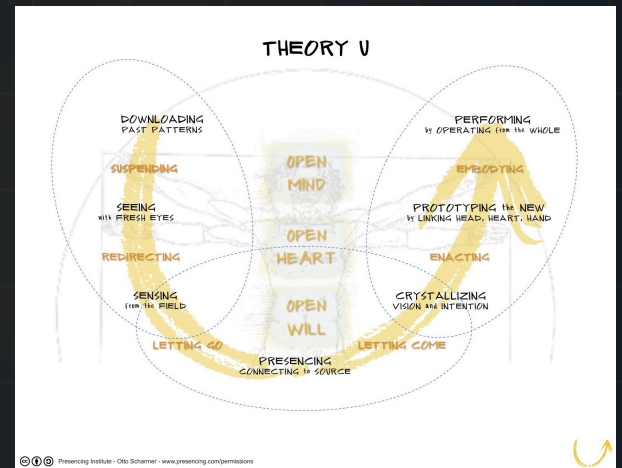




— CREATING FUTURE READY ORGANIZATIONS

Creating *Future Ready* Organizations

Ensuring an extraordinary future for your organization, ongoingly.



PROGRAMME PROMISE

Creating organizations where people bring their head, heart, and soul.

A 2-day transformative workshop for
CEOs · CXOs · Directors · Institutional Heads · Senior Leadership Teams

"Most organizations are running 21st-century businesses on 20th-century mental models."

The gap between how we lead today and what the future demands is the single greatest threat to every organization in the room.

Before We Talk Solutions, *Let's Face the Real Questions.*

This workshop does not start with answers. It starts by asking the questions most leaders are too busy — or too uncomfortable — to confront. It is designed for the leader who is genuinely ready to think differently.

01

"Is your organization built for the world of 2010 — or 2035?"

Most hierarchies, processes, and cultures were designed for predictability and control. But the future belongs to organizations that can sense, adapt, and self-organize with speed.

02

"Why do brilliant strategies consistently fail in execution?"

It is never only the strategy. The missing variable is leadership consciousness and organizational culture. If people do not think, feel, and act like owners of the future, no strategy will save you.

03

"Are you leading from the past — or from the emerging future?"

Theory U reveals that many leaders make decisions by downloading from past experience. Extraordinary leaders learn to sense what the future is calling them to do and act from that place.

04

"What is your organization's deeper purpose — beyond profit?"

The organizations that dominate the next decade are animated by a deeper purpose — a living force that attracts extraordinary talent, loyal customers, and the best opportunities.

— WHY THIS WORKSHOP EXISTS

This Is the *Beginning of the Beginning* of a Whole New Era

Theory U — developed by Dr. Otto Scharmer at MIT — offers a profound framework for transformational leadership and organizational change.

This workshop is Level 1: Transforming Perception. It addresses the most foundational and most neglected dimension of transformation — **how leaders see**.

"Before strategy can take flight, before cultures can truly shift, and before people can be inspired, the perception of leaders must transform first."

— WHAT YOU WILL NAVIGATE

- Understand why current management models are fundamentally inadequate for the future
- Experience the shift from ego-system to eco-system leadership
- Develop the capacity to lead from presence, not from pressure
- Apply Theory U tools to real organizational challenges in real time
- Build a shared language and leadership practice for the whole team

FACULTY SNAPSHOT

Theory U — developed by Dr. Otto Scharmer at MIT — offers a profound framework for transformational leadership. This workshop is led by one of India's most experienced Theory U practitioners and OD consultants.

Since 2015, Dr. Manoj and his team have worked with senior leaders across industries, using Theory U to elevate consciousness in organizations, society, and individuals.

DR. MANOJ ONKAR



World-class Trainer, Coach & OD Consultant

An adept OD consultant, master coach, and trainer who has trained and certified hundreds of trainers and coaches across diverse sectors. His work spans leadership development, organizational culture transformation, and systemic change through Theory U. He brings 30+ years of deep practice to every room he enters.

30+

YEARS

50K+

LEADERS

10+

COUNTRIES

FORMAT

Live online executive workshop · 2 days of deep work + 5 implementation coaching sessions over 90 days

THE INNER JOURNEY EVERY TRANSFORMATIONAL LEADER MUST TAKE

Leading from the *Emerging Future* — Not from the Past

Theory U offers a path that is simultaneously personal and systemic — moving from habitual, reactive leadership to a place of genuine inner freedom and collective co-creation.

