



Radical Transformational Leadership Bilingual Programme in Hindi and Marathi Mumbai 2026

Session I: 4-6th September 2026 (Fri-Sun)

Session II: 2-4th October 2026 (Fri-Sun)

Session III: 27-29th November 2026 (Fri-Sun)

This social transformation programme is designed to develop ethical leadership and full human potential so that people can transform their lives, their work and their communities in ways that create peace, shared prosperity, and a flourishing planet. Using a whole-systems approach and practical tools, participants strengthen their ability to design and lead projects that address real challenges –such as inequality, livelihoods, education, and social inclusion. The programme brings together leaders from grassroots, social sector, and mission-driven organisations to build action-based partnerships and create meaningful, lasting change for people and the planet.

BACKGROUND

RTLWorks is committed to building a nurturing society where every person can live with dignity, wellbeing, and purpose, and where our communities and our planet can flourish together.

Everybody can choose to be a radical transformational leader and contribute to addressing our challenges be it in our society, home or workplace. This needs new transformations that source our inner capacities, and new design to make a difference. This implies that we can shift unworkable cultural norms and systems to generate extraordinary results.

Today, we face multiple, overlapping crises – rising conflict and polarisation, threats to health and livelihoods, environmental degradation, and growing distress among young people. Even though we know what to do to solve problems of injustice and poverty, respond to the environmental crisis, and have the resources; often, we neither act for our well-being nor address crucial issues to create a thriving community and planet. An alignment is missing between these actions and our deepest values, leading to partial responses. Alignment with our innate values, such as caring and dignity. These deep values are “universal values” that apply to everyone, everywhere, not just to those close to us.

People everywhere hold enormous potential to create a peaceful, thriving, and inclusive future. To do this, we must locate new opportunities; integrate short- and long-term thinking and harness knowledge and technology to create new patterns and systems by embodying values, respecting everyone and embracing diversity. This calls for creating cultural transformation that is large scale and sustainable through generative conversations and action that enhance wellbeing and equitable growth of all.

There are some critical questions that we face and must ask:



- Why is the migrant worker who is critical for building our houses in the cities, paid the least attention in terms of health and welfare?
- Why is that some children go hungry to bed, while so much food is being wasted?
- Why does our country - and the world - continue to be challenged by so much injustice, social exclusion, inequities, and disparities?

Fragmented approaches and short-term thinking are not sufficient to address today's complex challenges. What is needed is new way of designing that aligns values with practical action to create sustainable, equitable solutions. Strengthening such leadership among educators, social sector leaders, and community change-makers can nurture a generation capable of building peaceful, resilient, and thriving communities.

PURPOSE OF THE PROGRAMME

To foster leaders and organisations who source their full potential for ethical leadership and hold multiple principled perspectives based on universal values in solving problems by shifting systems and cultural norms for human and environmental wellbeing.

OBJECTIVES

1. Source one's creativity and full potential for strategic and ethical action.
2. Explore how people can realize their purpose and make a difference, while shifting systems that are not working well.
3. Stimulate how to see patterns in systems to solve problems fairly and effectively.
4. Develop practical plans to turn challenges into opportunities, especially in times of crisis.
5. Align actions with results to create lasting and fair change, and scale ideas for bigger impact.
6. Move from managing projects to leading meaningful change, building partnerships that strengthen your work.
7. Recognize and interrupt practices or barriers that limit inclusion and growth.

ABOUT THE PROGRAM

RTL Here and Now is an innovative leadership program that has been proven all over the world to generate paradigmatic shifts. This is a unique whole systems transformation-oriented, learning-in-action program that grounds us in the essence of our being - our deepest values and existing expertise, enables us to hold multiple perspectives and guides us in designing for cultural and system-level changes.

This workshop will be conducted in Hindi and Marathi, making transformational leadership tools accessible in a bilingual format. About 660 million people speak Hindi and around 83 million speak Marathi. Offering the workshop in both languages allows participants to learn and engage deeply in the language they connect with most. Learning in one's own language not only makes understanding easier but also encourages meaningful reflection and application in daily life and work.



THE MODEL

The programme will use a unique response model - the Conscious Full-Spectrum Response (CFSR) model - which is a cutting-edge, new generation thinking that has been proven to generate transformative changes worldwide and is designed by Dr. Monica Sharma (author of "Radical Transformational Leadership: Strategic Action for Change Agents"). The book is based on her vast and extensive experience over 35 years of application of various methods, templates and tools for tangible results for people's development worldwide, in over 60 countries.

