

Young Leaders Boot Camp

An Experiential Leadership Development Program

18th to 21st June 2026 | Junga, Himachal Pradesh

Introduction

The most significant shift a leader and an entrepreneur makes in their career is not technical — it is human. Moving from managing work to leading people requires a fundamentally different set of capabilities: the ability to build trust, communicate with honesty and care, understand what drives the people around you, and create an environment where individuals genuinely want to show up and contribute.

This is not a shift that happens through reading or instruction alone. It happens through experience — through being placed in real situations that demand empathy, influence, and self-awareness, and then reflecting honestly on what those situations revealed.

This programme is built around that belief. Over three days in the Himalayas — away from operational pressures and organisational hierarchies — participants engage in structured experiences, facilitated conversations, and reflective practice designed to surface and strengthen the human dimensions of leadership. The outcome is not just conceptual understanding, but genuine behavioural shift.

Programme Objectives

This programme is organised around three interconnected dimensions of leadership effectiveness:

Dimension	What Participants Will Work On
Working with Others	Leading with greater empathy and creating a team culture people want to be part of.
Understanding Others	Understanding what drives team behaviour and how to lead teams more effectively.
Self	Improving how I communicate, influence, and build key relationships.

Programme Structure

Day	Theme	Learning Lens
Day 1 — Arrival (18th June)	Arrival at the Junga Camp on 18 th June Evening/Night Junga Camp Location Link: https://maps.app.goo.gl/gR7sHoFRrGxXjB8z5	
Day 2 — Connect (19th June)	Building Awareness, Trust & Shared Purpose	Psychological Safety · Emotional Intelligence · Interpersonal Awareness
Day 3 — Challenge (20th June)	Leading Through Uncertainty & Complexity	Adaptive Leadership · Systems Thinking · Conflict Management
Day 4 — Commit (21st June)	Reflection, Renewal & Application	Authentic Leadership · Transformative Learning · Reflective Practice

PROGRAMME

DAY 1 — ARRIVAL (18th June)

7:00 PM Onwards

Arrival at the Junga Camp on 18th June Evening/Night

Note: Delegates will be required to reach the Junga Camp on their own. However, a shared coach service from Delhi will be available on a paid basis for interested participants. The coach is scheduled to depart from Delhi on 18th June at 12:00 noon.

DAY 2 — CONNECT (19th June)

Awareness, Trust & the Learning Mindset

Time	Experience	Concepts & Purpose
8:00 – 10:00 AM	Orientation & Breakfast	Acclimatisation, settling in, and readiness for immersion
10:00 – 11:30 AM	Opening Circle: Full-Value Contract	Co-creating group norms of respect, empathy, and curiosity — the psychological container for everything that follows
11:30 AM – 1:00 PM	Experiential Challenge: Web of Life & Friendship Ladder	Building interpersonal awareness, inclusion, and trust; surfacing how we relate and what we assume about others
1:00 – 2:00 PM	Lunch	—
2:00 – 4:00 PM	Trust & Interdependence: Sheep and Shepherd	Practising vulnerability, deep listening, and collaborative leadership — leading and being led with care
4:30 – 6:00 PM	Facilitated Reflection: What Did I Learn About My Team?	Linking behaviour in the field to leadership patterns at work; connecting experience to the three programme objectives
7:00 – 9:00 PM	Campfire Dialogue: The Leader Who Stayed With Me	Exploring authenticity, influence without authority, and what people actually follow — sharing stories that reveal leadership values

Conceptual Thread — Day 2

- Trust is the foundation of all effective leadership — and it must be earned, not assumed
- Empathy is a precision tool — the ability to read what a situation actually requires, not just what is logically appropriate
- Collaboration built on psychological safety consistently outperforms compliance built on authority

DAY 3 — CHALLENGE (20th June)

