

**Management Development Program**  
on  
**“Enhancing Performance through Coaching & Mentoring”**

**February 04-05, 2021**



**Program Director: Prof. J.P. Upadhyay**



## **INTRODUCTION**

Traditional management practices and leadership styles are being re-set and re-engineered in the rapidly changing business environment and increasing competition in all types of business. Organizations are continually searching for ways and means to innovate and adapt and respond to current and emerging needs of the markets and customers. Great and admired companies are increasingly resorting to coaching and mentoring to tap into the strength and talent of employees and inspire peak performance and higher levels of productivity.

Coaching and mentoring as developmental tools are proving more effective and impactful compared to traditional training methods. Organizations, therefore are endeavoring and investing to empower the coaching and mentoring skills of their managers to foster a learning culture to continually innovate and adapt.

## **OBJECTIVES**

It is in the context outlined above, that the 2-day program is developed to deepen and broaden the awareness of performance improving techniques and to equip the participants with practical and easy to learn techniques to coach and mentor and enable and inspire their teams. Specifically, the program would facilitate to:

- Appreciate the roles and responsibility of key players in a coaching/mentoring system
- Acquire competencies to serve as effective mentor and coach.
- Acquire toolkit comprising of models, techniques and varied methods of coaching and mentoring.
- Enhancing team members' performance through continuous and effective feedback.
- Design and implement a successful coaching and mentoring program in their organisation.

## **CONTENTS**

- Exploring choices and consequences of developmental options
- Challenges and organizational contextual factors underlying coaching and mentoring
- Understanding the roles and functions of a coach and mentor
- Assessment of coaching and mentoring style profiles
- Insight into coaching and mentoring models and frameworks
- Understanding the dynamics of the coaching and mentoring process
- Measuring progress and evaluating the impact of coaching and mentoring
- Toolkit of coaching and mentoring
- Reverse mentoring: Potential and possibilities

## **METHODOLOGY**

The program will be highly interactive and experiential. A basket of pedagogical tools, viz., role plays, video- led discussions, simulation exercises, group discussions etc., Participants will get ample opportunity to hone their coaching and mentoring skills using real world tools and techniques. At the end of the program participants will walk away with their personal development plan.

## **WHO MAY ATTEND**

Middle and senior level managers in all functional areas, L& D professionals and consultants will highly benefit from the program.

## **FACULTY AND RESOURCE PERSONS**

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

## **PROGRAM DIRECTOR**

### **Prof. Jai Prakash Upadhyay**

Prof. Upadhyay has more than 30 years of experience in varied organizations in India and abroad. During his long career Dr Upadhyay has managed large public delivery systems as EPF Commissioner and international civil servant in UNDP and IDLO, taught in B-Schools, consulted for organization at national and international levels, headed learning and development functions in India and abroad and conducted numerous MDPs in the areas of HRD, leadership development and workshops for trainers and facilitators.

Prior to joining IMI, Dr Upadhyay was a Professor in SP Jain Institute of Management & Research, Mumbai where he taught courses in OB & HR and headed the MDP vertical of the institute. Earlier he worked as Director, Jaipuria Institute of Management, Indore and Senior Professor & Program Director of Executive Education in FORE School of Management and taught in IMT Ghaziabad and Western International University as a visiting faculty.

He has also worked as an international staff member of the United Nations in the capacity of Institutional Development Advisor and Learning Manager in UNDP and Institutional Development Manager in IDLO. He has widely consulted with UNDP and the International Organization of Migration (IOM), as expert in the areas of Leadership, Learning & Development, and Performance Management.

Dr. Upadhyay is a certified coach in "Brain based Coaching". Besides he is also a certified trainer in Training Needs Assessment, Design of Training, Direct Training Skills, Mentoring, Management of Training and Evaluation of Training from Thames Valley University UK, ITC, ILO, Turin, Italy and AIT, Bangkok. He is also certified in designing and implementing Balanced Scorecard from 2GC, Australia. He has attended national and international seminars and conferences and published papers in referred journals. He is on the panel of examiners of doctoral thesis of reputed universities.

His research interest is in the domain of PMS, Learning & Development, Leadership Development and Managing Change.

## **ADMINISTRATIVE DETAILS**

### **Dates:**

**February 04- 05, 2021**

### **Venue:**

Hotel / Resort

### **FEE**

**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 **February 03, 2021 till noon of February 06, 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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