This meta-frame is designed to, simultaneously in time, solve problems and generate measurable results, transform unworkable systems and cultural norms that perpetuate these problems, and create new patterns sourced from individuals' inner capacity, universal values and transformational leadership. It plays a critical role in redefining 'Development' encompassing our inner and outer worlds, both as individuals and groups, so as to source the far reaches of the human and cultural capabilities to address the challenges we face.

It intertwines three threads of a paradigm shift: (a) source our wisdom/inner potential and universal values for action; (b) shift cultural norms, systems, and structures that maintain the status quo and become principled game changers; and (c) solve problems in order to generate specific equitable and sustainable results.

The Conscious Full Spectrum Response Model is the foundational development model for transformation. The Conscious Full-Spectrum Response (CFSR) model is a transdisciplinary model and template for strategic action and is robust enough to hold the frameworks of different disciplines, various schools of thought. The Conscious Full-Spectrum Response model can be applied to any field since it is subject-agnostic and fosters the ability to simultaneously hold multiple perspectives and yet have principled action and results. This new way of thinking and doing offers a new path for today's leaders - social and environmental practitioners, teachers, media and legal professionals, activists and philanthropists, entrepreneurs and government representatives/staff-to experience the deeper convergence of principles, purpose and practice to generate concrete results that benefit all of humanity.

The program is designed to overcome traditional limitations by introducing a comprehensive set of approaches that encompasses all relevant dimensions of current and emerging change processes. It requires citizens and stewards/leaders of change to accelerate their own transformative process. The design requires participants to build upon their projects that they care about and wish to transform and explore work at scale and innovate.

"The world we have made as a result of the level of thinking we have done thus far creates problems that we cannot solve at the same level at which we have created them... We shall require a substantially new manner of thinking if humankind is to survive..." - Albert Einstein

"Poverty is not an accident. Like slavery and apartheid, it is man-made and can be removed by the actions of human beings." - Nelson Mandela

**Who can participate?**

Any individual and organization who burns for equity, human unity and dignity for everyone and is in action or desire to make difference in our society for social and environmental well-being; organizations and individuals in Education/Academia, Corporate, government, Civil society and Communication and Media. More than one participant from an organization or team is encouraged to apply.

What Participants Say

"For me undergoing the Radical Transformational Leadership program has helped me to become a stronger person and given me the courage to speak from stand and principles for justice and fairness without worrying about the consequences and my fears. The various tools used in the RTL Program has enabled me to redesign my community mental health project which is now more inclusive, sustainable and engaging multiple stakeholders".

"RTL took me to a place where I could explore myself, create meaning in everyday actions at home, workplace and society. I see myself as an interconnected being in my everyday actions. The CFSR model and all the tools have helped me anchor myself in what I care about, see the big picture to navigate through complexities and be in action in reality."

"The RTL program woke me to the responsibility I have to be in my full potential connected to what I really care about as an agent of change in the world. It gave me the courage to face the disparity and polarization that is so evident in today's world, to stand in universal values speaking up for equity for all. The program taught me to design differently, always keeping universal values as the core element while challenging norms and systems that create and maintain problems and designing and implementing values-based solutions that leave no-one out. I feel I am walking a path of growth and continual learning that will be lifelong".



"I stand for equality and equity for myself and others. RTL helps me to constantly reflect on what I have done and what I am going to do by using the integrity lens and transforming destructive anger to courageous heart response. It makes me question myself and look at problems as opportunities. I use the tools and templates to align, ground myself and to feel whole as a human being".

"A process that has helped me to see that I am an agent of change, it was a catalyst that has stimulated me to be part of the change I wish to see, it has expanded and structured the way I dream and given me the space and tools to manifest these dreams for a better life for all. It is a continuous deepening and day to day practice".

DATES OF THE PROGRAMME

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Please Note: All participants must commit to participating in all days of each programme and in all the three sessions because each session builds upon the previous session and learning. The program consists of a series of 3 sessions. New templates and tools to enhance capacities are introduced; and in interim weekly sessions, we practice these learnings and capacities in action. Participants work alongside others from a variety of disciplines to build common language and practices so that we can work in synergy.

TO APPLY

Click here on the [form](#)

PLACE: Tata Institute of Social Sciences (TISS) V. N. Purav Marg, Deonar, Mumbai – 400088, Maharashtra, India

REGISTRATION FEE

The registration fee (inclusive of GST) for the 3-part workshop:

- All new registered participants based in India is : Will be updated soon

If you would like to sponsor any candidate or contribute to a scholarship

- This is not a sponsored program and we have not procured grants for the workshop, but we are exploring for scholarships.
- All the facilitators and resource people are working in service pro bono.
- Please feel free to contact us for any assistance at

team@rtlworks.com

Glasika: +91 6260337629 (Phone, signal, telegram and WhatsApp)

