

Management Development Program
on
**“Enhancing Managerial Effectiveness – A
Program for High Potential Emerging Leaders”**

February 24 -26, 2021



Program Director: Prof. J.P. Upadhyay


INTERNATIONAL MANAGEMENT INSTITUTE
NEW DELHI
— Shaping global leaders for tomorrow —

INTRODUCTION

In the hyper competitive globalized business landscape, organizations are in continual search of ways and means to outperform their competitors. It is being increasingly recognized that in the volatile business environment when work activities and structures are fast changing, the ability of organizations to harness the potential of their human resources, is critical for their survival and success. Organizations need leadership at all levels. Developing future leaders has accordingly assumed strategic significance.

Today's managerial role is also becoming highly complex. It is not limited to problem solving and decision making. To be effective, a manager needs to manage himself or herself, and adapt to situations and people. Successful managers require competencies to create an enabling environment that can engage and motivate their teams to contribute to their potential. Acquiring leadership competency is the sine qua non for an effective manager. This program aims to equip emerging and future leaders with the requisite skills to better manage themselves and their teams, and effectively perform their managerial functions.

OBJECTIVES

- To enhance self-awareness and self-effectiveness
- To develop problem solving and decision-making capabilities.
- To develop interpersonal effectiveness
- To provide skills to manage and resolve work place conflicts
- To develop the ability to build synergistic teams
- To develop leadership competencies

CONTENTS

- Enhancing self-management capability
 - understanding self, interpersonal effectiveness, effective communication
- Building synergistic teams
 - understanding team dynamics, team roles and team structures
- Task effectiveness
 - planning and prioritizing, problem solving, decision making, conflict resolution
- Inculcating leadership competencies
 - exploring leadership roles, styles and behaviors
- Managing organizational context
 - organization culture, and managing change

METHODOLOGY

The program will use of a mix of pedagogical tools as appropriate to the themes. It will be delivered through action and experiential learning. The approach in the program would be to engage participants through a variety of learning tools and techniques, viz., Case studies, Group exercises, Role Plays, In-basket exercises, Management games, Psychometric profiling, etc.

WHO MAY ATTEND

This program is intended for participants expected to take up leadership roles in the future. Mid-level and senior managers from all functional areas of medium to large-scale organizations, with a track record of achievement, who are earmarked as potential leaders, would gain much from this 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 24-26, 2021

Venue:

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

FEE

Non-residential: Rs. 25,000/- per participant (plus @18% GST) covering professional fee, program kit and tea/lunch.

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 23, 2021 till noon of February 27, 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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