

“Ifly training centre”



Weekly Learnings 35 / 2024

The Indigo Training Centre, Gurgaon

Indigo invited me to speak to their leadership team on "Leadership Legacy". These were the top 50 leaders of Indigo.

This training centre is a fabulous centre. Indigo took me through the 7 floors of this building. Here are my Learnings:

1. 1200 people are trained everyday here. This must be one of the largest cohorts trained per day in the world.

2. There are 200 trainers here at this centre. Many are internal faculty. Every trainer has his palm/ fingerprints on a large wall here. This is a great initiative to celebrate trainers.

3. This training centre has won 80 awards for learning and development. Picture attached.

4. All the carpets in the corridors of the building are like airport runways.

5. Every batch that graduates has a picture on the wall. Every Indigo destination is listed on one wall with the launch poster.

6. The classrooms are mocked up aircraft. There is a toilet on the floor too which is of the same aircraft toilet size. The galley way is the same. So every aspect of an aircraft is mocked up here.

7. They even have the famous Indigo ramp that connects the first floor..

8. They have 69 rooms in this centre, each crew member is trained for 89 days. They track on time performance of training programs, how many start on time and how many close on time and that score for this trg centre is 99 pc.

This Indigo University is world class and world scale. Pallavi and Shagun of Indigo were great hosts. They are in one picture.

I had a nice chat with Peter Elbers the CEO and Sukhjit Paricha the CHRO. We discussed eastern vs western cultures, why silos happen, what leaders can do better in their roles, the crucial aspect of why leadership collaboration happens and doesn't happen.

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