

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Understanding Patterns – A Leadership Self-Awareness Programme

How Early Experiences Shape Leadership Behaviour

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-U120839



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Programme Overview

This programme illuminates how early life experiences can shape current leadership approaches, often unconsciously. Participants will gain profound insights into their ingrained patterns and learn to transform them into more effective, adaptive leadership behaviours.

Learning Objectives

- ✓ Participants will understand the foundational influence of early experiences on their leadership style, recognizing how these patterns impact their decision-making and interpersonal dynamics.
- ✓ Participants will identify common leadership schema patterns such as perfectionism, fear of abandonment, entitlement, and subjugation, and understand their origins.
- ✓ Participants will learn to recognize their dominant schema modes in real-time leadership situations, enabling them to see how these modes influence their reactions and interactions.
- ✓ Participants will develop the ability to shift from reactive, pattern-driven responses to more conscious, responsive leadership actions, fostering greater emotional regulation and strategic thinking.
- ✓ Participants will acquire practical, evidence-based tools and strategies to cultivate a healthier, more resilient leadership self, promoting well-being and sustained performance.
- ✓ Participants will explore how to apply these principles within the unique context of Indian leadership culture, fostering inclusive and effective team environments.

WHO SHOULD ATTEND

This programme is designed for senior leaders, managers, and individuals involved in leadership development initiatives seeking to enhance their self-awareness and leadership capabilities.

Programme Content

1. How Early Experiences Shape Leadership Style

Our formative years lay the groundwork for many of our adult behaviours, including how we lead. Unmet needs or specific environmental influences during childhood can create deeply ingrained patterns that influence our approach to authority, risk, and relationships at work. In the Indian context, familial expectations and societal norms can further shape these early experiences, leading to specific leadership tendencies. This section will explore these connections, helping you understand the roots of your current leadership style and its impact on your team.

 **Activity: Group reflection on formative experiences and their potential link to leadership.**

2. Common Leadership Schema Patterns

Many leaders unknowingly operate from specific 'schemas' or core beliefs formed in childhood. Patterns like 'Perfectionism' (driven by a fear of failure), 'Fear of Abandonment' (leading to people-pleasing or excessive control), 'Entitlement' (expecting special treatment), and 'Subjugation' (prioritizing others' needs to an extreme) are prevalent. These patterns, while perhaps once adaptive, can hinder effective leadership by creating rigidity and interpersonal friction. We will delve into these common patterns, helping you recognize their manifestations in professional settings.

 **Activity: Interactive quiz to identify potential dominant schema patterns.**

3. Recognising Your Schema Modes in Leadership Behaviour

Schemas often manifest as 'modes' – temporary emotional states that dictate our behaviour. Understanding these modes, such as the 'Critical Parent' mode that judges harshly, the 'Vulnerable Child' mode that reacts with fear or anger, or the 'Healthy Adult' mode that is balanced and rational, is crucial. This section focuses on identifying your most frequent leadership modes during challenging situations. Recognizing these patterns in action allows you to pause and choose a more constructive response, rather than being automatically driven by an old schema.

 **Activity: Scenario-based role-playing to identify schema modes.**

4. Moving from Reactive to Responsive Leadership

The distinction between reacting and responding is fundamental to effective leadership. Reactive behaviours are often driven by unmet needs and ingrained schemas, leading to impulsive decisions or emotional outbursts. Responsive leadership, conversely, involves a conscious, considered approach where you understand your triggers and choose your actions based on current circumstances and long-term goals. This section provides strategies to interrupt automatic reactions and cultivate a more measured, strategic, and adaptive leadership style that fosters trust and collaboration.

 **Activity: Guided meditation and mindfulness exercise for emotional regulation.**

5. Building a Healthy Leadership Self – Practical Tools

Cultivating a healthy leadership self is an ongoing process of self-care and conscious development. This involves strengthening your 'Healthy Adult' mode and learning to manage your other modes effectively. We will introduce practical tools such as cognitive restructuring techniques to challenge unhelpful thought patterns, developing self-compassion to mitigate perfectionistic tendencies, and boundary-setting skills to prevent subjugation. These evidence-based strategies empower you to lead with greater authenticity, resilience, and well-being, enhancing both personal satisfaction and professional impact.

 **Activity: Small group work on developing personalized self-care and boundary-setting plans.**

6. Applying Principles in Indian Leadership Culture

Navigating leadership within the Indian corporate landscape requires sensitivity to cultural nuances. Hierarchical structures, collectivist values, and specific communication styles are integral to this context. Understanding how your personal schemas interact with these cultural dynamics is key to effective leadership. This section will explore how to adapt the principles of self-awareness and schema management to foster inclusive environments, build stronger relationships, and lead with greater cultural intelligence, ensuring your leadership resonates effectively within the Indian professional milieu.

 **Activity: Facilitated discussion on cultural considerations in leadership.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Introduce the concept of leadership schemas to managers.	HR/Manager	Week 1	Share introductory reading materials on schema therapy concepts in leadership.
Facilitate self-assessment for schema identification.	HR	Month 1	Provide a confidential online assessment tool for leaders to explore their patterns.
Conduct targeted workshops on schema mode management.	Manager	Week 2	Focus on recognizing and managing reactive 'child' modes during team interactions.
Integrate schema-aware communication training.	HR	Month 1	Emphasize empathetic listening and constructive feedback techniques.
Develop personalized leadership development plans.	HR/Manager	Month 2	Incorporate specific strategies for managing identified schemas and modes.
Establish peer support groups for ongoing learning.	Leadership	Quarter 1	Encourage leaders to share challenges and successes in applying self-awareness principles.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma — Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance — organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential — prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224