Team RTL on Signal/WhatsApp: +91 9869219901

IMPORTANT DATES TO REMEMBER

- 15th August 2026 : Last day to register
- 20th August 2026 : Last date for payment for workshop fee

AUTHOR AND FOUNDER, RTL

Monica Sharma trained as a physician and epidemiologist, worked for the United Nations since 1988 for 22 years. She is the Founder of the body of work related to Radical Transformational Leadership. The curriculum, tools and templates in this workshop series have been tested and applied by her in over 60 countries in all sectors. She is the author of the award-winning book “Radical Transformational Leadership: Strategic Action for Change Agents”. She created a unique response based on extensive application –a conscious full-spectrum response model- that generated equitable and sustainable results related to several Sustainable Development Goals, worldwide.

BIOSKETCHES OF THE RESOURCE PERSONS

Glasika cares deeply about humanity, joy and happiness. She currently works as program coordinator of RTLWorks. She is a member of the RTL Global Mental Health group. She trained to be an engineer and thereafter pursued professional social work counsellor training from the Tata Institute of Social sciences, Guwahati. She is an RTL Practitioner Coach and has been trained in using the RTL tools and templates and applies them in her work on promoting wellbeing in the school. She also works in the field of mental health and emotional learning (SEL) for schoolchildren. She works closely with marginalised communities to foster well-being and empathy.

Chitra R. Lakshman is a professionally qualified social worker has been working in the field of disability management and community mental health over the past twenty-five years in an urban slum in Mumbai. Her work as Hon. Director at Vidya Vardhini Foundation Trust in Mumbai includes support for students with disability towards their education, health and vocational training needs. The approach is to engage the person with disability, the family and the community in the process of rehabilitation. Her work in the area of disability has been to promote equity and inclusion by integrating children and young adults with special needs in mainstream schools and institutions of higher learning. She also actively engages with families to take the responsibility of nurturing the full potential of their wards, not only by way of education but also through co-curricular activities of music, dram , art and sports. Being an RTL practitioner since the past nine years, she says “it has helped me to find my purpose in life through my conversations and action. When I take an action today however small that maybe it is based on dignity, equity and compassion. I have become more mindful of my everyday actions” and can see the results unfold at home , at work and in society.

Sudha Kothari is a committed social development practitioner and transformational leader who stands for the realization of full human potential, grounded in empathy and compassion for self and others. After a brief academic stint, she devoted herself to grassroots work. In 1993, she founded Chaitanya, playing a key role in Maharashtra’s Self-Help Group movement, training initiatives with Mahila Arthik Vikas Mahamandal, and promoting self-reliant SHG Federations recognized by NABARD. She is empaneled under the National Rural Livelihoods Mission and currently works in Chhattisgarh. Over the past five years, her engagement with Radical Transformational Leadership (RTL) has led to meaningful inner and programmatic shifts, especially in addressing issues of single women. She actively practices RTL tools and design templates to bring coherence, depth, and transformational impact to her projects. She serves on the Executive Committee of AFARM and Jnana Prabodhini, contributing to governance and sectoral leadership.

Sudarshan Rodriguez is the CEO at RTLWorks and has a wide range of expertise in environmental sciences, disaster management and livelihoods. He is a practitioner coach trained in the Conscious Full-Spectrum Response Model, a transformational leadership approach based on universal values and ethics developed and created by Dr. Monica Sharma. His passion to work for planetary and people’s well-being and vision for people’s development worldwide makes him stand out from the crowd.

Srilatha Juvva is a social work educator and Professor with the Tata Institute of Social Sciences in Mumbai. She is a practitioner coach, trained in Dr. Monica Sharma’s Radical Transformational Leadership and applies this to transform higher education and in-service delivery for mental health



and disability. She uses these tools and templates also to transform disempowering narratives of mental health and disability through fostering dignity, full potential and ethical leadership in people.

Yugandhara Kajare is a social entrepreneur committed to making quality education and life skills accessible to underserved communities. She founded 3E Training & Management Group in 2013 to reach youth in remote areas and has delivered over 250 training programmes, building strong grassroots experience. She designed the “Raise the Child” life skills programme, which was piloted in five schools in Guhagar, Ratnagiri. As Co-founder of The Resilient Foundation since 2018, she leads initiatives in school safety, disaster resilience, climate action, and community empowerment, working closely with schools and local communities to create sustainable impact.

Her participation in the Radical Transformational Leadership (RTL) workshop by Dr. Monica Sharma in 2019 was a turning point, grounding her work in values-based leadership and structured project design. It strengthened her focus on self-development, clarity in goal setting, and effective action. With over 14 years of experience, Yugandhara is known for her skills, community connection, and commitment to creating sustainable impact.