

# **Certificate Course in Leadership, Motivation and Change Management Strategies (under ITEC Program)**

**Duration:** 08 weeks

**Proposed Dates:** March 23, 2020 to May 15, 2020

**Faculty Coordinator:** Prof. Mamta Mohapatra

## **COURSE SYNOPSIS**

### **Aims and Objectives:**

The last two decades have witnessed unprecedented pace and scale of change affecting every sphere of human endeavor. The present environment is characterized by volatility, uncertainty, complexity and ambiguity (VUCA) necessitating a fundamental transformation in the way organizations seek to pursue their goals and objectives.

### **Aims:**

In the above context the program is designed to reorient the officers and managers towards meeting the current and future challenges by nurturing appropriate mindset and generating viable options for developing internal capabilities of their respective organizations for meeting the desired objectives

### **Objectives:**

- Managerial roles today are not limited to problem solving and decision making only it is becoming highly complex. To be effective, a manager needs to manage himself or herself, and adapt to situations and people. Successful managers require competencies to create an enabling environment that can engage and motivate their teams to contribute to their potential. Acquiring leadership competency is the sine qua non for an effective manager. This programme aims to equip emerging and future leaders with the requisite skills to better manage themselves and their teams, and effectively perform their managerial functions.
- The major objectives of the course are to develop among participants an appreciation of major drivers of change at national and global level affecting the way organizations conduct their affairs. To enable them to identify appropriate strategies of change to address organization specific issues of concern and to become aware of the need for a shift in the style of managing the resources of the organization by adopting transformational leadership mode.

### **Course Contents:**

- Change Management lessons: Indian Scenario
- Implications of VUCA for organizations in emerging / developing countries
- Self-growth and interpersonal relationship

- Leadership Style and Effectiveness
- Problem Solving and Decision Making
- Motivational Strategies
- Emotional Intelligence for Effective Leadership
- Building High Performance Team
- Managing Self- Stress Management techniques
- Conflict Management Strategies
- Strategies of change
- Leadership and Organization Building – The power of Envisioning
- Dealing with resistance to change
- Change management skills and competencies
- Blocks to Leadership Development
- Leadership in Action
- Success Stories of Change PSUs & Private Sector Companies in India.

Outbound experiential learning will constitute an essential part of the course.

### **Target Audience**

1. **Educational Qualifications:** Graduation in any discipline, working knowledge of English language
2. **Work Experience required:** around 5 years of work experience
3. **Age Limit:** As per ITEC norms (25 - 40 years)
4. **Target Group:** Executives/Managers/Officers working in Ministries, Government Establishments, Public & Private Sector Corporations

### **Mode of Evaluation of performance of the participants**

- 1) Integrated Project
- 2) Case studies and interactive exercises

### **Certificate:**

IMI awards a Certificate to the participants after successful completion of the course. To be eligible for the certificate the participant should successfully participate and complete all the individual tasks/tests/assignment and the project.

### **Details of Study Tour:**

- a) Local tour of One/two -Days
- b) Places to be visited- Historical places of Delhi NCR

### **Expected Learning Outcomes at the end of the Course:**

At the end of the course the participants will be able to develop an appreciation of major drivers of change at national and global level affecting the way organizations conduct their affairs. They will be able to identify appropriate strategies of change to address organization specific issues of concern and to become aware of the need for a shift in the style of managing the resources of the organization by adopting transformational leadership mode. Participants will be able to identify and analyze the underlying causes of major blockages to initiating and

managing change in their respective organisations; sharpen such behavioral skills as are desirable for providing effective leadership in bringing about cultural transformation and creating change enabling environment in their respective organizations. They will be able to exercise choice on appropriate motivational strategies for achievement orientation and employee empowerment. They would be able to identify critical issues of concern and formulate concrete plans of action for leading change to enhance organisational performance.