Leadership, Adaptability & Systems Thinking

Time	Experience	Concepts & Purpose
6:30 – 7:30 AM	Morning Yoga & Reflection Journal	Cultivating presence, physical readiness, and the reflective mindset before the day's challenges begin
8:00 – 10:00 AM	Rock Climbing & Rappelling	Confronting fear, managing the stretch between support and challenge, and discovering that the body is more capable than the mind believes

10:00 AM – 1:00 PM	Trekking & Group Cooking in the Open	Collaboration, resource management, and interdependence in dynamic, unstructured conditions — leadership when no one is officially in charge
1:00 – 2:30 PM	Rest & Reflection	Linking physical challenge and discomfort to cognitive and emotional adaptability; journaling on what the morning revealed
2:30 – 5:30 PM	Tower Building Challenge	Shifting from competition to collaboration; managing conflict styles; creative problem-solving under time and resource constraints
6:00 – 8:00 PM	Reflection & Dialogue: Leading When It Is Hard	Translating experiential insights to real workplace situations — how do I lead when the conditions are unclear, the team is resistant, or I am running on empty?
8:00 – 9:00 PM	Dinner	Informal dialogue and rest

Conceptual Thread — Day 3

- Adaptive challenges require empathy and systems thinking — not just technical fixes
- What drives team behaviour becomes visible under pressure — and the leader's response shapes everything that follows
- Collaboration and honest reflection transform collective performance more durably than individual heroics

DAY 4 — COMMIT (21st June) Reflection, Renewal & Action

Time	Experience	Concepts & Purpose
6:30 – 8:30 AM	Raft Making Challenge	Collective problem-solving, creative thinking, and resilience — building something together that has to actually work
9:00 – 11:00 AM	Broken Squares or Chain Reaction	Understanding interconnectedness and the cost of silos; practising cooperation that puts collective success above personal completion
11:00 AM – 1:00 PM	Personal Visioning: Letter to Self	Linking personal insight to professional renewal — each participant writes to themselves 45 days from now, naming what they commit to changing
1:00 – 2:30 PM	Lunch	—
2:30 – 4:00 PM	Commitment Circle: The Leader I Am Becoming	Peer accountability, purpose alignment, and public commitment — each participant names one specific leadership behaviour they will practise differently
4:00 – 6:00 PM	Closing Reflection & Departure	Consolidating insights, symbolic closure, and the journey forward — leaving not as the same person who arrived

Conceptual Thread — Day 4

- Reflection converts experience into wisdom — without it, even powerful experiences leave no lasting trace
- Renewal begins with conscious, specific commitment — not general aspiration
- Leadership is sustained through connection, trust, and ongoing self-awareness — not through control

Faculty Profile



Renu Sharma is a Partner and Senior Faculty at Innergise with over 17 years of experience designing and facilitating experiential leadership and behavioural development programs. As a former Senior Manager of Learning & Development, she designed and executed leadership and team growth strategies for market leaders including Tata Steel, Titan Company, Tata Motors, Britannia Industries, Coal India, and BPCL. She also extended her development expertise to the Heritage Xperiential Learning School leadership team, K.P. Singh Foundation scholars, and Finspectra. Her work focuses on helping individuals and teams bring out the best in themselves, work more meaningfully with others, and lead teams with greater awareness, resilience and ownership. Her work focuses on helping individuals and teams bring out the best in themselves, work more meaningfully with others, and lead teams with greater awareness, resilience and ownership. She holds a Master's degree in Education, a Diploma in Experiential Education and Practices, and a postgraduate qualification in Environmental Law and Policy and is a trained mountaineer. An alumna of La Trobe University, Australia, University of Delhi and Tata Institute of Social Sciences, she brings a strong cross-sectoral lens and the ability to navigate complexity — whether in boardrooms or in the wilderness.

Post-Programme Continuity

Letter to Self — delivered 45 days after the programme

Each participant will write to themselves on Day 3, naming their commitments, their intentions, and the leader they are choosing to become. The letter will be mailed to them 45 days later — arriving at exactly the moment when the energy of the programme has faded and the real test of commitment begins.

