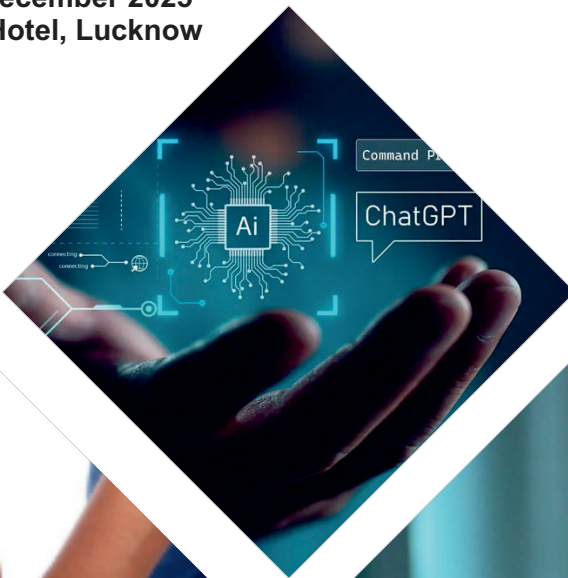


7th Leadership Development Programme

AIMA
ALL INDIA MANAGEMENT ASSOCIATION

**Turning Managers into Visionary Leaders
Empowering Mid-Level Professionals to Lead the Future**

**14-16 December 2025
Hilton Hotel, Lucknow**



Programme Chair

Ayush Gupta
Director (HR)
GAIL (India) Ltd.



Mid-level Leadership Development Programme

Because Leading From The Middle Isn't Easy

Mid-level roles demand more than management - they call for real leadership.

This programme helps professionals step up by learning from real experiences, building confidence, and leading with clarity and purpose.

Bridging the Leadership Gap

Leading from the middle is one of the most challenging roles in any organisation. This programme helps mid-level professionals become confident, purpose-driven leaders prepared for greater challenges.

Learn by doing. Grow through experience.

Develop the mindset, skills, and presence to lead with impact.

THE TRANSFORMATION STARTS HERE



LEARN THE ART OF
COLLABORATION



WORK WITH YOUR
ORGANISATIONAL
HIERARCHY



OWN YOUR
INFLUENCE



DEFINE PERSONAL
LEADERSHIP AND
CAREER GOALS

Why This Programme?

Mid-level managers are the engine of execution - but to lead, they must think strategically, act collaboratively, and inspire teams. This programme addresses today's most critical leadership gaps:

- Bridging hierarchy gaps for seamless collaboration
- Leading hybrid & cross-functional teams effectively
- Building resilience to navigate uncertainty
- Managing multiple high-stake priorities with clarity

What You'll Gain

- Participants will walk away with:
- A stronger leadership mindset
- Better decision-making skills
- Tools to guide and inspire teams
- More confidence in handling challenges

Programme Highlights

- Designed for Leaders, by Leaders
- Boot Camp-Style Immersion with Industry Experts
- Executive Coaching for Real-World Leadership Roles
- Completion Certificate from AIMA - A National Apex Body

Learning Outcomes

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

- Navigate cross-functional challenges with clarity and agility
- Build and lead diverse, high-performing teams
- Strengthen leadership presence through self-awareness
- Leverage digital tools and trends for smarter leadership
- Develop action plans to solve leadership challenges
- Expand peer networks through collaborative learning

Who Should Attend

- Professionals identified as future leaders
- Managers handling teams, functions, or complex projects
- Those preparing for strategic or cross-functional roles
- Individuals ready to lead people, not just manage tasks

How You'll Learn

This isn't a classroom, it's a real-world leadership lab.

- Expect an engaging mix of:
- Group discussions, team challenges, and case exercises
- Peer learning and cross-industry sharing
- Coaching moments and personal reflection
- The goal: make learning stick and skills show up where they matter most, at work.

PROGRAMME CHAIR



Ayush Gupta
Director (HR)
GAIL (India) Ltd.