This is not a motivational event. It is a deep, structured immersion designed to shift the very quality of attention leaders bring to their work — and to their people.

When the inner place from which we operate changes, everything changes — our conversations, our decisions, our relationships, our culture, and ultimately our results.

- Understand why current management models are fundamentally inadequate for the demands of the future
- Experience the profound shift from ego-system to eco-system leadership
- Develop the capacity to lead from a place of presence, not pressure
- Apply Theory U tools to real organizational challenges — in real time, in the room
- Build a shared language and leadership practice across the entire team
- Discover your organization's deeper purpose as a living, animating force

GLOBAL PRACTICE LINEAGE

Theory U has been applied by Fujitsu, BMW Foundation, GIZ, PwC, GLS Bank, Triodos Bank, Schumacher College, UNDP, Ford Foundation, Daimler, Alibaba, Ashoka, and change leaders in 190+ countries worldwide.

Crossing the Threshold: *Stepping Into the Field of Future*

This workshop uses Theory U to help leaders move from habitual patterns to fresh seeing, deep sensing, presencing, crystallizing, prototyping, and performing at the level of the whole.

- 1** **DOWNLOADING PAST PATTERNS**

The starting reality — acting from habitual assumptions, old mental models, and patterns of the past.

- 2** **SUSPENDING — SEEING WITH FRESH EYES**

Breaking free from the voice of judgment. Observing reality as if for the first time — with genuine curiosity.

- 3** **REDIRECTING — SENSING FROM THE FIELD**

Moving from individual perception to collective field awareness — seeing the whole system and its possibilities.

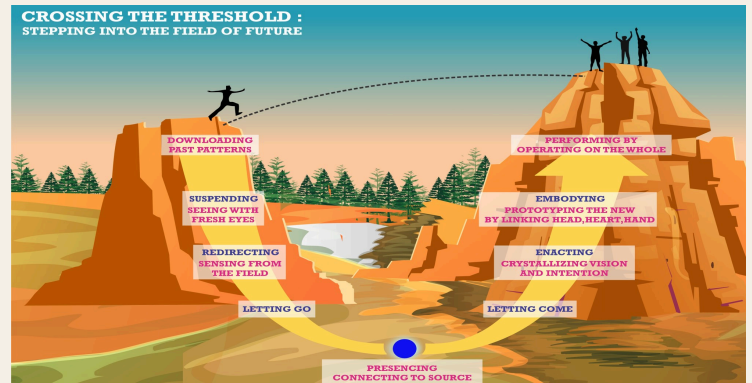
- 4** **PRESENCING — CONNECTING TO SOURCE**

The bottom of the U — the inner gateway where self meets highest future possibility. Letting come.

- 5** **ENACTING — EMBODYING — PERFORMING**

Crystallizing vision, prototyping the new, and performing at the level of the whole ecosystem.

The Journey Visualized



Core Workshop Tools

Deep Listening & Dialogue Culture

Shifting from "level one" to generative dialogue that creates new possibilities.

Empathy Walks & Stakeholder Interviews

Going to the edges of the system to gain clarity and reframe objectives.

3D Case Clinic

Collaborative exercise where peers provide diverse solutions to real professional challenges.

From Symptoms to Source

Learning to stop fixing surface-level symptoms — finding structural root causes.

2 Days of Deep Work + 5 Coaching Sessions of Real Implementation

Every element sequenced for real transformation — from seeing clearly, to shifting consciousness, to applying the work over time.

DAY ONE

Foundation and Awareness

Transforming how we see

DAY ONE — FOUNDATION AND AWARENESS

Discover the New Paradigm of Leadership and Culture

Opening the eyes that management has kept closed. Discovering the bankruptcy of current models — and the extraordinary alternative now waiting to emerge.

- Discover the bankruptcy of current management theory
- Introduction to a new paradigm of leadership and culture rooted in Theory U
- Learning from the past vs. learning from the emerging future
- Shifting from symptom thinking to systems thinking
- Deep listening, stakeholder understanding, and partnership as the new currency of organizational power

DAY TWO

Transformation and Mastery

Applying the new perception

DAY TWO — TRANSFORMATION AND MASTERY

Transform Culture, Consciousness and Collective Power

From seeing the new world to beginning to inhabit it — applying transformed perception to culture, conversations, and collective intelligence.

