

Management Development Program
on
**'Managing for Excellence:
Competitive Advantage Through People'**

December 16-20, 2019



Program Directors:

Prof. Mamta Mohapatra
Prof. Sajeet Pradhan



AIM

It is increasingly being realized that organizations can gain sustained competitive advantage through effective management of human/intellectual capital. The program thus aims at enabling the managers redefine their roles from a broader perspective in the changed competitive scenario, provide effective leadership for harnessing and developing intellectual capital and manage through teams so as to generate commitment amongst employees towards the vision and values, of the company.

OBJECTIVES

At the end of the workshop, the participants should be able to:

- appreciate the need for creating a learning organization and contribute towards the growth of human capital on sustainable basis
- provide effective leadership for achieving individual and collective excellence
- enhance risk taking capabilities of the work group through effective team management
- exercise choice on appropriate motivational strategies for achievement orientation and employee empowerment
- acquire /sharpen competencies to establish effective interpersonal relationship through increased pace of self-development and management of emotions

CONTENT

In pursuance of the above objectives, the topics to be deliberated upon will be as follows:

- Changing Business Scenario: Organizational Imperatives
- Managerial Styles and Effectiveness
- Building and Leading High Performance Teams
- Performance Management
- Motivational Strategies: Achievement Orientation
- Creative Deployment of Self
- Management of Emotions
- Action Planning

METHODOLOGY

The pedagogy will be interactive and participative in nature. In addition to lecturets, a wide variety of especially designed exercises, instruments, games and syndicate discussion will be used to provide participants with insight into issues of major concern encountered by them in the organization and to generate such options as are necessary for effecting change in the mindset as also in the style of their functioning.

WHO SHOULD ATTEND

Senior / Middle Level Managers of public and private sector organizations and Officers of the departments/ministries of the government

FACULTY AND RESOURCE PERSONS

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

PROGRAM DIRECTORS

Prof. Mamta Mohapatra is Doctorate, Masters in Personnel Management & Industrial Relations, Law Degree from Utkal University and FDP from IIM, Ahmedabad, Dr. Mohapatra has over twenty years of experience in teaching, research and training activities in the areas of Human Resource Management, Industrial Relations and Organization Behavior. Currently, she is Professor in the OBHR area and Dean- Executive Education & International Relations at International Management Institute, New Delhi.

Her prior assignments include Manager in Gregg's of Enfield, London, and Fellow, Institute for Integrated Learning in Management, New Delhi. She has been involved in training and consultancy activities with a number of public as well as private sector organizations including Bharti Telecom Ltd., Cyber Media India Ltd., Triune Projects Ltd., NTPC, Numaligarh Refinery, Pepsi Foods Ltd., DVVNL, Everest Industries Ltd., Delhi International Airport Pvt. Ltd., MMTC, NSPCL, EIL Tata Power, NHPC, Tata Communications, Vodafone, Dena Bank, Indian Overseas Bank, IFFCO, Allahabad Bank, Neyveli Lignite, Canara Bank, REC, IOCL, ONGC, IndusInd Bank amongst others.

She is a certified HR Competency Assessor. She has acquired expertise and training skills from Harvard Business School on Participant Centered Learning with special focus on teaching through case method. She has to her credit a number of published research articles in reputed journals and four books in the area of Performance Management, Leadership, Capability Building and General Management. She has presented papers and chaired sessions in national and international conferences and is reviewer of papers for national and international journals. In recognition of her contribution to the field she has received the Lokmat National Education Leadership Award as 'Best Professor in Human Resources' in Feb 2014, Bharat Vikash Award in 2016 and Best HR Faculty Award by NIPM in April 2018.

Her professional interests include Applied and Action Research in, Cross-cultural Management, Talent Management, Strategic Human Resource Management, Diversity Management, Organization Restructuring and Management of Change.

Prof. Sajeet Pradhan has done his Mining Engineering from OSME, MBA from KIIT University and PhD from Indian Institute of Technology, Kharagpur. He has also qualified UGC-NET examination conducted by MHRD. Dr. Sajeet has more than fourteen years of experience in teaching, training and consulting. He has been associated with ORG MARG AC NIELSEN, KIIT University, and DAV schools in various consulting capacities. He is a well-known behavioural trainer having rich experience of more than 2000 training hours in various organizations like GAIL, Petronet LNG Ltd, etc. He has trained government officers and corporate executives of more than 30 countries. He is a regular resource person to several MDPs & Expert lectures to institutions like IIT Kharagpur, NIT Suratkhal, Jaipuria Institute of Management, Noida and Central Rice Research Institute (CRRRI), Odisha. He has authored several articles published in SCOPUS journals (these journals are also ranked by ABDC & ABS) like International Journal of Organizational Analysis, International Journal of Productivity and Performance Management, Journal of Organizational Change Management, Asia-Pacific Journal of Business Administration, Gender in Management: An international journal, International Journal of Strategic Business Alliance, World Review of Science, Technology and Sustainable Development, Asia Pacific Management Review, The Psychologist-Manager, Development & Learning in Organizations: An International Journal, Human Resource Management International Digest, Evidence based HRM, Journal of Enterprise Information Management, Performance Improvement Quarterly, IIMB Review, Journal of Human values, Global Business Review, Vision- The Journal of Business Perspective, Vikalpa: The Journal for

Decision makers, Journal of Health management etc. Prof. Sajeet is competent in SPSS, AMOS, PLS & NVivo software.

ADMINISTRATIVE DETAILS

Dates:

December 16-20, 2019

Venue:

Hotel/Resort in Jaipur

FEE

Residential: Rs. 80,000/- per participant (plus @ 18% GST) covering professional fee, program kit and boarding and lodging (air-conditioned single/sharing occupancy room) at Resort/Hotel in Jaipur from evening of **December 15, 2019 till noon of December 20, 2019.**

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: 50123177738
MICR Code: 110010007, IFSC Code: ALLA0211083
Pan No. AAAT10972K; GST No. 07AAATI0972K1ZJ

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

International Management Institute (IMI) is India's first corporate sponsored Business School founded in 1981 with the original campus in New Delhi. The corporate sponsors included RPG Enterprises (lead sponsor), ITC, Nestle, Tata Chemicals, British Oxygen, SAIL, and Williamson Magor. It was set up in collaboration with the then IMI Geneva, now IMD Lausanne. Subsequently two other campuses were set up in Kolkata (2010) and Bhubaneswar (2011). In the last several years, IMI New Delhi has

been consistently ranked in the top 10-15 Business Schools in the country and among the top 5 private Business Schools. It is accredited by the UK based Association of MBAs (AMBA), one of the top three international accreditation bodies for Business Schools globally.

IMI New Delhi has global linkages with leading schools in Europe, North America, and Asia. The Institute currently offers the PGDM, PGDM-HRM, PGDM-Banking & Financial Services, Executive PGDM and FPM (doctoral program). In addition, it has built a vibrant Executive Education vertical offering training to management professionals from the corporate world. The Institute has been empaneled by the Government of India to train participants from developing countries under the International Technical & Economic Corporation (ITEC) program of the Ministry of External Affairs.

IMI New Delhi puts a strong focus on high quality research by its faculty leading to publications in international peer reviewed academic journals. Its faculty have PhDs from top international and national universities/institutes, with many of them also having significant corporate experience.

For registration/any other information, please contact:

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