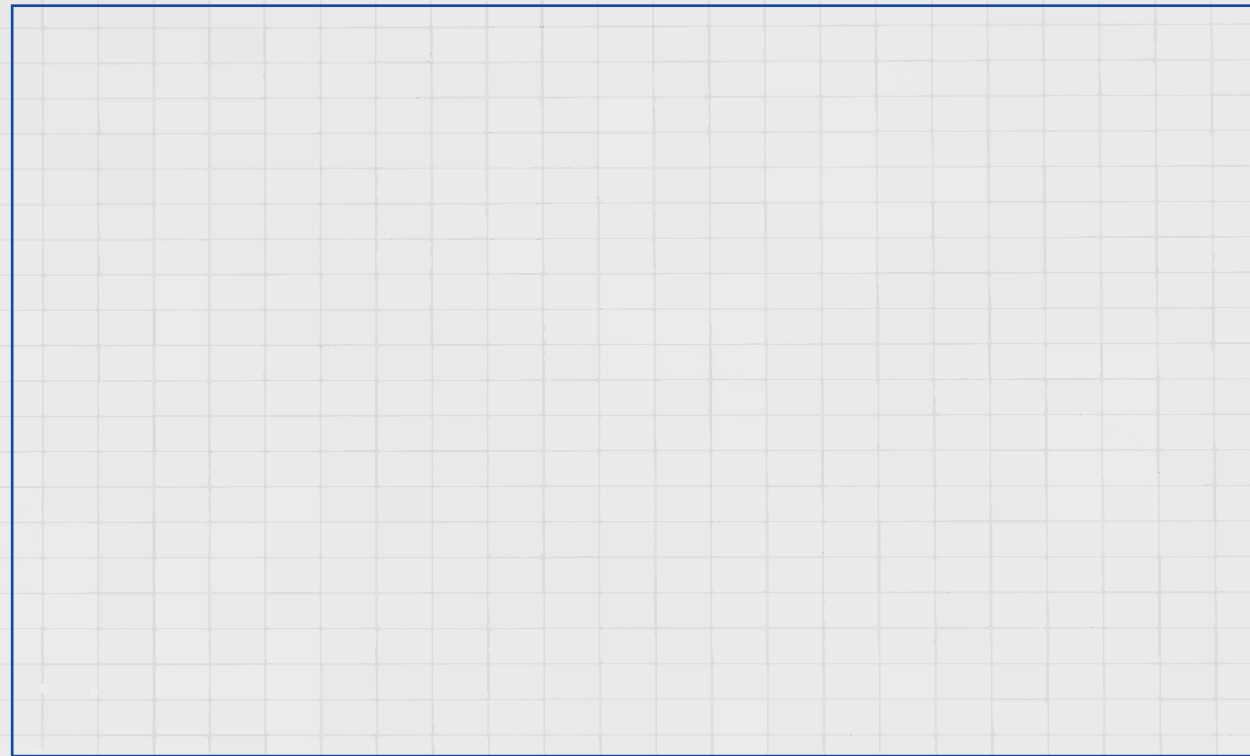
What do I do differently today?

3. *The difference this is creating:*

What is changing in outcomes, responses, or effectiveness?

From Insight to Impact: The People Behind It

A note for my trainer ...



Stakeholder Management



Dinesh Jambe

How to Reflect & Respond...

What has changed in how you:

- > Delegate work
- > Make decisions
- > Give feedback

Think:

- > Are you still solving, or enabling?
- > Are you still correcting, or developing?

Think of your team interactions:

- > A recent delegation you handled differently
- > A conversation where you gave feedback differently
- > A moment where you chose to enable instead of solve

Capture Your Reflection Using This Structure:

1. **My earlier approach:**

How did I typically handle delegation, decisions, or feedback?

