

LEARNING & DEVELOPMENT CONSULTANCY · AHMEDABAD



LeadEdge

GRAVITAS

ELEVATE · EMPOWER · EXCEL.

FIRM PROFILE & SERVICES

Where learning becomes *behaviour.*

Experiential leadership, presence and behavioural programmes for organisations and institutions that want change people can see on Monday morning.

Leadership Development · Executive Presence · 1:1 Coaching

Behavioural Training · Team Building · Assessments · Campus Programmes

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People change by *experiencing*, not by being told.

LeadEdge Gravitas is an Ahmedabad-based Learning & Development consultancy that designs and delivers experiential programmes for leaders, teams and emerging professionals. We partner with corporates, NBFCs, healthcare institutions, B-schools and premier engineering institutes to turn moments of insight into everyday workplace behaviour.

Every engagement is custom-built: we listen first, design around your people's real situations, and stay with them after the session through structured reinforcement. Our programmes come complete with facilitator guides, participant workbooks and assessments, so the learning is documented, repeatable and measurable.

LeadEdge

Leadership at the leading edge: current, practical and future-ready.

Gravitas

The depth, credibility and presence that make people listen and follow.

30+

years in organisational behaviour, training and leadership development

5

sectors served: corporates, NBFCs, healthcare, B-schools and IITs

100%

custom-designed programmes, built around your context and people



MEET THE FOUNDER

Dr. Nina Muncherji

Founder · Certified Facilitator · Coach · Executive Presence Trainer

With more than three decades in organisational behaviour, corporate training and leadership development, Nina has worked with senior leadership teams, NBFC managers, healthcare professionals, MBA cohorts and engineering students. Her work is anchored in experiential learning and behavioural transformation, and she is the author of the book *Voice, Visibility & Value at Work* and the creator of original learning tools including The Leadership Compass and the Personal Effectiveness Questionnaire (PEQ).

"Insight fades by Monday unless people have felt it, practised it and been held to it. Every programme we design is built for Monday."

The Gravitas Learning Cycle

Our method is rooted in Kolb's experiential learning cycle and Knowles' principles of adult learning, and extended with two stages most training leaves out: deliberate practice and post-session reinforcement. Participants feel the challenge first, make sense of it together, then practise until the new behaviour feels natural.



Four principles behind every session

Adults learn on their own terms

Following Knowles' andragogy, we build on participants' experience, keep content problem-centred and make the relevance obvious from minute one.

Feel it before you frame it

Models and frameworks arrive after the experience, when people are ready to make sense of what they have just lived through.

Safe to stretch

We create psychological safety so people can try, stumble and try again in the room, rather than for the first time with a real client or team.

Built for Monday

Every module ends with a commitment, a practice plan and follow-through, so learning transfers to the job and does not stay in the training room.

A rich toolkit of learning modalities

We blend methods deliberately, varying the energy and the mode of engagement so every participant, whether reflective or action-oriented, finds a way in.

01

Simulations & role-plays

Realistic negotiations, difficult conversations and leadership dilemmas, rehearsed with feedback.

02

Outbound & experiential games

Team challenges that surface trust, communication and collaboration patterns in real time.

03

Case studies & scenario decks

Context-specific cases and card-based scenarios drawn from your industry and roles.

04

Self-assessment & psychometrics

Questionnaires and profiles that give each participant a personal baseline and growth map.

05

Mindfulness & reflective practice

Guided practices and journaling that build self-awareness, focus and resilience.

06

Facilitated dialogue & peer coaching

Structured conversations where participants learn from each other's experience.

Measured, not assumed

Programmes are evaluated against Kirkpatrick's four levels, so you see evidence of change, not just feedback scores.

LEVEL 1

Reaction

Engagement and relevance, captured at session close

LEVEL 2

Learning

Pre- and post-programme self-assessments and knowledge checks

LEVEL 3

Behaviour

Commitments tracked through the reinforcement period, with manager inputs

LEVEL 4

Results

Agreed business or institutional indicators reviewed with stakeholders

21

DAY TRACK

Learning that outlives the workshop

Every programme can be followed by a 21-day reinforcement track: short daily micro-practices, reflection prompts, buddy check-ins and a closing review, so the new behaviour has time to become a habit.

What we offer

Five core practice areas, each delivered through the Gravitas Learning Cycle and tailored to your people, sector and goals.

1

Leadership Development

Programmes that grow leaders at every stage, from first-time managers learning to lead people to senior leaders steering strategy, culture and change.

FOCUS AREAS Situational leadership · leading self, people and business · decision-making · coaching conversations · leading through change

IDEAL FOR First-time managers, mid-level leaders, high-potential pools, CXO teams

2

Executive Presence Coaching

Building the gravitas that makes people listen: how leaders show up, speak, carry themselves and are perceived in high-stakes moments.

