

Dates & Venue

The programme will be held during **July 10-12, 2018** at the beautiful learning-oriented **campus of International Management Institute** located in serene surroundings of south Delhi at B-10, Qutub Institutional Area, New Delhi 110016.

Fee

Non-residential:

Rs. 25,000/- per participant (plus GST @ 18%) covering professional fee, programme kit and lunch.

Group Discounts:

- **25% discount on Special case fee amount is available in case an organization nominates 10 participants.**

Contact

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International Management Institute, New Delhi

3-day Management Development Programme on

“Enhancing Managerial Effectiveness – A Programme for High Potential Emerging Leaders” July 10-12, 2018, IMI Campus, New Delhi

Programme Director: Prof. Irfan A. Rizvi

INTRODUCTION

In the hyper competitive globalized business landscape, organizations are in continual search of ways and means to outperform their competitors. It is being increasingly recognized that in the volatile business environment when work activities and structures are fast changing, the ability of organizations to harness the potential of their human resources, is critical for their survival and success. Organizations need leadership at all levels. Developing future leaders has accordingly assumed strategic significance.

Today's managerial role is also becoming highly complex. It is not limited to problem solving and decision making. 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.

OBJECTIVES

- To enhance self-awareness and self-effectiveness
- To develop problem solving and decision making capabilities.
- To develop interpersonal effectiveness
- To provide skills to manage and resolve work place conflicts
- To develop the ability to build synergistic teams
- To develop leadership competencies

PROGRAMME BENEFITS

The programme will benefit managers in areas of decision-making, personal effectiveness, leading teams, etc. and will help in their professional advancement and in organization development. It will augment the leadership pool in the organization. Organizations that want to improve tomorrow's results by improving the current effectiveness and efficiency of their existing workplaces stand to gain from the programme. By the end of the program the participants are expected to:

- Have a better understanding of their role as leaders and recognize different leadership styles and their applicability.
- Demonstrate greater proficiency in basic functions of management.
- Be conscious of their behavioral strengths and areas needing personal development.
- Show improved proficiency with respect to the competencies of leading people and managing teams.

CONTENTS

- Enhancing self-management capability
 - understanding self, interpersonal effectiveness, effective communication
- Building synergistic teams
 - understanding team dynamics, team roles and team structures
- Task effectiveness
 - planning and prioritizing, problem solving, decision making, conflict resolution
- Inculcating leadership competencies
 - exploring leadership roles, styles and behaviors
- Managing organizational context
 - organization culture, and managing change

METHODOLOGY

The programme will use of a mix of pedagogical tools as appropriate to the themes. It will be delivered through action and experiential learning. The approach in the programme would be to engage participants through a variety of learning tools and techniques, viz., Case studies, Group exercises, Role Plays, In-basket exercises, Management games, Psychometric profiling, etc.

PROGRAMME DIRECTOR

Dr. Irfan A. Rizvi is a Professor of leadership & Change Management and Area Chairperson (OB/HR Area) at IMI, New Delhi since June 2011. Prior to joining IMI, he was Professor and Director at IILM Graduate School of Management, Greater Noida. In 23 years of his professional career, Dr. Rizvi has taught, trained, researched and consulted with various private, public, non-governmental, and multinational corporations including WHO, DFID (United Kingdom), AusAID (Australia), and SDC (Switzerland), HCL Ltd (Reprographic Division), Faculty of Management Studies (University of Delhi), IILM Graduate School of Management, International School of Management (Dakar, Senegal), National Graduate School of Management (University of Canberra, Australia) and Shanghai University (China), and NIS Sparta (a Reliance Anil Ambani Group Company). Dr. Rizvi is a visiting Professor of Organizational Behavior to the MBA programs at the National Graduate School of Management (NGSM), Australian National University (ANU), Canberra (Australia); Shanghai University, (China); and International School of Management, Dakar, Senegal (West Africa) and other Universities. Dr. Rizvi has supervised many PhD theses at various Universities in India. In addition, as a specialist, he has conducted various research and consulting projects sponsored by AusAID-Australia, DFID-UK, SDC-Switzerland, World Health Organization (WHO), and World Bank. Dr. Rizvi has conducted several training workshops for senior executives of a wide variety of Government Departments (for IAS, IPS and Judicial officers), Public Sector Undertakings, and many Fortune 500 business Corporations on various issues related with people competency development, organization development and change management. He has published several papers in reputed peer reviewed journals in India and abroad covering topics of leadership, people development and higher education management. He can be reached at: <iarizvi@imi.edu>.

WHO MAY ATTEND

This programme is intended for participants expected to take up leadership roles in the future. Mid-level and senior managers from all functional areas of medium to large-scale organizations, with a track record of achievement, who are earmarked as potential leaders, would gain much from this programme.

Nomination (s) accompanied by a local cheque/bank draft for the programme fee payable to "International Management Institute" should be sent to MDP OFFICE, International Management Institute, B-10, Qutub Institutional Area, Tara Crescent, New Delhi 110016.