2. **What I do differently now:**

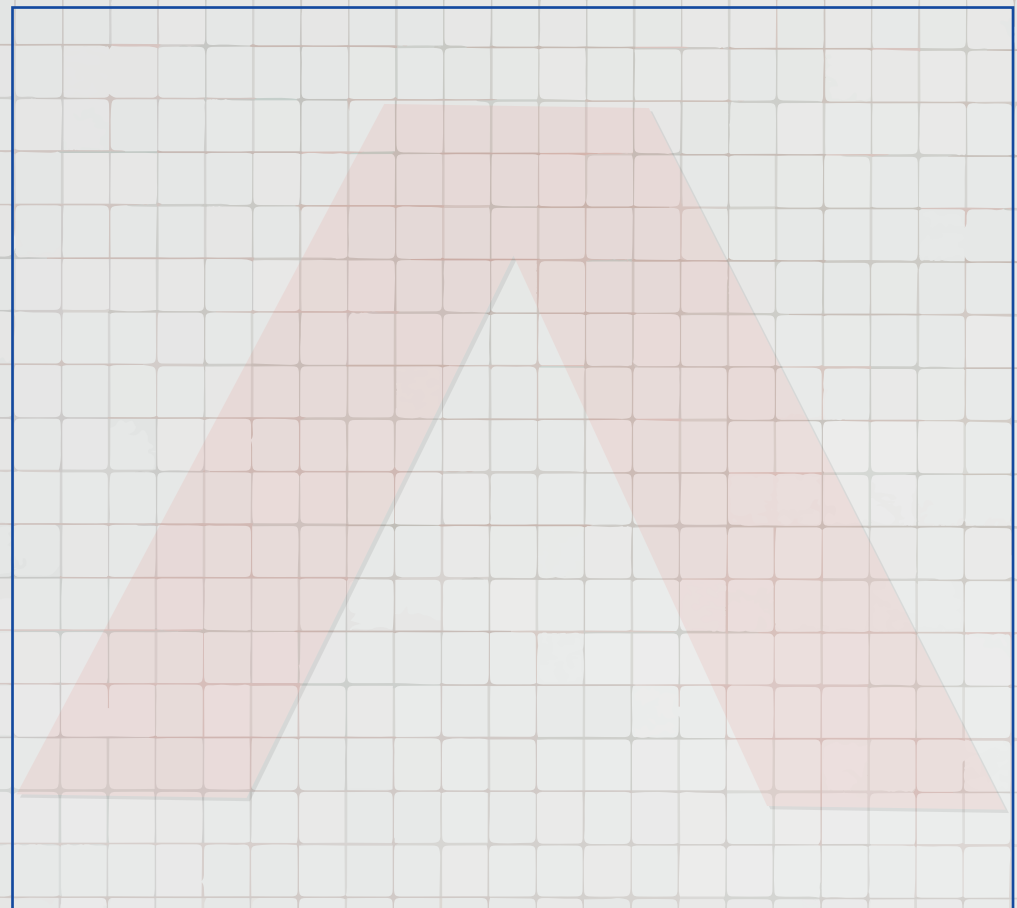
How has my approach changed in working with my team?

3. **What this is changing in my team:**

What difference is this creating in ownership, confidence, or performance?

Reflection

How I Now Lead People Differently...



A Coaching Realization I Can't Ignore...



Reflection

How to Reflect & Respond...

From your coaching sessions:

- > What is one insight about yourself that stayed with you?
- > What pattern did you finally see?

Think of a moment in coaching where:

- > You paused longer than usual
- > You didn't have an immediate answer
- > You saw a pattern in your behavior clearly

Capture Your Reflection Using This Structure:

1. What I realized about myself:

What pattern, habit, or tendency became clear to me?