Ayush Gupta is an Electrical Engineer from IIT Roorkee and holds an MBA in Operations Management. With over 30 years of experience in HRD, Talent Acquisition, Leadership Development, and Operations, he serves on the Board of GAIL Gas Limited, a wholly owned subsidiary of GAIL. A Chevening Rolls Royce Fellow from Oxford University, he is also a recipient of the National Corrosion Awareness Award and Emerging HRD Thinkers Award. Shri Gupta has led key digital HR initiatives, enhanced employee engagement, built strong talent pipelines, and contributed to the City Gas Distribution network in the Taj Trapezium Zone.

Vande Bharat Visionary



Sudhanshu Mani
Creator of Vande Bharat

CEO Speaker



Girija Shankar
Managing Director
Green Gas Ltd

Battlefield Leadership Expert



Brig. Shalabh Gupta
Retd

Wisdom Speaker



Debasis Satapathy
Chief Genrral Manager – HR
NBCC

Design Thinking Coach



Gitanjali Saksena
Co-Founder & Director
Lagom Works

Cultural Curator



Talish Ray
Managing Partner
TRS Law Offices

Registration Process

Participant(s) from different functional areas can be nominated by the Corporate and PSUs. Multiple nomination can also be made.

Participation Fee

- Delegate Fee 1 - 2 participants - INR 80,000 per delegate + GST
3 or more participants - INR 75,000 per delegate + GST
- Early Bird Discount of ₹ 5,000 per participant for registrations received along with fee till 20th November 2025

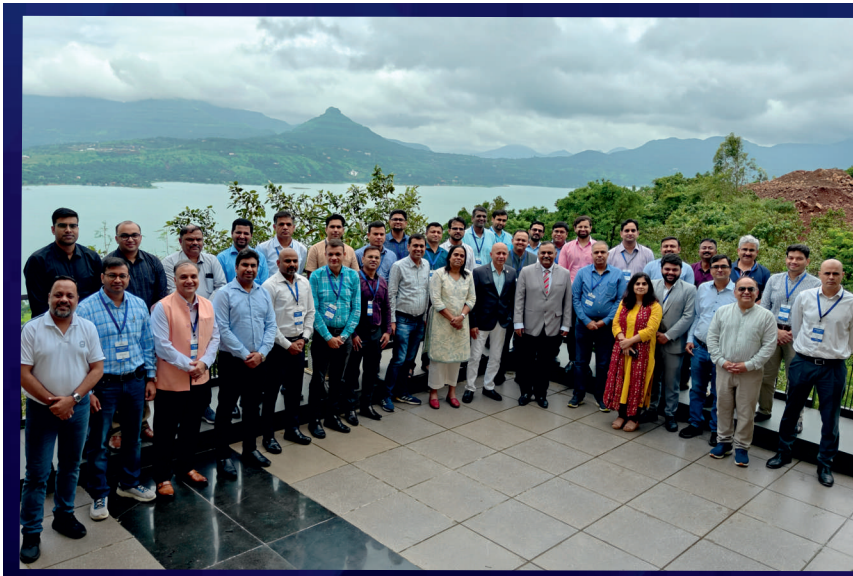
Note:

- The registration fee includes the course fee, study material, cost of accommodation for 2 nights, breakfast, lunches, dinners as per itinerary
- **The accommodation will be on twin occupancy.** • The registration fee does not include local travel, airfare, airport taxes, airport transfers, personal expenses such as telephone calls, laundry, soft/hard drinks, use of mini bar, additional / extended stay, etc. • 18% GST will be charged extra
- Registrations are confirmed upon receipt of payment only

