

**Management Development Program**  
on  
**'Gender Sensitization & Sexual  
Harassment at Workplace'**

**February 13-14, 2020**



**Program Director: Prof. Mamta Mohapatra**



## **CONTEXT**

It has become increasingly necessary for organizations to find ways to reduce stress amongst their women employees and increase their effectiveness. Apart from imparting awareness and knowledge on gender issues, nature and dynamics of discrimination as also the legal framework for addressing sexual harassment in work place, the training will empower the participants to assert their rights. The Program would also attempt to equip participants with necessary skills to combat sexual harassment faced in their daily working life and create a stress-free work environment conducive for higher performance.

The workshop will be very useful for the ICC members of POSH committees in the organizations as also employees of both the genders to help create a safe and healthy environment for women in the organization.

## **OBJECTIVES**

At the end of the program participants will be able to:

- understand the concept of gender discrimination and sexual harassment in the workplace
- recognize gender-based discrimination
- understand the genesis of Sexual Harassment of Women at Workplace Act and judicial interventions
- become aware about the provisions of the SHWW (PPR) Act 2013

## **CONTENT**

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

- Gender role perceptions / stereotypes
- Gender Issues including Gender Discrimination
- Sexual Harassment and Gender Discrimination
- Dimensions and types of Sexual Harassment in the Workplace
- Concept and importance of prevention of Sexual Harassment in the Workplace

## **METHODOLOGY**

The pedagogy will be participant-centric, focusing on the Confucian Dictum : 'When I read I forget, when I see I remember, when I do I understand'. Eclectic pedagogy including lecture, simulation, syndicate work, role plays and audio visuals will be utilized.

## **FACULTY AND RESOURCE PERSONS**

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

## **PROGRAM DIRECTOR**

### **Prof. Mamta Mohapatra**

With 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 Head MDP and Executive Education 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. She is Associate Editor of the International Journal- Global Business Review. 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.

## **ADMINISTRATIVE DETAILS**

### **Dates:**

**February 13-14, 2020**

### **Venue:**

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

### **FEE**

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

**Residential:** Rs. 25,000/- 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 **February 12, 2020** till noon of **February 15, 2020**.

### **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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