2. Where this shows up:

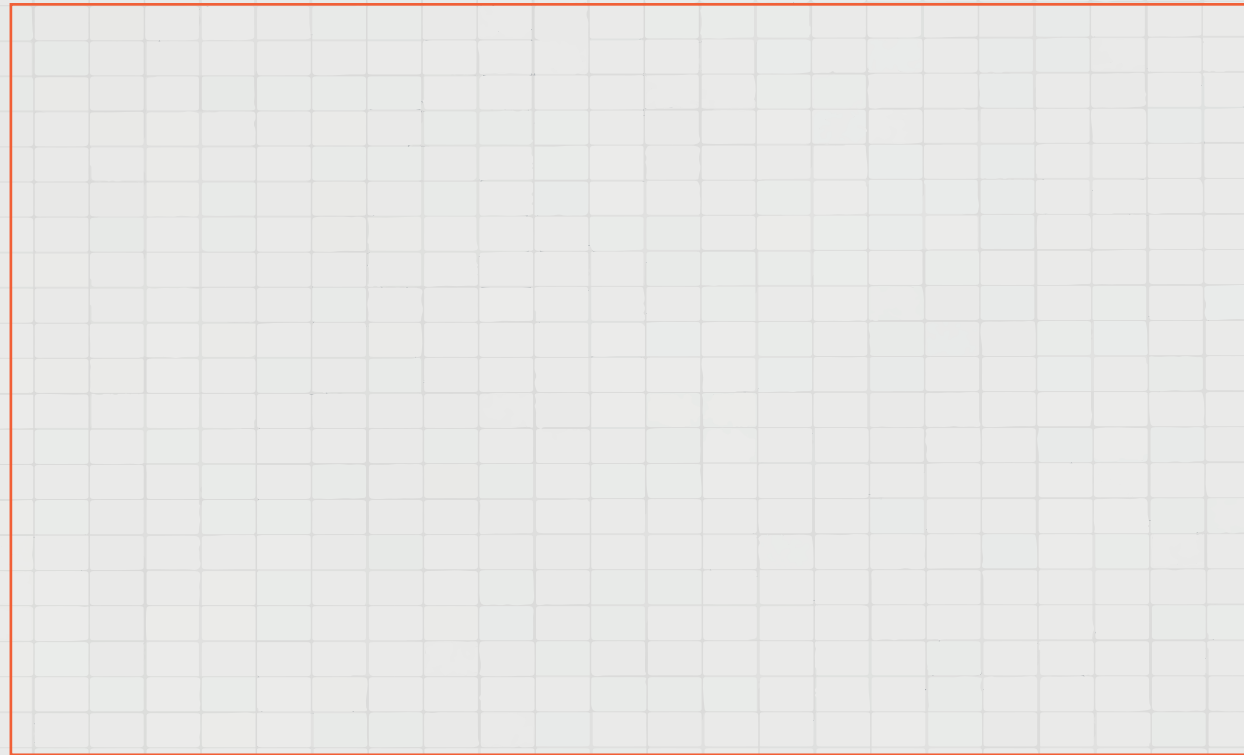
In what kind of situations or interactions does this typically appear?

3. Why this matters to me now:

How does this realization change the way I need to lead going forward?

From Insight to Impact: The People Behind It

A note for my trainer and coach...



- Lumina
- Leadership Essentials
- Coaching
- Classical Conditioning
- Situational Leadership



Satchit Arvind Jamgaonkar

How to Reflect & Respond...

If you return to your old patterns:

- > What will it cost you?
- > What will your team / stakeholders experience?

Think about your real work environment:

- > Where are you most likely to slip back into old patterns?
- > How would your team or stakeholders experience you again?
- > What impact would this have on decisions, relationships, or outcomes?

Focus on real consequences, not ideal scenarios.

Capture Your Reflection Using This Structure:

1. The pattern I might fall back into:

What old behavior or tendency could return?

2. Where this would show up:

In what kind of situations or interactions would this reappear?

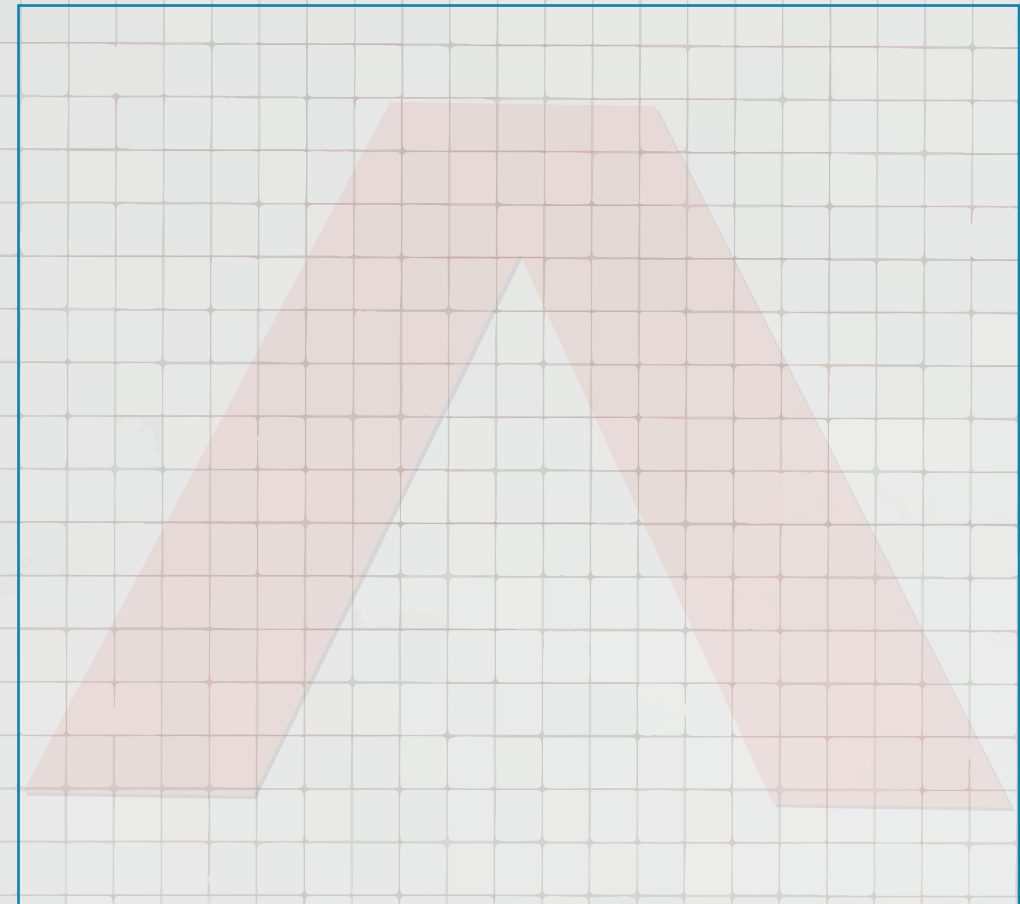
3. The cost of this:

