






# INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



## LEADERSHIP AND TEAM BUILDING

-  Programme Director: Prof. Chetan Joshi
-  Programme Dates: December 09 - 13, 2024
-  Programme Venue: MDC, IIM Calcutta

# OBJECTIVES

Leadership simply stated, entails fulfillment of responsibilities and achievement of organisational goals by managers in an organisation. Given the nature and complexities of tasks and responsibilities, and the challenges faced by modern organisations in the emerging business environment, managers must learn to work effectively with teams of colleagues and subordinates. They must do so both internally and externally and at top, middle and lower levels. Leadership and team building are intertwined as one integral focus of this programme. This programme will help participants develop their leadership potential and skills alongside skills in team building.



## PEDAGOGY

Concept sessions, diagnostic instruments, group activity through breakout rooms, and case study discussions.



## WHO MAY ATTEND

The Programme as such is useful for all managers with 5 - 7 years of experience, irrespective of their functions, hierarchical position and business involvement - be it in the private/public sector organisations, multinational companies or government organisations. We believe that an organisation will get an optimum return from this Programme by sponsoring a team of 2 - 4 managers who have responsibility for managing a department, division, business group, or the entire organisation.



## KEY TOPICS

The programme contents are focused in two specific modules dealing with the theme of leadership and team building.

### ■ Module 1: Building Leadership Potential and Skills

This module will help participants to become aware of their own needs, perceptions and feelings and how the same affects or is affected by others' needs, perceptions and feelings. Participants thus become aware about the antecedents and consequences of their interpersonal styles.

Individuals will learn to differentiate functions and responsibilities at different levels and in different situations internal or external to the organisation. Individual participants will diagnose their leadership styles and why the same is or is not appropriate in different situations. Managers will also learn about the specific style they need to use contingent on the decision making situation.

### ■ Module 2: Team Building

Leadership effectiveness is closely linked with team effectiveness. How a leader emerges in a work group will be the focus of this module. An observation of leadership behaviours is a vital source of information for selection of future leaders. What roles are played by members in team situation will be observed and identified. This module will also cover small group processes such as communication, conflict resolution and decision making in teams within organisations.



## PROGRAMME DIRECTOR

**Dr. Chetan Joshi** is a Professor in the Organizational Behavior area group at IIM Calcutta. He holds an MBA from University of Roorkee and a doctorate in management from Richard Ivey Business School, Western University (formerly University of Western Ontario), Canada. His award winning research has been presented at international conferences such as the Administrative Sciences Association of Canada, Society for Industrial and Organisational Psychology, International Congress of Psychology and the Academy of Management. He has developed simulations and exercises which have been showcased at the annual conferences of the OBTS Teaching Society for Management Educators. His co-authored case studies and teaching notes are available from Harvard Business School Publishing.

In addition to Dr. Chetan Joshi, other faculty member(s) with expertise in the areas of Leadership and Team Work may also teach in the programme.



## PARTICIPANTS' FEEDBACK

“When you come for a managerial programme, engagement is something which one looks for. The same has been provided to the required level. The programme has been a right blend of experience and academia. The personal touch which has been provided by the faculty, the detail of each and everything they do speaks a lot about the institution and its faculty. All in all a great programme.”

“My experience in the programme was very good. They have a well-researched teaching style; teaching by making us experience the situation and thus the learnings are coming from within us. They are born out of our own experiences, our team's situation and experiences. The faculty is so erudite; they have done an excellent job. Our scores show that we have really changed for the better and in better ways.”



“

*It was an excellent learning experience for me in the last 5 days. The way we were taught; contents of the course go to the heart.*

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## PROGRAMME DETAILS

- Programme Commencement:** 9:00 AM on December 09, 2024
- Programme Conclusion:** 2:00 PM on December 13, 2024
- Accommodation:** For Residential participants, on single occupancy
  - **Check-in:** December 08, 2024 (6:00 PM onward)
  - **Check-out:** December 13, 2024 (2:00 PM)



## PROGRAMME FEES

- Residential (R):** ₹ 1,35,000/- plus taxes and surcharges as applicable.
- Non-Residential (NR):** ₹ 1,25,000/- plus taxes and surcharges as applicable.

We would strongly encourage candidates to enroll as Residential participants, as the experience of an MDP is optimized in a full-immersion mode.

### Discount on Programme fees:

A discount of 10% on the Programme fees can be availed by an organization if it nominates at least 4 participants for a particular MDP.



## TERMS & CONDITIONS

- Participants would have to make their own travel arrangements.
- Accommodation at IIM Calcutta will be provided till 2:00 PM on December 13, 2024. Participants who may wish to stay beyond this time will have to check with the CMDP Office for room availability, and associated charges. IIM Calcutta does not provide any family accommodation.
- Cancellation Policy: In case you/your nominated candidate(s) does(do) not attend the programme, 40% of the programme fees will be retained, as per policy.
- Executive Education Alumni: With effect from April 01, 2017, participants of IIM Calcutta's 'Open' MDPs who attend 20 days of learning through two or more Open MDPs will be eligible to apply for 'Executive Education Alumni of IIM Calcutta' status.



## HOW TO APPLY

- You can apply/nominate your personnel by clicking on the “Apply Now” link corresponding to the particular MDP, as appearing on our online calendar available at: <https://iimcal.ac.in/mdp/mdp-calendar>
- Once the candidature(s) is (are) approved, the sponsoring authority or participant (in case of self-nomination) will be intimated over email along with a Proforma Invoice seeking programme fees in advance.
- Programme fees can be remitted online through Electronic Fund Transfer (NEFT/RTGS).
- Upon remitting the fees online, kindly intimate CMDP office with the UTRNo./relevant transaction details through email, so that we can connect your remittance to your nomination(s). Please note that confirmation of participation is subject to receipt of Programme fees by CMDP Office before commencement of the MDP.

## IIM CALCUTTA’S ACCREDITATIONS AND RANKINGS

- Triple accreditations by AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs) & EQUIS.
- IIM Calcutta is the only B school in India to be a member of CEMS, a global alliance of leading business schools, multinational companies and NGOs
- IIM Calcutta’s MBA programme has been ranked 60th and MBA-Ex programme 76th in Financial Times Global rankings, 2023. In Domestic rankings, the Institute has secured 1st position in both BT-MDRA and Fortune India Best B-School Survey 2023



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For all other details on administrative matters please refer to the ‘Guidelines for Participants’ on our website or e-mail to [program\\_mdp@iimcal.ac.in](mailto:program_mdp@iimcal.ac.in)