Venue

Hilton Hotel, Lucknow

Previous Programme Glimpses



7th Leadership Development Programme

14-16 December 2025 Hilton Hotel, Lucknow

AGENDA

Day 1 – Sunday, December 14, 2025

1200 hrs	Arrival & Check-in
1545 – 1600 hrs	Registration & Tea Coffee
1600 – 1645 hrs	Welcome and Ice-Breaking Neeraj Kapoor Director, AIMA
1645 – 1745 hrs	Setting the Context: Leading with Purpose in a Disrupted World <i>As organizations navigate turbulence, leaders must balance performance with purpose. The Chairman sets the tone for the programme, emphasizing empathy, innovation, and sustainability as the cornerstones of modern leadership.</i> Ayush Gupta Director (HR), GAIL (India) Ltd.
1745 – 1800 hrs	Networking Tea/Coffee
1800 – 1945 hrs	Lessons from the Battlefield: Leadership Under Pressure <i>From the frontlines to the boardroom, learn how composure, courage, and clarity define leadership in moments of crisis.</i> Brig. Shalabh Gupta
2000 hrs onwards	Informal Welcome Interaction with Networking Cocktail & Dinner

Day 2 – Monday, December 15, 2025

0830 – 1000 hrs	Breakfast at Garden Grille Restaurant
1000 – 1100 hrs	Chairman Session - Future-Ready Leadership – Energy, Empathy & Edge <i>Leadership is evolving from authority to authenticity. This session explores how leaders can stay relevant by combining technological awareness, emotional intelligence, and a bias for action.</i> Ayush Gupta Director (HR), GAIL (India) Ltd.
1100 – 1300 hrs	Design Thinking for Leaders: Innovation with Empathy <i>In an era where challenges are complex and solutions demand creativity, Design Thinking helps leaders see through the eyes of their users. This session explores how empathy, experimentation, and collaboration can unlock innovation and transform workplace problem solving. Learn to reframe challenges, prototype ideas, and lead teams with a human-centered mindset that drives meaningful change.</i> Gitanjali Saksena Co-Founder & Director, Lagom Works
1300 – 1330 hrs	Lunch
1330 – 1500 hrs	Ideas to Reality: The Vande Bharat Story <i>The story of Vande Bharat is one of vision, innovation, and unwavering determination. This session traces how a bold idea evolved into a symbol of modern engineering and national pride. It offers powerful insights into design leadership, overcoming resistance to change, and the conviction needed to turn ambitious ideas into reality.</i> Sudhanshu Mani Creator of Vande Bharat
1615 – 2030 hrs	Shaam-e-Awadh: Tehzeeb aur Riwayat (Group Photo) <i>Join us to rediscover the heart of old Lucknow- where every street still speaks the language of grace. Step into the timeless charm of Lucknow's chowk where centuries of art, architecture, and tehzeeb come alive at every turn. Join us for a guided heritage walk through the narrow lanes and bustling bazaars that have witnessed the grandeur of Awadh and the quiet resilience of its people. This walk is led by Ms Talish Ray an advocate by profession who also curates a long running project called Talish Ka Tahalnama</i> Talish Ray Managing Partner, TRS Law
2030 hrs onwards	Return to the hotel
2100 hrs onwards	Dinner at Garden Grille Restaurant

Day 3 – Tuesday, December 16, 2025

0800 – 0930 hrs	Breakfast at Garden Grille Restaurant & Checkout
0930 – 1100 hrs	Special Showcase on Management Lessons from Mahabharata <i>This session draws timeless leadership and strategy insights from the Mahabharata, connecting its characters and conflicts to modern management challenges. Young managers will explore lessons in teamwork, ethics, and decision-making, discovering how ancient wisdom can inspire effective and values-driven leadership in today's corporate world.</i> Debashish Satapathy CGM – HR, NBCC
1100 – 1215 hrs	CEO Session: The Leadership Leap “From Managing Teams to Inspiring Moments” <i>Every successful leader eventually leaps from managing people to inspiring vision and culture. A CEO shares personal turning points, lessons in influence, and how to stay grounded while leading large-scale change.</i> Girija Shankar Managing Director, Green Gas Ltd.
1215 - 1230 hrs	Summing up & Key Takeaways: Distribution of Participation Certificates
1230 hrs onwards	Lunch & Close

For Registration Contact

Vishal Sinha, Deputy Director
M: + 91 9811538282, E: vsinha@aima.in

All India Management Association, Management House, 14, Institutional Area, Lodi Road, New Delhi – 110 003
www.aima.in