What would this lead to for:

- o Me as a leader
- o My team / stakeholders
- o My outcomes

Reflection

If I Go Back...



If I Stay True...



Reflection

How to Reflect & Respond...

If you sustain your current shifts:

- > What becomes possible?

Think about your real work environment:

- > What improves in how you take decisions?
- > How do your relationships with stakeholders evolve?
- > What changes in how your team performs or responds?

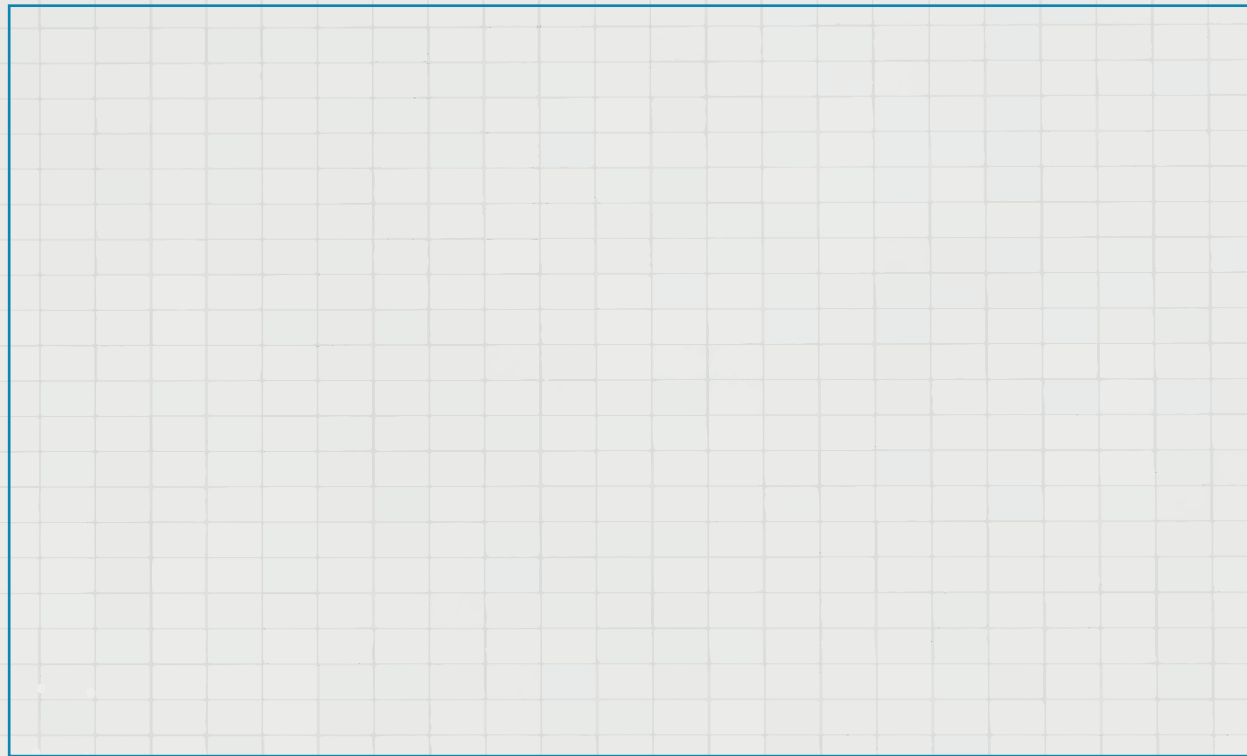
Focus on practical outcomes and visible shifts, not ideal or distant aspirations.

