

MANAGER ACCELERATOR PROGRAMME

**BUILDING CONFIDENT,
CAPABLE AND
FUTURE-READY MANAGERS**



19 – 21 August, 2026



Chennai



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PROGRAMME OVERVIEW

The transition from individual contributor to manager is one of the most significant shifts in a professional's career. Success in this role requires a new set of capabilities—from leading people and managing performance to influencing stakeholders and driving results through teams.

The Manager Accelerator Programme is designed to help emerging managers make this transition with confidence and effectiveness. Through a blend of behavioural assessments, experiential learning, simulations, practical tools, and workplace application, the programme equips participants with the mindset and skills required to succeed as people managers.

Focused on self-awareness, leadership, communication, performance management, decision-making, and team effectiveness, the programme accelerates the journey from high-performing individual contributor to capable and confident manager.



PROGRAMME ARCHITECTURE

A Three-Phase Learning Journey

Phase 1: Discover

Self-Discovery & Preparation

Behavioural Assessment (FEBI)
Assessment Debrief
Guided Reflection
Individual Development Planning



Phase 2: Develop

3-Day Experiential Learning Workshop

Simulations, Role Plays, Case Studies & Peer Learning
Practical leadership tools and frameworks
Facilitated Reflection & Feedback
3 Days



Phase 3: Apply

Action Learning Project & Showcase

Workplace-based managerial challenge
Application of learning on the job
Virtual Presentation & Impact Showcase
2–3 Weeks



PROGRAMME ARCHITECTURE

Phase 2: Develop Core Managerial Capabilities

Day 1

Self-Awareness & Managerial Foundations

- Understanding the Managerial Role
- Personal Effectiveness & Productivity
- Goal Setting & Planning
- Delegation
- Performance Management
- Giving & Receiving Feedback

Day 2

Leadership, Communication & Influence

- Leadership Styles & Situational Leadership
- Building a Leadership Vision
- Effective Communication
- Listening & Questioning Skills
- Influencing Stakeholders
- Relationship Management

Day 3

Leading Teams & Managing Challenges

- Team Dynamics & Collaboration
- Building Trust & Accountability
- Critical Thinking & Decision Making
- Managing Ambiguity & Risk
- Conflict Resolution
- Difficult Conversations & Problem Solving

PROGRAMME ARCHITECTURE

Phase 3: Apply Learning to Real Business Challenges

Participants undertake an Action Learning Project focused on a real managerial challenge within their team or function.



Project themes may include:

- Improving team effectiveness
- Enhancing communication processes
- Addressing performance challenges
- Strengthening employee engagement
- Streamlining workflows and collaboration

Participants conclude the journey by presenting their approach, outcomes, key learnings, and business impact through a facilitated virtual showcase.

Learning Methodology

The programme combines multiple learning approaches to maximize engagement and retention.

- Behavioural Assessments
- Role Plays
- Case Studies
- Reflection Exercises
- Peer Learning
- Action Learning Projects
- Facilitated Discussions



KEY LEARNING OUTCOMES

At the end of the programme, participants will be able to:

- Understand their leadership strengths and development opportunities
- Transition successfully into the role of a people manager
- Set clear expectations and manage performance effectively
- Delegate work and build accountability within teams
- Communicate with confidence and influence stakeholders
- Lead teams through challenges and change
- Make informed decisions using critical thinking frameworks
- Manage conflict constructively and professionally
- Build trust, engagement, and collaboration within teams
- Apply leadership concepts to real business situations

WHO SHOULD ATTEND?

The programme is ideal for:

- Newly promoted managers
- Team leaders
- Supervisors
- Project leads
- High-potential employees preparing for managerial responsibilities
- Professionals transitioning from individual contributor to people management roles

COMMERCIALS

48000/- + GST for CII Members

55000/- +GST for CII Non Members

***Group discount 10% on minimum 3 nominations**

About CII

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society through advisory and consultative processes.

For more than 130 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. With its extensive network across the country and the world, CII serves as a reference point for Indian industry and the international business community.

In the journey of India's economic resurgence, CII facilitates the multifaceted contributions of the Indian Industry, charting a path towards a prosperous and sustainable future. With this backdrop, CII has identified "Accelerating Competitiveness: Growth, Resilience, Inclusion, Sustainability, Trust" as its theme for 2026-27, prioritising five key pillars. During the year, CII will align its policy advocacy, institutional initiatives, partnerships, and outreach to support Indian industry in strengthening these five interconnected pillars of competitiveness.

About SNCEL

The CII Suresh Neotia Centre of Excellence for leadership (CI-SNCEL) is part of CII's Integrated agenda of building competitiveness through Centres of Excellence. CII-SNCEL is one of the 13 COEs set up for enhancing development and progress through a diverse range of services. Established in 2009, Centre was initiated with the purpose of serving as a key facilitator of leadership development across various segments of business and socio-cultural demographics. CII-SNCEL was conceived on the core belief that the quality of leadership will play a vital role in enabling the 'new India' to succeed in its mission for inclusive growth and competitiveness and thereby becoming a frontrunner in the global economy. Grooming current and future leadership is top priority for the 'new India' which is characterized by start-ups, first generation enterprises, family run businesses, digital revolution, disruptive business practices, global headwinds and growth of new institutions.

Contact:

Madhulina Das

E: madhulina.das@cii.in | **M:** 8017770322

CII Centre of Excellence for Leadership

Plot No 36, Block DC, Sector – I, Salt Lake City, Kolkata - 700 064

P: +91-33-6614 0100 | **F:** +91-33-6614 0136 | **E:** cii-leadership@cii.in

W: cii-leadership.in