



LEAD with Authority Programme

FAQs

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Frequently Asked Questions (FAQs):

1. What exactly is Lead with Authority Programme?

Lead with Authority is a 8 weeks leadership development programme designed specifically for junior to middle managers in social impact sector. It's a blend of live training, group mentoring, peer practice, and 1:1 coaching, all focused on building practical leadership skills you can apply immediately in your current role.

2. Who is this programme for?

This is for professionals in roles like Manager, Assistant Manager, Coordinators, District Manager, State Manager, Cluster Leader, Block Office Managers, Marketing Coordinators, HR Generalists, Finance Officers, Sales Representatives, and Senior Administrators in small to mid-sized NGOs/CSR teams who are:

- Being asked to take on leadership responsibilities without formal training
- Feeling stuck in execution mode but want to think more strategically
- Ready to build influence and lead without necessarily having a "Manager" title
- Based in smaller cities/towns where such opportunities are limited

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<https://forms.gle/uVF4VFCeLhZB44Qv8>

3. Who is NOT a good fit for this programme?

This programme may not be right if:

- You're looking for a theoretical MBA-style course
- You want only recorded content with no live interaction
- You're not willing to commit 5-6 hours per week to the programme
- You're looking for a quick certification without real application
- You work in large NGOs/CSR teams with established formal training programmes

4. What's the time commitment?

Approximately **5-6 hours per week**, broken down as:

- Live sessions/circles: 90 minutes every 2-3 weeks
- Peer exercises: 60 minutes weekly with your group
- Worksheets & reflection: 60-90 minutes weekly
- Reading/listening: Optional 30-60 minutes weekly

5. Do I have to attend all sessions?

Attendance is strongly encouraged as the interactive elements (Q&A, breakout rooms, real-time exercises) cannot be replicated again. If you must miss, please inform your group and the facilitator in advance.

6. What technology do I need?

- A laptop/desktop with webcam (preferred) or a smartphone
- Stable internet connection for 90-minute sessions
- Google account (Gmail) for accessing all materials
- WhatsApp for quick communications
- Headphones for better audio during sessions

7. I'm not very tech-savvy. Will I struggle?

Not at all! We've designed this specifically for varying comfort levels:

- We'll have a detailed orientation showing you exactly how to access everything
- All materials are in one simple Google Drive folder
- Your Peers can help you if you get stuck
- Tech support is just a WhatsApp message away

8. What if I face internet/power issues during a live session?

- You can submit questions in advance if you know you'll have connectivity issues
- If you get disconnected, rejoin when possible
- Alternative submission methods are available (email, WhatsApp)
- We sometimes may reschedule sessions if multiple participants face issues

9. Can I access the programme on my mobile phone?

Yes, though a laptop/desktop is recommended for worksheets and assignments. You can:

- Join live sessions on mobile via Google Meet
- Access materials via Google Drive app
- Participate in WhatsApp discussions
- However, some assignments are easier on a larger screen

10. How is this different from watching free YouTube videos on leadership?

This programme offers what videos cannot:

- **Personalized application:** Worksheets force you to apply concepts to YOUR specific challenges
- **Accountability:** Regular check-ins with your group ensure you actually implement
- **Personal Coaching:** sessions with experts to delve deeper into your issues
- **Peer learning:** Learning from other professionals facing similar challenges
- **Structured progression:** Building skills systematically over 8 weeks, not random tips

11. What if I fall behind on assignments?

Life happens! Here's our approach:

- Your peers will check in with you if you miss deadlines
- Flexible submission windows (within reason)
- Focus on quality of application over rigid deadlines
- However, consistent non-participation may mean you don't get the full benefit

12. How do the 1:1 coaching sessions work?

- You'll book slots via Calendly with the Coach

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- Sessions are 45 minutes each
- You set the agenda based on your current challenges
- We use a coaching approach (asking questions, not giving answers)
- You'll leave with concrete next steps

13. Will this help me get a promotion/raise?

We cannot guarantee specific career outcomes as those depend on many factors. However, participants typically experience:

- Increased confidence in leadership situations
- Recognition from managers for taking initiative
- Better performance in current role
- Clearer career direction and growth plan
- Many alumni report promotions or expanded responsibilities within 12-24 months