Capture Your Reflection Using This Structure:

- 1. What I will continue doing:**
Which behavior or shift will I consciously sustain?
- 2. What this will enable:**
What will improve in my effectiveness, decisions, or leadership?
- 3. The impact this can create:**
What difference will this make for:
 - o My team
 - o My stakeholders
 - o My outcomes

From Insight to Impact: The People Behind It

A note for my trainer ...



Strategic & Big Picture Thinking



Amit Lala

How to Reflect & Respond...

Write 3 behaviors you will not compromise on:

Example:

- > "I will align stakeholders before execution"
- > "I will delegate outcomes, not just tasks"
- > "I will give forward-looking feedback, not just corrections"

Think about your day-to-day leadership:

- > What will you do even when under pressure?
- > What will not change, even when it feels easier to fall back?
- > What do you want your team and stakeholders to consistently experience from you?

Focus on real consequences, not ideal scenarios.

Capture Your Reflection Using This Structure:

For each non-negotiable:

1. **The behavior:**

What will I consistently do?

2. **Where this matters most:**

In what situations will I need to be most conscious of this?

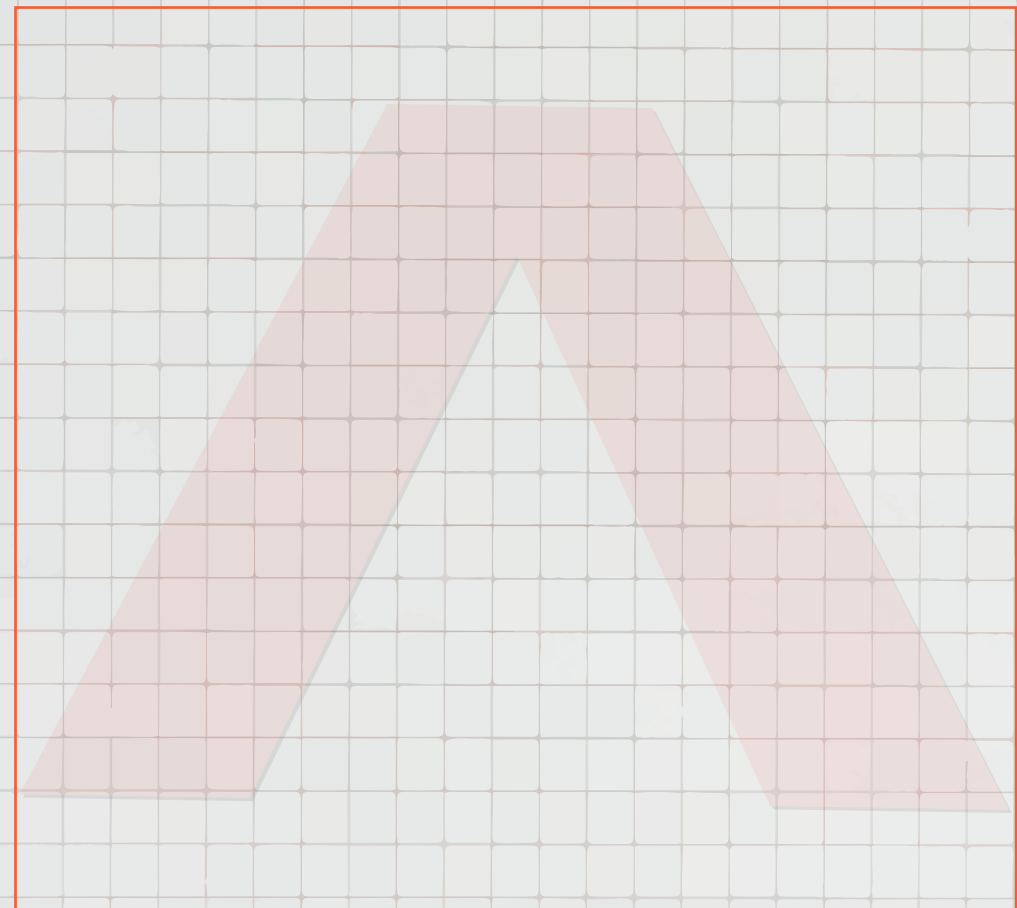
Write Your Non-Negotiables (3) :

