

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

January 19-20, 2021



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 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:

January 19-20, 2021

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 **January 18, 2021** till noon of **January 21, 2021**.

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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