FOCUS AREAS Presence and composure · strategic communication and storytelling · personal brand · grooming and business etiquette

IDEAL FOR Senior professionals, client-facing leaders, faculty and newly promoted executives

3

1:1 Leadership & Executive Coaching

Confidential, goal-based coaching engagements that help individual leaders navigate transitions, blind spots and growth goals at their own pace.

FOCUS AREAS Leadership transitions · self-awareness and feedback · presence · influence · personal effectiveness

IDEAL FOR Individual leaders, successors in transition, executives seeking a thinking partner

4

Corporate Learning & Behavioural Training

Practical, high-engagement workshops on the behavioural skills that decide everyday performance and workplace relationships.

FOCUS AREAS Communication and presentation · negotiation · time management and productivity · change management · emotional intelligence · stress and resilience · conflict

IDEAL FOR Functional teams, sales and procurement, NBFC and branch staff, healthcare professionals

5

Team Building & Outbound Experiential Learning

Indoor and outbound experiences that let teams see their own patterns of trust, communication and collaboration, then rebuild them deliberately.

FOCUS AREAS Trust and accountability · collaboration across functions · team identity · healthy conflict · shared commitment

IDEAL FOR New and merged teams, leadership teams, departments facing change, offsites

Beyond the workshop

Assessments, academic programmes and original learning tools that extend our core practice areas.

6

Assessments & Diagnostics

Data-informed starting points for development. Our proprietary **Personal Effectiveness Questionnaire (PEQ)** profiles individuals across five dimensions, and our **Johari Window Profiling** programmes generate individual reports alongside cohort-level insights for HR and academic leaders.

7

Campus & Academic Programmes

Programmes for B-schools, universities and engineering institutes: MBA orientation, personality development, soft skills and placement readiness, and faculty induction modules on executive presence and workplace and classroom etiquette.

8

Mindfulness & Wellbeing

Grounded, secular mindfulness sessions for leaders and students that build focus, emotional balance and resilience, delivered as stand-alone sessions or woven into larger programmes.

9

Original Learning Tools

The Leadership Compass, our Situational Leadership scenario toolkit, includes a facilitator guide, a 50-scenario card deck, a participant workbook and a scoring sheet. Scenario decks and workbooks are also built to order for client programmes.

Signature programmes

A sample of programme titles we have designed and delivered. Each is adapted to the audience and context.

Own the Room

Soft skills & placement readiness

Speak to Lead

Communication & presentation

Together We Win

Team building

The Inner Edge

Mindfulness for MBA cohorts

Negotiation Edge

Negotiation for procurement teams

Leading Through Change

Change management

Know. Show. Grow.

Johari-based personal development

Lead Self · Lead People

CXO competency deep-dives

From first conversation to lasting change



Delivery formats

- 60–90 minute keynotes and focused sessions
- Half-day and full-day workshops
- Multi-day and modular programmes
- Live online cohorts
- 1:1 and small-group coaching series
- Complete courseware: facilitator guides, workbooks, assessments

Who we serve

Corporates

Manufacturing, retail, services and more

NBFCs & Financial Services

Managers, branch teams and leaders

Healthcare Institutions

Clinical and administrative leaders

B-Schools & Universities

MBA cohorts and faculty

IITs & Engineering Institutes

Students preparing for industry

WHY LEADEDGE GRAVITAS

Depth of experience. Design for change.

Three decades of practice

30+ years across organisational behaviour, training and leadership development.

Experiential by design

Participants learn by doing, reflecting and practising, not by watching slides.

Custom, never catalogue

Each programme is designed for your people, roles and culture.

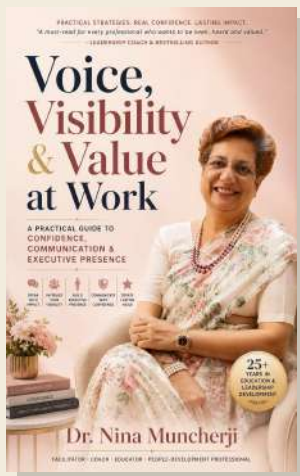
Evidence of impact

Reinforcement and Kirkpatrick-aligned measurement built into every engagement.



Let's design the shift your people *need*.

Tell us about your people and the change you want to see. We will come back with a programme designed around them.



FROM THE FOUNDER'S DESK • NOW ON AMAZON

Voice, Visibility & Value at Work

A Practical Guide to Confidence, Communication & Executive Presence

Nina's book distills her coaching and training practice into practical strategies for professionals who want to speak with impact, increase their visibility, build executive presence, communicate with confidence and create lasting value.

GET THE EBOOK ON AMAZON

amazon.in/dp/B0GZS9MQ2D

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