

Management Development Programme on
Managerial Leadership and Team Building
November 23-25, 2009
IMI Campus, New Delhi

Background

Leadership is one of the most important ingredients of an effective manager. We can increase productivity by 30-40% without any additional financial support or technological innovation if we only improve the quality of our leaders. Today people want leaders who can provide them with vision and transform them with a view to achieve high performance and provide opportunity for personal success. In other words, only leaders can build high performance organizations. This programme is developed on the basis of research spread over two decades and it has been applied in several organizations.

Leaders have to lead themselves first. They need to understand their vision, mission and goals. They have to get insights into their strengths, weaknesses and vulnerabilities. They must appreciate which internal factors help them and which ones hinder. The effectiveness of a leader depends of his followers. The more productive they are, the more effective a leader is. Therefore, a leader has to devote a good deal of his time in building his team and developing team members. He needs to understand the dynamics of group behavior and use the same to boost employees' productivity and increase business results. A leader also engages his people in decision making and implementation by using different methods depending on task and team member characteristics.

Unique Features

- Based on more than two decades of research;
- Used in different organizations over a period of time;
- Highly participative and interactive;
- Full of insights in the Indian context;
- Use of various validated instruments and exercises;
- Intensive counseling for the participants.

Contents

- Self as the fulcrum of success;
- Dimensions of leadership effectiveness;
- Developing personal mission and goals;
- Relating self with business results;
- Giving and receiving feedback;
- Factors of effective interpersonal relationship;
- Managing conflicts in interpersonal relationship;
- Emotional intelligence;
- Influence and power;
- Leader-follower-situation interaction;
- Roles in a team;
- Clarifying Role: Task, Maintenance and Self;
- Team building;
- Elements of group decision making;
- Cross-functional team.

Methodology

The methodology of the programme will be highly interactive and participative. A variety of role plays, simulations, and structured instruments will be used to facilitate learning.

The Program outcome

After undergoing this module, the participants will be able to:

- Understand the role of self in determining business results;
- Develop personal mission and goals for business success;
- Relate effectively with others;
- To lead people in a team;
- To get insight into one's leadership style;
- To integrate process and functional roles for high performance;
- To develop and enhance team working capabilities;
- To draw up a personal action plan.

For Whom

Managers with clear responsibilities for business results and people management. Managers from operations, sales, finance and service delivery will benefit from this programme.