

Management Development Programme
on
**“High Impact Leadership:
Influence People-Invigorate Business”**

October 10th -12th, 2018



Program Director: Dr. Irfan A. Rizvi
Professor of Leadership & Change Management



International Management Institute
New Delhi

INTRODUCTION

Leadership is one of the most discussed, researched and written about topics in management theory and practice, yet we don't have unanimity on either its definition, attributes of effective leader, or how it is practiced in various contexts, especially business. Leaders come in all kinds of shapes and sizes, and practice their ware in myriad of ways, some effectively and some atrociously. And to top it all, we get a general refrain that we have leadership crises and that there is dearth of leaders, especially good leaders. In addition, the expectations from a leader are so enormous that only a few can meet them, and most fall by the way-side, thus curtailing the shelf-life a leader drastically.

Therefore, business leaders come and go as a merry-go-round, and organizations drift rudderless for a time till a replacement is found who undergoes a similar fate, and the vicious cycle continues.

Our inability to comprehend leadership, identify leaders with right competencies, and give them the adequate lee-way to operate effectively is one of the major causes for the absence of effective leaders from our midst. Owing to non-availability of a reliable pipeline towards producing leaders in the society, all kinds of people occupy leadership positions (pseudo and toxic) at various levels in any organization.

This lack of availability of good leaders, or our inability to recognize one when such a leader emerges, is an outcome of the ignorance in understanding as to what leadership is, what a leader does and what kind of impact does a leader produce in her or his domain. In finding out answers to these questions lies the key of recognizing and producing effective leaders in various spheres of social life.

This 3-day program on leadership is a journey towards unraveling the mystery of leadership and insuring its better comprehension by the participants. The active engagement of the participants to the program will enable them to explore and hone their own leadership potential, and thus acquire competencies and confidence to become effective leaders in their personal and professional domains.

OBJECTIVES

The over-arching objective of the program is to help participants understand leadership as a concept; enable them to acquire the competencies to practice it effectively, and to empower them to deal with leadership challenges in different walks of life, especially the business.

CONTENTS

The broad coverage in the program will include:

- Concept of leadership;
- Necessary conditions to lead;
- Transiting from being a manager to leader;
- Levels of leadership effectiveness in organization context;
- Uncovering own leadership skills & competency;
- Leading business: essential competencies;
- Acquiring confidence to lead.

PEDAGOGY

The training methodology will involve a very interactive process and will include the following:

- Situation analysis & case discussions;
- Diagnostic exercises;
- Video analysis;
- Experiential exercises & Role plays;
- Individual and group presentations etc.

WHO MAY ATTEND

The program will be useful for middle to senior level managers in sales, marketing, purchase and human resources functions in business or not-for-profit sector organizations in private or public domain. Critical condition to benefit from the program requires the participants to be endowed with open-minded self-analysis.

FACULTY AND RESOURCE PERSONS

IMI faculty members and eminent resource persons will share expertise and experience in various sessions.

PROGRAM DIRECTOR

Dr. Irfan A. Rizvi is a Professor of leadership & Change Management at IMI, New Delhi since June 2011. In his 25+ years of professional career he has taught, trained, researched, consulted and led various academic and business organizations at private, public, non-governmental, and multinational corporations in India and abroad. Some of the organizations he has been associated are HCL Ltd (Reprographic Division), Faculty of Management Studies (University of Delhi), IILM Graduate School of Management, 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. As a practice oriented researcher, Dr. Rizvi has conducted and published research articles in many peer reviewed international journals of repute. In addition, he has supervised many PhD theses at various Universities in India. As a Leadership & Change Management 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, leadership & team, and change management.

With several years spent in leading teams and organizations, Dr. Rizvi has accrued critical experience in negotiating effectively utilizing with individuals and organizations. He extensively utilizes his training in psychology as well as management while conducting training workshops to help participants acquire requisite confidence and skills to deal with issues under discussion. Therefore, this training program on negotiation focusses on analyzing the psychology of players as well as the deal. Known for his highly energetic, participative, flexible, down to earth and inspirational approach towards training, he encourages participants to 'think tangentially' and expand their own horizons.

Dr. Rizvi defines his mission in life is to 'facilitate the growth & development of individual & organizations so as to enable them reach their highest potential.'

ADMINISTRATIVE DETAILS

Dates:

October 10th - 12th, 2018

Venue:

International Management Institute
B-10, Qutub Institutional Area
New Delhi 110016

FEE

Non-residential: Rs. 25,000/- per participant (plus @18% GST) covering professional fee, program kit and tea/lunch.

