

# LEADERSHIP DEVELOPMENT

*Building a Leadership Development Roadmap for an Indian Airline*



## BACKGROUND

A leading Indian airline sought to enhance its leadership pipeline by designing a structured development program for its emerging leaders. The objective was to align leadership behavior with the company's business goals while equipping high-potential talent with the necessary capabilities to lead in a fast-paced, competitive industry.

## APPROACH

Talentonic partnered with the airline to co-create a five-phase leadership development roadmap. The solution was anchored in the organization's leadership competency model and grounded in practical implementation timelines.

1. Develop the Content Map
2. Conducted a detailed review of the leadership competency model and annual availability of participants. Core behaviors were mapped, and content requirements were defined.
3. Build Content & Program Calendar
4. Developed short learning capsules, simulations, case studies, and curated teaching aids. Created a detailed program calendar aligning internal and external facilitators, content, and delivery modes.
5. Design Program Structure & PMO Plan
6. Created a day-wise session flow, aligned logistics, and defined participant touchpoints.

## IMPACT

- The development journey for emerging leaders blended experiential, classroom, and digital learning:
  1. Learning by Doing: Included job assignments, benchmarking projects, case studies (e.g., Southwest Airlines and airline turnaround times), and coaching simulations.
  2. Classroom Learning: Focused workshops on performance measurement, sales and account management, and compensation strategy.
  3. Online Learning: Curated TED talks, videos, and gamified content delivered via digital platforms.
  4. Coaching Support: Optional internal coaching modules to reinforce leadership behaviors and development planning.
- Participants benefited from real-world learning, practical tools, and focused development planning—paving the way for a more capable and future-ready leadership bench.