

FLAME's apex program ELITE LEADERSHIP

Foundation for Liberal And Management Education |
Editor | Sandhya Potdar | Design | Kishore Hublikar
Date: Jan 2010

The greatest leadership act in the world is growing and developing the leaders and then empowering and releasing them to lead. The Elite Leadership Program at FLAME is a unique Leadership Training Program, organized exclusively for Flame students through a rigorous selection procedure & only 20 Flame students get this once in a lifetime opportunity. The most dangerous leadership myth is that leaders are born -- that there is a genetic factor to leadership. This myth asserts that people simply either have certain charismatic qualities or not. That's not true; in fact, the opposite is true. Leaders are made rather than born.



The Elite Leadership Program aims to help participants discover their true potential, to boost their confidence and enable them to be comfortable in unfamiliar territories and ambiguity. It also demonstrates to participants the benefits and desirability of having a healthy work/life balance. In all our sessions we take the view that they are unique. While all formulas and maps carry helpful teachings, the greater reward is in discovering themselves, and understanding their values, areas of passion, personal capabilities, learning inclinations and their own way of creating and achieving success. This program offers intellectual stimulation, providing individualized support and appropriate models of best practice and beliefs considered fundamental to any organization.



Drawing on the findings and lessons from the case studies, it is confirmed that training programs such as these need to be more selective in identifying promising leadership candidates as opposed to more open enrollment. There is more emphasis on integrating theory and practice, and provide preparation in working effectively with hands-on leadership opportunities. We need to develop leaders with large repertoire of practices and the capacity to chose from that repertoire as needed, not leaders trained in the delivery of one "ideal" set of practices.



The FLAME ELITE leadership program is conducted for three to five days of activity during each running week for two & a half months. The Activities include:

Poetry, Film Making, Music, Entrepreneurship, Base Ball, Sculpture,

Photography, Personal Grooming, Etiquettes, Calligraphy, Public Speaking, Creative & Book writing, Comedy, Salsa Dance Trekking, Para Gliding, Social initiative, Sessions on Ethical Leadership, Two weeks stay at Reliance Tower, Army camp for full three days. Visits to various places worth contributing

Evaluation Matrix involves: Attendance [with 90% attendance as minimum requirement], Interview, Elite Blog Entry, Psychometric Test, & an Essay.

The ELITE leadership program helps the selected students lead themselves and then help them get on the path of developing leaders around them. Not everyone is Extraordinary, is a Leader, and is tough enough yet sensitive. Therefore, our endeavor is to provide our participants a program/ space/ opportunity to understand what it means and what it takes to



acquire the above mentioned qualities and be truly Elite.

Objectives of the ELP:

- ? To help participants discover their true potential
- To boost the confidence of participants and enable them to be comfortable in unfamiliar territories and ambiguity
- To make the participants realize that to be successful and recognized, there is always a cost in terms of time, effort and resources
- To demonstrate to participants the benefits and desirability of having a healthy work / life

balance

- To expose participants to non-academic and unconventional subjects/ concepts/ ideas/ activities that would help in developing a holistic perspective
- To inject participants with a desire/thirst for being extraordinary

/Elite as well as to make them conscious of the responsibilities that accompany it

- To test the mettle of participants in adversity and difficulties
- To provide a space to participants to understand what leadership means and involves
- To compel participants to manage their time/ priorities/ resources effectively
- To prepare the participants for the competitive environment that they would be entering in the near future and equip them with the respective skills/ knowledge/ attitude required to be successful in such an environment
- To develop a sensitivity within the participants towards the environments and systems that they engage with.

Benefits of the ELITE Leadership program:

1. The activities will help students to introspect and look at the positive and negative aspects of their own behaviour. Once they know their negative points, they can think about improving themselves since they know exactly where they are lacking.
2. The elite leadership program will help boost their morale and enhance the overall confidence.
3. Elite will help to develop great team-building skill in them. As elite students they will tend to pick up excellent organizational skills and the knack to handle a group of people with great co-ordination.
4. Thus, this program will help them in the overall personality development and equipped for all kinds of tasks in the future. People who develop strong leadership qualities acquire a habit to excel in every field, but most importantly they acquire a habit to take everyone ahead along with them.

ELITE Leadership Program won the DNA B SCHOOL award last year for Innovation In Teaching Leadership.

This is what Rahul Kumar, past student of FLAME School of Business from Gurgaon has to say about the Program "The ELP to me has been an eye-opener of sorts. I was extremely comfortable living in my self-created cocoon of ignorance until the ELP happened. The ELP has helped me internalize the fact that to be successful one needs to have a well-rounded perspective, an ability to prioritize and a desire to be out of the ordinary. It has also helped me realize that not everything in life is either black or white and that there are shades of grey, blue, red, yellow, orange, etc."

He adds further..."I would recommend the ELP to anyone who wishes to make a difference in their own lives as well as the lives of others. My investment of time and effort then is helping me reap several tangible as well as intangible benefits today."



A LIFE CHANGING EXPERIENCE

THE FLAME MODEL IS UNIQUE AND DIFFERENT

Both programs, tough and demanding as they were, with the students out for several days and nights in tents in the lap of nature, spent 36 to 48 hours in a near non-stop cycle of frenetic, extremely demanding activity, discovery, trekking, rappelling, climbing, in both leadership as well as follower roles. They worked by day and by night, with laughable breaks in between intense activity. They worked in combat uniform, combat boots and with heavy battle order rucksacks carrying self containment wherewithal, attacking, defending, protecting. They were sniped at by the "enemy", crawled in elephant grass full of creepy crawlies and over thorn, rock, thick primeval forest, scrub, mud, animal excreta and stinging nettles, sometimes in pitch darkness. They had krait, rat snakes, scorpions, leopards, lesser wild life, for company; were hanging on to rocky ledges barely inches across, climbing thousands of feet and descending the same distance by day and night, balancing precariously with the ever present risk of a fall of thousands of feet below. They were by themselves, really, with just a "Buddy" in support; managing thirst, injury, hunger, severe pains and aches, torn boots, fatigue and back breaking weights- all this and so much more, all fueled by an overpowering impulse to discover their real selves; the world beater in themselves who does not know when to give up his/her quest against all obstacles and difficulties. A person who



FLAME's Outward Bound programs aim to foster the personal growth and social skills of participants by using challenging expeditions in the outdoors. The Outward Bound motto is "To Serve, To Strive and Not to Yield,". Outward Bound has evolved into an organization which teaches interpersonal skills, wilderness survival skills, and leadership skills through courses ranging from one week to one semester.

It is necessary for a youth to experience events which 'reveal the inner worth of the man; the edge of his temper; the fibre of his stuff; the quality of his resistance; the secret truth of his pretense, not only to himself but others'. This approach represents a 'development-by-challenge' educational philosophy and provides an underlying justification for adventure education. In psychology, it is known as 'stress-inoculation training' and is seen as analogous to the physical immunization process. Just as immunity to infections is gained through the controlled exposure to a pathogen (rather than avoiding the pathogen), so too successful encountering of difficult challenges, it is reasoned, can provide a form of psychological inoculation.



is focused with great determination on winning; on beating himself/herself ethically.

It conclusion, it is indeed fair for the 19 Elite 2009-10 students (12 boys, 7 girls), all in the age bracket of 18-22 years; to say that theirs was a "life changing program" which had a "philosophy of learning from everything". The program stretched over 7 days and seven nights - the camp led to great bonding across gender, school, age or other considerations, and extraordinary self discovery through self reflection, doggedness and self motivation.