



## Leadership Lounge: Building a space for leadership growth

The DuPont Leadership Factors provide the foundation for becoming a balanced and well-rounded leader, Leadership Lounge is an initiative designed to foster this philosophy and develop people leaders in India. It provides a platform for individuals to enhance their leadership skills, learn from experts in the field, and network with other like-minded leaders.

Leadership Lounge has become a platform for growth, attracting over 100 DuPont India leaders every month for eight months. Through Leadership Lounge, individuals can gain the skills necessary to navigate complex business environments and become effective leaders who inspire their teams and drive positive change. For 600+ engagement hours, participants delved into the art of leadership, recognizing that, like a prism, leadership shines brightest when reflecting various facets: “Head,” “Hands,” and “Heart.”



## Equipping our leaders to foster well-being

In 2023, a partnership was formed between DuPont’s Talent Management & Development and the Operational Excellence teams to create a curriculum that embodies both manufacturing disciplines critical to plant operations and the nuances of people leadership, framed within DuPont’s Leadership Factors. The resulting program, designed and facilitated by Double E Workplace Solutions, LLC, provides a holistic approach to leadership development, equipping individuals with the skills needed to effectively lead in a manufacturing environment while staying true to DuPont’s commitment to balanced, multidimensional leadership. This program, Leadership Fundamentals for Operations, was introduced as a pilot at three locations and touched leaders at 19 plants. The program provided a toolkit for first-level leaders to minimize conflict, enhance performance, and boost engagement.

Chris Yankelunas, Supervisor of Manufacturing Operations in Newark, DE, shares some of his learnings and leadership impacts as a result of the program:

“The workshop was helpful because it provided an opportunity for early-level leaders to discuss key issues. It also allowed us to learn new techniques and collaborate. We were from diverse backgrounds and working in various environments, but the diversity of our [training] group helped us formulate creative plans (through learning new techniques and collaboration) to tackle issues and allowed me to realize that perhaps I could be more effective in my approach.

The program helped me identify approaches in an area I struggle with—employing empathetic or ‘Heart’ leadership. I have learned some techniques from other participants and put them in action to drive policy changes at my site.

By spending time listening and advocating for what’s important to my team and working on ways to incorporate the things that the business can support, I see many positive results:

- Willingness to support other areas/cross-train;
- Higher yield and quality;
- More productive, respectful check-ins conversations; and
- Better overall communication between leader and employee.

I’ve also put the GROW model into action during check-ins with my employees, which has created stronger relationships where I can respectfully hold them accountable. After learning these DuPont frameworks in the training, as well as the techniques used by other leaders, I’ve been able to effectively make some key changes to help solve specific issues I was experiencing on shift.”

**Chris Yankelunas, Supervisor of Manufacturing Operations, Newark, DE**