I will _____

This matters most when _____

Reflection

*My Leadership
Non-negotiables...*

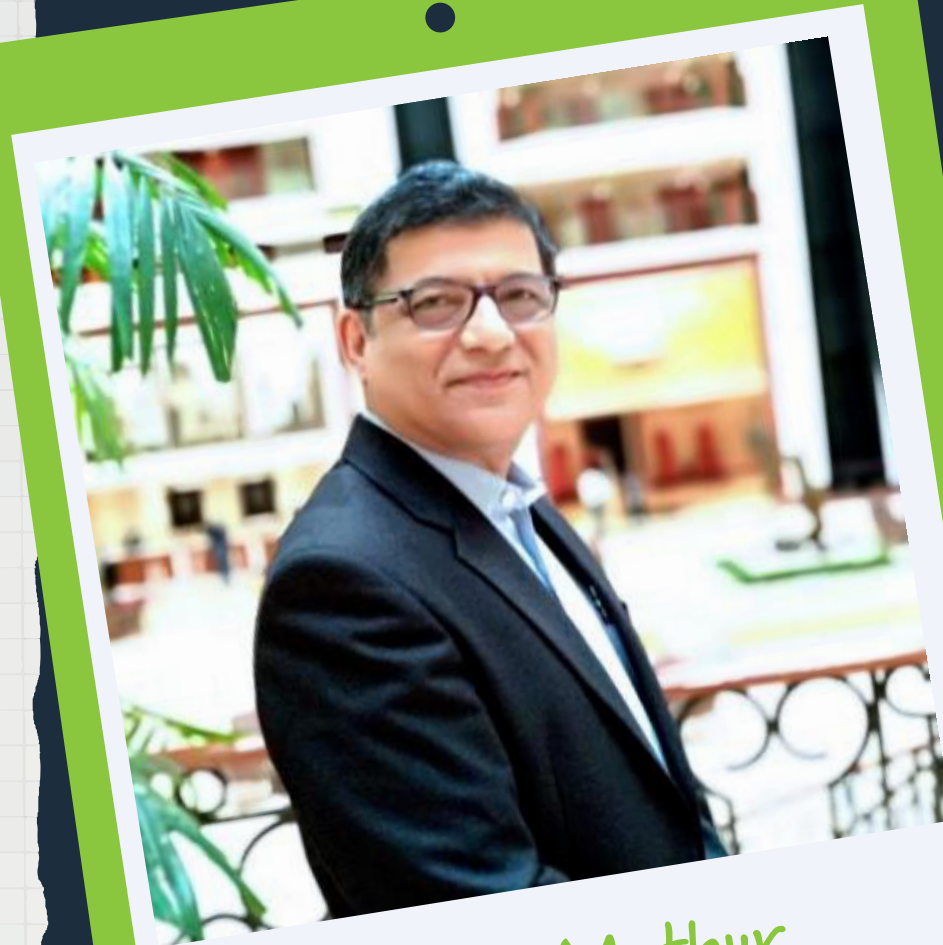


From Insight to Impact: The People Behind It

A note for my trainer ...



Design Thinking and Innovation



Adhir Mathur

A Line to My Future Self



Reflection

How to Reflect & Respond...

(One sentence. No fluff.)

- > “Don’t react. Choose how you show up.”
- > “Clarity over comfort.”
- > “Build people, not dependency.”

Think about:

- > What is one reminder you want to carry into your day-to-day work?
- > What will keep you grounded when situations become difficult or uncertain?
- > What reflects the leader you are becoming through this journey?

From Insight to Impact: The People Behind It

A note for my trainer ...



Delegation and
Decision-making

Difficult Conversations and
Feedback to Feedforward



Dr. Kusum Prasad

Before You Close This...

This document is not meant to be filed away.
It is meant to be revisited.

There will be moments in pressure, in ambiguity, in decisions, where you will recognize the leader you once were.

Pause there.

Come back to what you have written.

Come back to what you have seen about yourself.

Come back to what you have chosen to become.

This journey does not end with LEAP.

It begins in how you lead, every single day.

Keep this with you. Return to it when it matters most.

Signature

Date