MANAGEMENT DEVELOPMENT PROGRAMME

DEVELOPING LEADERSHIP POTENTIAL

Dates
January 29 - February 01, 2018

Programme Directors
Prof. Leena Chatterjee & Prof. Abhishek Goel

Venue
Management Development Centre (MDC), IIM Calcutta Campus
Diamond Harbour Road, Joka
Kolkata – 700104
Phone: 033 2438 0500 (D) / 2467 8300-06 (B), Extn. 6000
INTRODUCTION:

“Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential.”

---------- Warren Bennis

Leadership in contemporary growth oriented organizations requires a combination of operational expertise and positive interpersonal orientations. While there is some understanding that a careful mix is important to drive organizations to the next level of performance, few managers and leaders have a strong foundation and understanding of what they possess, and what they need to do, to in order to meet the multiple and diverse expectations required of them.

According to Hogan and Warrenfeltz (2003), some of the skills required to navigate a successful career include:

1. Intrapersonal Skills: self-awareness, self-control, emotional maturity, integrity
2. Interpersonal skills: social skill, empathy, persuasion and relationship management
3. Business skills: ability to plan, organize, monitor and use resources
4. Leadership skills: ability to build and maintain a team, lead through others

This programme is aimed at helping mid to senior level managers to assess and develop core leadership competencies required to be effective leaders.

OBJECTIVES:

Specifically the programme will focus on:

• An understanding of the leadership competencies required to be successful in today’s environment
• Understanding and exploring one’s own leadership and interpersonal styles and identifying gaps/areas of improvement
• Developing influencing skills and persuasion
• Mentoring and Coaching Skills
• Leading and Managing Change
• Managing Teams
• Managing Culture

KEY TOPICS:

The modules in the program would revolve around:

a. Overview of competencies required in contemporary high growth globalizing environment
b. Intrapersonal assessment – Self-awareness
c. Interpersonal Effectiveness
d. Decision making in tough times
e. Building and Maintaining Teams
f. Dilemmas in Leadership

PEDAGOGY:

The program is built around participant centered learning. Consequently, participants can expect to have pre-reads, simulations, paper and pencil tests, structured exercises, role plays, case discussions and occasional lectures.

WHO MAY ATTEND:

The programme is of special relevance to High Potential employees in middle to senior management positions across medium to large organizations. Experienced entrepreneurs are also encouraged to apply.
PROGRAMME DIRECTORS:
Prof. Leena Chatterjee is a Faculty in the Organizational Behaviour area at the Indian Institute of Management Calcutta and has more than 30 years of experience in teaching, training and consulting. She teaches courses on understanding people, managing interpersonal relationships, building leadership potential and team dynamics at the Institute.

She completed her Graduation and Masters in Psychology from Delhi University and her Ph.D in Organizational Psychology from I.I.T Kanpur. She was presented the “Best Teacher Award” by the Institute’s alumni and students over several years from 2004 to 2014.

She also has widely acclaimed publications in the form of books and journal articles, nationally and internationally.

Prof. Abhishek Goel (Fellow-IIMA) is active in teaching and consulting in areas of Leadership development, Team building, Cross-cultural management, and Organizational Culture. His current research interests are in the area of Employee Engagement and Organizational Citizenship Behaviors. His publications have appeared in reputed journals including the Harvard Business Review. He has been a visiting fellow to Germany and Spain. He has won a few research based awards, including the Young Scientist awardee from the XXIX International Congress of Psychology in Berlin.

PROGRAMME DURATION: January 29 - February 01, 2018
Programme Commencement : 9:00 AM on January 29, 2018
Programme Conclusion : 2:00 PM on February 01, 2018
Venue: Management Development Centre (MDC), IIM Calcutta campus
- For Residential participants, accommodation is arranged from the evening of January 28, 2018.
- The Reception at MDC is manned round the clock.
- The Programme will be over by 2.00 p.m. on the last day. Participants are requested to make their travel plan accordingly.

PROGRAMME FEES:
- The Programme fee for each residential participant will be ₹ 70,000/- plus applicable applicable taxes and cess, which will cover the cost of board and lodging, course delivery, programme kit, course materials, etc.
- We would strongly encourage candidates to enroll as Residential participants, as the experience of an MDP is optimized in a full-immersion mode. Still, in case a candidate wishes to apply on a Non-Residential basis, the Programme fee for such participant will be ₹ 10,000/- less than the Residential fee. Taxes and cess will be charged as applicable.

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

Please Note:
- Programme fees are to be paid in ‘Advance’, prior to the commencement of the MDP.
- Participants would have to make their own travel arrangements.
- Accommodation at IIMC will be provided till 2.00 p.m. on the last day of the Programme. Participants staying beyond this time will have to bear additional stay and food charges, which they have to settle directly with the hospitality service provider, conditional upon room availability.
- In case the programme is being cancelled by IIMC, programme fees will be refunded in full to the organisation/person concerned.
- Executive Education Alumni: With effect from April 1, 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. connect your remittance to your nomination(s).
• **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](https://iimcal.ac.in/mdp/mdp-calendar)

Kindly fill in this online form mentioning full details of the participant(s), sponsoring authority/organization, and other specifics. Upon submission of the online form, you will receive an auto generated acknowledgement mentioning a tentative date by which you may expect to hear from us regarding your selection.

The nomination(s) will be forwarded to the Programme Director(s) for her/his/their necessary consideration. Once the candidature(s) is(are) approved, the sponsoring authority or participant (in case of self-nomination) will be intimated over email along with the invoice. Payment must be processed within ten days of receipt of the invoice.

**Please note that confirmation of participation is subject to receipt of Programme fees by CMDP Office before Programme commencement.**

Programme fees can be remitted online through Electronic Fund Transfer through NEFT/RTGS.

The details of making the payment can be found in the invoice email.

Upon remitting the fees online, kindly intimate the CMDP office with the UTR No./relevant transaction details through email, so that we can connect your remittance to your nomination(s).

As on occasions, the number of applications is more than what we can accommodate, it would be ideal to submit your nominations 6 to 8 weeks prior to the MDP commencement.

Greater preference would be provided to firms that nominate four or more participants.

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*Our correspondence address is as follows:*

CMDP Office  
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Indian Institute of Management Calcutta, Diamond Harbour Road, Joka, Kolkata - 700 104  
Phone: +91 33 2438 0500/2467 8300-06 (Extns: 6011/6012/6005)  
Email: program_mdp@iimcal.ac.in

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