

NEW LEADER ASSIMILATION Workshop (NLA)

INTRODUCTION

New Leader Assimilation (NLA) is a structured team facilitation process that helps a newly appointed leader and their team build trust, establish alignment, and accelerate collaboration during the early stages of a leadership transition.

The workshop creates an open forum where expectations, concerns, working styles, and strengths are discussed constructively, enabling the team and leader to understand one another faster.

OBJECTIVE OF THE WORKSHOP

- Fast-track the new manager on the learning curve.
- Surface expectations, concerns, issues, and working styles early.
- Build team spirit through openness, trust, and constructive dialogue.
- Provide a safe platform for information sharing and alignment.
- Strengthen collaboration during the first few weeks of leadership transition.

METHODOLOGY

The workshop uses the Johari Window model to facilitate meaningful conversations between the leader and the team. The session is highly interactive and guided by an HR facilitator.

- Facilitated team discussion using guiding questions.
- Constructive feedback and open dialogue.
- Exploration of strengths, expectations, concerns, and support required.
- Reflection and alignment on ways of working.

KEY FOCUS AREAS

Johari Window Quadrant	Focus
Open Window	Shared strengths, behaviours, and information known to both leader and team.
Blind Spot	Areas where others have insights about the leader that the leader may not recognize.
Façade	Hidden thoughts, concerns, or information that the leader or team chooses not to share.

Unknown	Untapped potential, behaviours, and opportunities discovered through collaboration.
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LEARNING OUTCOMES

- Develop mutual understanding between leader and team.
- Build trust through honest and respectful conversations.
- Identify shared strengths and improvement opportunities.
- Clarify expectations and preferred working styles.
- Create an action-oriented foundation for successful collaboration.

WHO SHOULD ATTEND

- Newly appointed managers and team leaders.
- Internal promotions into leadership roles.
- Leaders transitioning into a new team or business unit.
- Cross-functional leaders managing new teams.
- HR Business Partners and HR teams facilitating leadership transitions.

****Recommended within the first 6 weeks of role assumption.****

FACILITATOR

The session is facilitated by **Sharad Gangal**.

Post Graduate in Labour studies from Mumbai University.

36 years of domain experience in Human Resources function, both in Manufacturing and Service sector in Indian and Multinational organizations. Out of the 36 years 22 years has been in leadership role.

His expertise is in the area of Employee Relations, Organizational Development and Effectiveness. In terms of processes, he specializes in Change Management. He is master facilitator with SHRM and conducts sessions for their client group.

He is member of Board of Studies of Mumbai University for Human Capital.

WORKSHOP FORMAT

- Duration: 4 to 6 Hours
- Mode: Classroom / In-Person
- Format: Facilitated Team Workshop
- Facilitator: HR / Leadership Facilitator from Pune Training Company

GROUND RULES

- Confidential and psychologically safe discussion.
- No recordings or references outside the session.
- This is not a performance appraisal.
- Respect every participant's perspective.
- Focus on collaboration and future actions.

EXPECTED IMPACT

By the end of the workshop, leaders and teams leave with greater clarity, stronger relationships, and a shared commitment to working together effectively from the very beginning.

WHY ORGANIZATIONS CHOOSE NEW LEADER ASSIMILATION

- Accelerates leader integration into the team.
- Reduces misunderstandings during leadership transitions.
- Improves communication and collaboration.
- Creates trust and psychological safety.
- Supports faster team performance and engagement.