- Discovering the non-productive team cultures that silently kill performance
- Performance-transforming conversational frameworks
- Problem solving through collective consciousness
- Connecting to higher self and purpose — the shift from ego-system to eco-system leadership
- Practical applications and next steps for mastery in your own organization

SESSIONS 1-5

Implementation Coaching

Sustained transformation over 90 days

IMPLEMENTATION COACHING — SESSIONS 1-5 OVER 90 DAYS

Turning Insight Into Organizational Change

Five live implementation coaching sessions over 90 days help participants carry the work beyond inspiration and into the reality of leadership, team culture, and enterprise action.

- Each session focused on a real leadership or organizational challenge the participant is navigating
- Coaching uses Theory U frameworks to help the leader see, sense, and act from a new place
- The 90-day arc ensures the shift becomes embodied in day-to-day leadership behaviour

ENROLMENT & INVESTMENT

INDIVIDUAL PARTICIPANT

₹ 47,000

+ applicable GST

Full access to both days, all materials, and post-workshop resources.

GROUP REGISTRATION **BEST VALUE**

₹ 40,000

+ GST · per participant

Groups of 3 or more from the same organisation. Maximise the collective impact.

WHO SHOULD ATTEND

Who Should *Attend*?

Ideal for senior decision-makers who drive strategy and hold the responsibility of shaping organisational culture.

- CEOs, CXOs & Institutional Heads
- Entrepreneurs & Founders
- Directors, VPs & AVPs
- Department Heads
- Leaders & Change Agents

REGISTER NOW

PAY NOW

What Participants Say

Selected responses from leaders across industries, sectors, and countries.

"Theory U does not just teach you how to do things — it also teaches you how to do the right things. In 35 years across organisations, I found it has something very special for all of us."

RAJEEV BHADOURIA · ADVISOR – CORPORATE AFFAIRS & PR

"I feel limitless right now. My boundaries opened up — the moment I opened up, I became resourceful to feed Kenyan refugees. Every week about 300 people get food, clothes, and dignity."

JAYESHRI KUNJU · CHARTERED ACCOUNTANT & CEO

"I apply insights from the emerging future in my decisions and the results are extraordinary. My relationship with my team, clients, and family is at a totally different level."

SANJAY KUMAR · ENTREPRENEUR & IT COMPANY FOUNDER

"The greatest impact was on conversations — levels of listening created so much greater ways for me to be at ease in any kind of communication, from personal to my global purpose."

JOY PERRERAS · LEADERSHIP DEVELOPMENT PRACTITIONER

"It is nothing about me as ego — it is completely eco. Even today the dialysis unit holds the space of healing. Patients come and get treated despite everything around it."

USHA KULKARNI · HEALTHCARE LEADER

"My patience improved and my ability to sense new possibilities has expanded. By letting go of fear, I am open to new ideas and taking actions in those areas."

SAI KRISHNA RAO · HEAD – EDUCATION INITIATIVE (INDIA)

"If you listen to people from the heart, you get to know a lot many things and can transform organizations better."

HARSHAL SHAH · FOUNDER & DIRECTOR

"Until now if someone spoke, we would keep going without listening. After this program, being silent, thinking, and then replying — this is a very big thing."

MAHENDRA KUMAR YADAV · FOUNDER & DIRECTOR

"The culture shift is: when you face a problem, park your reaction, think with a peaceful mind, and you arrive at a better solution."

SANJAY CHATURVEDI · VP SALES

"During the case clinic journey, I understood that my problems are not the actual problem — you can solve them in a different way."

RASESH JANI · INDUSTRY PROFESSIONAL

GLOBAL PRACTICE LINEAGE

Theory U has been applied by practitioners, institutions, foundations, businesses, and change leaders worldwide.



CORE TEXTS



PRESENCE · THEORY U · LEADING FROM THE EMERGING FUTURE · THE ESSENTIALS OF THEORY U · PRESENCE

For nominations, cohort enquiries, or an internal leadership conversation

WHATSAPP +91 9106456725 (Messages only)

EMAIL manoj@managementinnovations.co.in

SCHEDULE [Book a meeting → calendar.app.google](https://calendar.app.google)

WEB www.managementinnovations.co.in · www.theoryuindia.com