Who Should Attend

Designed for: Managers, entrepreneurs, and business leaders below 45 years of age who are responsible for people, teams, and outcomes—and who aspire to lead with greater effectiveness, empathy, and influence.

Participants who will derive the most value are those responsible for team outcomes, people leadership, or cross-functional influence — and who are ready to examine honestly how they show up for the people they lead.

What Participants will Leave with

- A clearer understanding of their leadership style — how they come across, and how they want to come across
- Practical capability in the areas that matter most: empathy, communication, influence, and building trust
- Insight into what drives their team's behaviour — and how to lead more effectively as a result
- The confidence to have difficult conversations, give honest feedback, and ask for it in return
- A personal leadership commitment — specific, named behaviours they will practise differently

Programme USP

This programme is delivered at residential learning campus — intentionally designed to create distance from operational distractions and enable the kind of honest, unhurried reflection that workplace environments rarely permit.

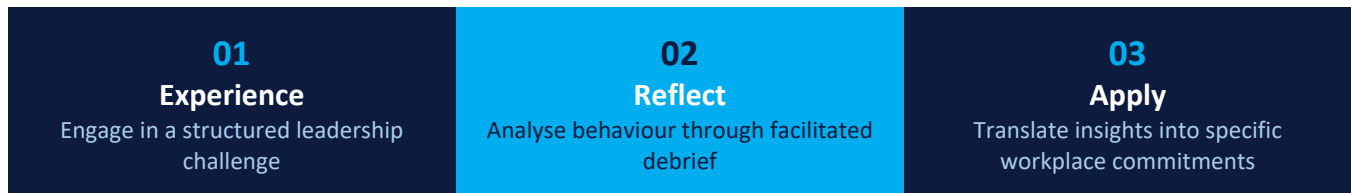
Leadership development requires more than conceptual learning. It demands behavioural awareness, perspective, and the opportunity to practise empathy, influence, and communication in real-time situations with real consequences. In the Himalayan setting, participants will engage in:

- Facilitated outdoor leadership simulations designed to surface authentic behaviour
- Team-based challenges that mirror the interdependence and ambiguity of organisational life
- Guided reflective processes that convert experience into personal insight
- Peer dialogue and structured feedback that strengthen self-awareness and relationships

Under conditions of ambiguity, time pressure, and interdependence, how individuals actually lead — how they communicate, empathise, influence, withdraw, or adapt — becomes visible. Each experience is followed by rigorous debriefs that connect what happened in the field directly to what happens at work. The result is deeper behavioural clarity, stronger relational awareness, and commitments that participants are genuinely motivated to keep.

Pedagogy & Learning Approach

Every intervention follows a focused learning cycle:



This approach reveals leadership blind spots, strengthens self-awareness and relational capability, accelerates trust and team alignment, and improves the transfer of learning to the workplace. The outcome is not conceptual understanding — it is observable behavioural shift.

Programme Fee

- **AIMA Members / YLC Members: INR 40,000 + GST**
- **Non-Members: INR 46,000 + GST**

Inclusions

- All Meals: morning tea, breakfast, lunch, evening snacks, dinner (veg and non-veg)
- Accommodation: Tents with attached washrooms on **double occupancy basis**
- Medical kit, emergency rescue kit, and internal insurance coverage

Exclusions

- Travel to and from the campsite. You can come by your private vehicles, pool with other participants or we can arrange common travel from Delhi NCR for selected participants on cost basis.
- Travel Time – 360 km from Gurgaon, approx. 7–8-hour drive under regular conditions. Very good road condition.

Junga Camp, Himachal Pradesh



Junga Camp Location Link: <https://maps.app.goo.gl/gR7sHoFRrGxXjB8z5>

Registration Link: [Young Leaders Bootcamp registration](#)

For more details and registration, please contact

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