Residential: Rs. 35,000/- per participant (plus @ 18% GST) covering professional fee, program kit and boarding and lodging (air-conditioned single room) at IMI Campus, New Delhi from noon of **October 9th till noon of October 13th, 2018.**

Group Discounts

- 10% discount on fee amount is available in case an organization nominates 2 or more participants to the program.
- 20% discount on fee amount is available in case an organization nominates 4 or more participants to the program.

Fee is payable in advance by way of local cheque/DD in favor of "**International Management Institute**" payable at New Delhi or through direct electronic fund transfer to IMI Bank Account, as per following details:

Allahabad Bank Account Number: 50084979288
MICR Code: 110010007, IFSC Code: ALLA0211083
Pan No. AAAT10972K; GST No. AAAT10972KIZJ

Please mention the program name while making payment through electronic fund transfer.

REGISTRATION

The registration form duly filled in along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

CERTIFICATE OF PARTICIPATION

A certificate of successful participation by International Management Institute (IMI) will be issued to each delegate at the culmination of the program.

ABOUT IMI

IMI International Management Institute Nestled in Qutab Institutional Area, International Management Institute (IMI), New Delhi was established in 1981 in collaboration with IMI Geneva (now IMD Lausanne). IMI is India's first corporate sponsored business school established with the support of corporate houses like: RPG Enterprises, Nestle, ITC, SAIL, Tata Chemicals, BOC and Williamson Magor. Over the last 35 years, the Institute has grown in its stature nationally and globally for providing high quality management education. This is evidenced through its International linkages with UNDP, World Bank, ILO, UNCTAD and Asian Productivity Organisation.

IMI's flagship two-year Post-Graduate Diploma in Management (PGDM) program (launched in 1993) has Student Exchange programs with leading International Schools. These include ESC Rennes, France, Montpellier Business School, France, Frankfurt School of Finance and Management, Germany, Grenoble Ecole de Management, France, Louvain School of Management, Belgium, Sichuan Academy of Social Sciences, China, KEDGE Business School, France, University of Guelph, Canada, IDRAC, France to name a few. Besides its regular PGDM program, IMI New Delhi runs a two-year PGDM program in Human Resource Management (PGDMHRM) launched in 2006, a two-year PGDM program in Banking and Financial Services (PGDM B&FS) launched in 2014, a 15-month Executive PGDM for mid-career executives (Executive PGDM) launched in 1984 and a Fellow Program in Management (FPM) launched in 2011. In addition, IMI New Delhi also offers ITEC (Indian Technical and Economic Cooperation) Programs, under the Ministry of External Affairs, Government of India. Under the aegis of MEA organised special Commonwealth Assistance Program, 15 international students are selected into the Executive PGDM Program. These ITEC programs are targeted at various developing countries from the Afro-Asian, South American and SAARC region. Another distinguishing feature of IMI Delhi is its strong Alumni network of over 5000+ professionals at senior management levels in leading corporate houses.

All IMI New Delhi's long term programs are approved by AICTE, Ministry of HRD, Government of India. IMI New Delhi is internationally accredited by Association of MBAs (AMBA), UK and most of its PGDM programs are nationally accredited by National Board of Accreditation (NBA).

IMI's diverse and experienced resource pool of faculty resources having a rich combination of academic rigour and corporate exposure is one of the institute's distinct strengths. This vast and enriched pool has a special focus on delivering management education, training, research and consultancy. IMI contributes significantly to the growth and development of management as a discipline in India.

IMI conducts a large numbers of Management Development Programs (MDPs) every year, which include Open Programs, specially designed In-company programs and Online programs in different functional areas. These programs are aimed at capability building of senior-level and top-level managers and executives to help them in updating their concepts and enhancing leadership and managerial skills.

IMI New Delhi has emerged as a leading business school of India. According to the National Institutional Ranking for Business Schools as announced by the Ministry of HRD, Government of India in April, 2016 IMI New Delhi has been ranked at No.7 in India among all B-Schools and at No.1 as the top most Private Sector sponsored business school in the country.

IMI's strength across diverse management disciplines, backed by an excellent team of faculty and the strong network with eminent organisations, helps deliver its commitment towards its vision of being a premier global management school.

For registration/any other information, please contact:

Dr. Ekta Saxena, General Manager (MDP & Online Education)

Mobile: 9911941090

&

Ms Jiji Abraham, Manager

International Management Institute

Address: B-10, Qutab Institutional Area, Tara Crescent
New Delhi 110016

Phone: (011) 4719 4172 (Direct), 47194166, 4719 4100 (30 lines),
4719 4200 (30 lines)

Fax: (011) 4168 8439

E-mail: ekta.saxena@imi.edu, mdp@imi.edu

Website: www.imi.edu