

Management Development Program

High Impact Business Leadership

For Real Estate Developers & Built-Environment Businesses



About This Program

In August 2025, Maharashtra's real estate sector received a sharp reminder that execution discipline is no longer only a site-level issue. A **Times of India** report dated 19 August 2025 stated that 4,812 housing projects across Maharashtra had been suspended since July 2025 after developers failed to update construction progress or seek extensions.

Leadership in real estate directly affects sales velocity, customer confidence, cash flow, registrations, lender comfort, and brand credibility. The question is no longer: "Is the project progressing?" The sharper question is: **"Are our people, systems, reviews, and decisions are leading a team that delivers on time without compromising on quality?"**

What You Will Learn

Leadership Capability	Real Estate Business Impact
Scenario-Based Decision Making	Better preparedness for demand shifts, approval delays, cost overruns, inventory build-up, or sudden customer-escalation situations.
General Management Perspective	Managers evaluate decisions through market, finance, construction, customer, talent, and regulatory lenses-not only functional targets.
Negotiation and Influence	Stronger outcomes in channel alignment, contractor/vendor discussions, internal upward influence, customer commitments, & stakeholder management.
Data and Financial Analysis	Sharper judgement on pricing, product mix, sales velocity, collections, cost-to-complete, working capital, and value creation.
High-Impact Team Leadership	Improved accountability, cross-functional coordination, escalation discipline, and performance culture.

Program Content Details

Module 1: Leadership Assessment for Real Estate Managers

Assessment centre-based approach to define each participant's learning needs.

Module 2: Business Strategy and Scenario Planning

Micro-market analysis, demand shifts, product-positioning choices, approval and execution uncertainty, competitive response.

Module 3: Business Problem Solving and Decision Making

Structured frameworks using real estate situations such as stuck inventory, delayed approvals, cost escalation, channel conflict, and customer escalations.

Module 4: Negotiation, Stakeholder Management and Upward Influence

Negotiating with vendors, contractors, channel partners, customers, investors, internal

This programme is built around that reality. Maharashtra real estate leaders now operate at the intersection of demand cycles, approvals, construction timelines, RERA commitments, channel performance, capital cost, CRM pressure, and reputation risk. Mid and senior managers must read weak signals early, align functions quickly, negotiate responsibly,

Sources:

MahaRERA · TOI, 19 August 2025

Program Leaders



Dr. Pramod Kumar

Formerly with IIM Ahmedabad; Former Chairperson-Placement, XLRI Jamshedpur; Ex- Director, Symbiosis Institute of Business Management, Pune; Consultant to over 80 leading companies worldwide. Internationally quoted author of over 100 research papers, cases and management games.



Prof. S. B. Subramaniam
Chartered Accountant
(Fellow Member of ICAI)

Over three decades of experience as CFO / Head of Finance in leading Indian and multinational organisations. Combines highly extensive corporate leadership experience with consulting in business finance and mentor business managers to drive financial discipline and sustainable growth.



Prof. Abhishek Sinha
B.E (NIT, Rourkela),

Over 20 years of rich industry experience. Senior leadership roles in reputed organizations like Samsung Electronics, Madura Coats, Akzo Nobel, and Aircel. Consulted for start-ups in health-tech and consumer durables.

Module 5: Technology, Data and AI-Enabled Real Estate Leadership

Digital funnels, CRM analytics, dashboards, AI insights, MIS, reviews.

Module 6: Financial Analysis, Planning and Value Creation

Real estate value creation, feasibility, valuation, investment decision-making expertise.

Module 7: Business Transformation and Change Management

Scalable systems, governance, reviews, change adoption, execution excellence.

Module 8: Leading High-Impact Real Estate Teams

Performance culture, targets, collaboration, leadership, difficult conversations.

Program Benefits

Superior Team Performance: Build teams that deliver superior performance and measurable business outcomes.

Business & General Management Perspective: Evaluate ideas and plans across markets, technology, financial value, talent, and business results.

Data-Driven Decisions: Master knowledge-driven thinking and a cost-and-value approach to decision making.

Cost and Value Driven Thinking: Understand the financial implications of your ideas and initiatives.

Performance Culture: Develop performance-driven teams, strong relationships, and an achievement-oriented culture.

Modern Business Analysis: Utilise AI-enabled tools and technology-driven approaches for analysis and planning.

Experiential Learning: Highly collaborative, interactive, and execution-driven learning.

Peer Knowledge Transfer: Learn from peers and business leaders across industries.

Delivery Methodology

- Project heads, construction managers, planning heads, and execution leaders moving into broader business responsibility.
- Assessment and development centre to identify each participant's leadership strengths and development needs.
- Real estate case discussions based on market cycles, delayed possession risks, customer trust, financing pressure, and growth choices.
- Scenario simulations: launch-readiness review, cash-flow stress review, customer escalation board, contractor negotiation, and business review with senior leadership.
- Psychometric assessment and guided self-reflection for leadership style, decision preferences, conflict management, and influencing behaviour.
- AI, GenAI, and analytics-enabled exercises for business analysis, dashboard interpretation, customer insight, and presentation of recommendations.
- Action-learning projects tied to live organisational priorities such as sales velocity, handover experience, cost discipline, CRM process, or cross-functional execution.

Who Should Attend

- Project heads, construction managers, planning heads, and execution leaders moving into broader business responsibility.
- Sales, marketing, CRM, channel, and customer experience leaders handling revenue, trust, and market-facing decisions.
- Finance, procurement, legal, liaison, HR, and strategy managers who must influence business outcomes beyond functional execution.
- High-potential mid and senior-level managers identified for business head, regional head, project head, or P&L leadership roles.
- Entrepreneurs and second-line leaders in developer organisations preparing for scale, governance, and professionalised management.