

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

**September 23-25, 2020**



**Program Director: Prof. Mamta Mohapatra**



## **INTRODUCTION**

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 lectures, 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 DIRECTOR**

### **Prof. Mamta Mohapatra**

With a Doctorate, Masters and Law Degree from Utkal University, FDP from IIM Ahmedabad, Dr. Mohapatra has over two and half decades of experience in teaching,

research and training activities in the areas of Human Resource Management, Organization Behavior and Industrial Relations. Currently, she is Professor and Dean-Executive Education & International Relations at International Management Institute, New Delhi.

Her prior assignments include Manager in Gregg's of Enfield, London. She has been involved in training and consultancy activities in mostly all major Maharatna, Navaratna and Miniratna PSUs as well as leading private sector organizations in India. She has trained more than 10,000 national and international participants from more than 70 countries working in Government, Public and Private sector Organizations.

She is a certified HR Competency Assessor and 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 large 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 an external expert in POSH committees of reputed organizations.

In recognition of her contribution to the field she has received many accolades and awards such as the Lokmat National Education Leadership Award as 'Best Professor in Human Resources', Best HR Faculty Award by NIPM and ILDC AMP Women Excellence Award amongst others.

Her professional interests include Applied and Action Research in Employee Well Being, Emotional Intelligence, Cross-cultural Management, Talent Management, Strategic Human Resource Management, Diversity Management, Gender Sensitization and Prevention of Sexual Harassment, Organization Restructuring and Management of Change.

## **ADMINISTRATIVE DETAILS**

### **Dates:**

**September 23-25, 2020**

### **Venue:**

Hotel/Resort outside NCR

### **FEE**

**Residential:** Rs. 60,000/- per participant (plus @ 18% GST) covering professional fee, program kit and boarding and lodging (air-conditioned single/sharing occupancy room) at Resort/Hotel from evening of **September 22, 2020 till noon of September 26, 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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