14. What if my company won't sponsor me?

Many participants self-fund because they see it as an investment in themselves. Consider:

- The cost is less than many short-term workshops
- Payment plans are available
- The ROI in increased effectiveness often justifies the investment

15. Can you share a detailed syllabus/timeline?

Yes! After enrollment, you'll receive:

- Programme breakdown
- Assignments Schedule with all deadlines
- Notes or slides for the live sessions
- Worksheets templates
- Resource lists for each topic

16. What specific skills will I learn?

You'll build competency in four key areas:

1. **Communication:** Influencing upward, presenting ideas, giving feedback, documentation
2. **Team Leadership:** Delegation, motivation, conflict resolution
3. **Leadership Essentials:** influence, emotional intelligence, efficiency
4. **Strategic Vision:** Growth mindset, larger picture, personal brand

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17. Are there any exams or tests?

No traditional exams. Assessment is through:

- Completion of practical worksheets applying concepts to real work
- Participation in mentoring circles
- Peer feedback on your application
- Final case study presentation
- Self-reflection and growth tracking

18. What happens after the 8 WEEKs?

You become part of our alumni community with:

- Invitations to special workshops
- Networking opportunities with other cohorts
- Option to join as peer mentor for future cohorts

19. Can I get a certificate?

Yes, upon successful completion (80%+ attendance & assignments and participation), you'll receive a **Certificate** that can be shared on LinkedIn and with your employer.

20. What is the investment?

Its designed for Indian professionals and fee is between INR 45,000 to 85,000. The variance is dependent on a few parameters. The details are shared as you get on a discovery call with us.

21. Are there payment plans & Discounts?

Yes, we offer a number of discounts, as well as pay as you go schemes are available. Learn more about these, as you get on a discovery call with us.

22. What is your refund policy?

- Applicable **only, if the full fee for this programme is paid in advance** –
 - **Cancellation 7+ days before Programme Start Date:** 70% refund of programme fees.
 - **Cancellation within 7 days of Programme Start Date:** 50% refund of programme fees.
 - **Cancellation after the first live session:** No refunds will be issued.
- We're confident in the value, so we offer this fair policy.

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23. Can my company pay for this?

Absolutely! We provide:

- Professional invoice for company reimbursement
- Detailed programme outline for HR/manager approval
- Completion certificate for their records
- Optional check-in with your manager about your progress

24. How do I register?

Three simple steps:

1. Fill the enrolment form <https://forms.gle/uVF4VFCeLhZB44Qv8>
2. Complete payment via UPI
3. Receive welcome email with next steps within 24 hours

25. I'm very busy. How do I ensure I complete the programme?

Our structure is designed for busy professionals:

- Weekly time commitment is manageable (3-4 hours)
- Your Peer Group provides accountability
- Worksheets are practical (you do them as part of your actual work)
- Flexible timing for peer exercises (you schedule with your Group)
- 1:1 coaching helps you navigate time challenges

26. What if my English proficiency is limited?

The programme is conducted in **Hinglish** (mix of Hindi and English) to ensure comfort and clarity. All materials use simple, accessible language. The focus is on practical application, not complex vocabulary.

27. What if I need to pause my participation due to personal reasons?

We understand life happens. Options include:

- Deferring to next cohort with fee adjustment
- Extended deadlines for assignments
- We'll work with you to find the best solution.

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28. How do I know if I'm ready for this programme?

You're ready if:

- You're tired of feeling stuck in execution mode
- You're willing to invest time in your own growth
- You're open to feedback and trying new approaches
- You believe you have leadership potential waiting to be unlocked
- You're ready to take responsibility for your professional development

29. CAN I ONLY OPT FOR PERSONALIZED COACHING?

Yes you can. For that, you need to reach out to us separately and opt for various options that are available for your unique context. You won't be a part of this programme in that case, but you may attend training, seminar and other sessions that are announced time to time.

30. Who is the facilitator and what are their credentials?

Deepti Ameta is the main facilitator. You can read about her on our website.

31. I want more details?

Contact +91 7703935277 for further details or email at sateekadvisors@gmail.com