



The TAS 2019 batch completed their community stint project. They fanned out across the length and breadth of the country working on projects as diverse as Elderly Care, Rural Tourism and Livelihood.

We're sure that while the project duration was eight weeks; the experience, memories and learnings last a lifetime.

LEADERSHIP DEVELOPMENT				
	YEAR 1	YEAR 2-5	YEAR 6-10	YEAR 11+
<b>Roles &amp; Assignments</b>	Business & Community projects	Individual contributor roles  Operating / Line exposure ensuring functional depth	Team management roles  Exposure to higher complexity & scale	Leadership roles  Multi-industry / company, geography & business scenario exposure
<b>Programs &amp; Interventions</b>	Corporate Grooming & Business Etiquette  Team & Collaborative Management  LDP 1 - Leadership Essentials & Corporate Excellence	Art of storytelling & advanced business presentation skills  General Management & Business Simulation  E-learning opportunities	Tata Mentors  LDP 2 - Managerial Effectiveness: developing the leader in you  Design Thinking  Tata Group Emerging Leadership Program  E-learning opportunities	Tata Mentors  LDP 3 - Tata Tomorrow Leadership Playbook  Tata Group Executive Leadership Program  Tata Group Strategic Leadership Program
<b>Talent Reviews &amp; Dialogues</b>	Project Reviews  End Term Review  Performance & Feedback Conversations	Tête-à-Tête - Career conversations with TAS officers  Tune In - Talent dialogues with companies  My Patterns - Personality profiling & 360 feedback		

### TAS Leadership Development Architecture

Happy to share some initiatives under the TAS Leadership Lifecycle Framework. Here we seek to offer TAS managers need based and time bound development inputs at key career milestones and junctures. Key pillars of the architecture are Roles and Assignments, Programs and Interventions, Talent Reviews and Dialogues. All carefully designed and curated to help TAS managers Settle for more!



#### Business Simulation and General Management Program

A 3 day program for batch 2016 - 17, placing participants into real life business scenarios and challenges of decision making.



#### Managerial Effectiveness - Developing the Leader in You

A 3 day program on team management, situational leadership, personality profiling and self - awareness and coaching.



#### Tête-à-Tête

Conversations with TAS managers on their career journey. A deep dive into individual aspirations, next roles, development support they see playing out in the near future. Leading to identification of specific action steps, broader group level themes we can support TAS Managers on. It's time to ask for more!

**Webinar on Mentoring Experiences**, a series of two webinars for senior leader who are mentors as part of the Tata Mentors program. Focus areas - Cultivating a Growth Mindset, Effective Probing Methodologies, Catalytical Questioning.

COMING UP

TAS In-house recruitment process

Summer Internship Program

Goal, our induction program welcoming the TAS batch 2020