



Leadership Succession Academy

Expert-led Capability Program for Building Future CXOs & Leadership Pipelines in PE-Backed Portfolio Companies

6–9 Month Leadership Journey | One-to-One Coaching | Cohort Learning | International Immersions

Designed for organizations building strong leadership benches, preparing successors for critical roles and ensuring continuity across business functions.

Leadership Succession Academy

A Dedicated, Expert-Led Program for Developing Future Business Leaders

For Operating Partners supporting leadership continuity across their portfolio companies—helping organizations identify, assess and develop high-potential leaders into future CXOs through personalized learning journeys, executive coaching and cross-functional capability building.

Our Signature Program

Personalized learning journeys for every successor.

Each participant follows a customized development roadmap aligned to their current role, future leadership responsibilities and organizational priorities.

Learn directly from former CXOs and functional leaders.

Sessions are delivered by former CEOs, CFOs, CHROs, COOs, Business Heads and industry practitioners who have successfully built and led large organizations.

Cross-functional capability building.

Successors develop expertise beyond their current function through exposure to finance, operations, strategy, commercial leadership, digital transformation and enterprise-wide decision making.

A blend of individual coaching and cohort learning.

Every participant benefits from one-on-one mentoring, cohort workshops, peer learning and practical business projects.

Built around real business challenges.

Learning is anchored in live organizational priorities, strategic initiatives and value creation opportunities—not hypothetical case studies.

Powered by India's Largest Expert Network.

Access senior industry leaders, functional experts and executive coaches from Infollion's expert ecosystem, matched to each participant's development needs.

At a Glance

Format	Executive coaching + cohort learning
Duration	6–9 Months
Cadence	Monthly coaching + bi-weekly cohort sessions
Delivery	Virtual / Onsite / Hybrid
Structure	Individual Learning Journeys + Cohort-Based Courses + Leadership Immersion
Pre-Program	Leadership Assessment & Successor Mapping
Post-Program	Individual Development Plan & Leadership Readiness Report

Designed for:

Successors to CXO Roles
Leadership Talent Pools

High-Potential Leaders
(HiPos)

Functional Heads, General
Managers, BU Leaders

Illustrative Learning Journey for 4 Potential C-Level Successors in Manufacturing

Individual Sessions (1-O-1s)

Topic Area	Exec 1 – Procurement	Exec 2 – Manufacturing	Exec 3 – Finance	Exec 4 – Digital/ Technology
Manufacturing Depth (ex-Plant Heads, Mfg Heads)	Plant Operations Deep Dive: Throughput, OEE, Bottlenecks	–	Understanding Shopfloor Economics for Finance Leaders	Digital Manufacturing Systems (MES, SCADA)
Finance Acumen (ex-CFOs, Finance Heads)	Reading Manufacturing P&L & Cost Drivers	Capex Planning & ROI in Plant Ops	–	Business Case Building for Tech Investments
Supply Chain (ex-CPOs, SCM Heads)	–	Integrated Supply Chain Planning	Working Capital & Inventory Optimization	End-to-End Supply Chain Visibility Systems
Leadership/ Strategy (ex-CEOs, Strategy Heads)	Make vs Buy & Network Strategy	Capacity Planning & Expansion Strategy	Business Forecasting & Scenario Planning	Leading Digital Transformation Programs
AI Implementation (AI Experts, CIOs, CTOs)	AI use case in Spend Analytics & Supplier Risk Prediction	Deploying AI on Shopfloor (use-case to rollout)	Embedding AI in FP&A Processes	Scaling AI Across Operations (governance, adoption)

CBCs – Cohort Based Courses

Course	Exec 1 – Procurement	Exec 2 – Manufacturing	Exec 3 – Finance	Exec 4 – Digital/ Technology
Manufacturing Value Chain & Cost Levers	✓	X	✓	✓
Finance for Non-Finance Leaders	✓	✓	X	✓
End-to-End Supply Chain Essentials	X	✓	✓	✓
Role of ERP, MES, and Data in Operations	✓	✓	✓	X
AI in Manufacturing: Use Cases Across Functions	✓	✓	✓	✓

1-O-1s: Advanced Techno-Functional Interventions (1 on 1 with Domain Experts)

CBCs: Cross-Functional Foundations (Cohort-Based Workshops/ Masterclass)

Add-on: Site Visits to Domestic/ International Facilities

50% Individual Expert Sessions | 35% Cohort-Based Workshops | 15% Site Visits & Immersions