LEADERSHIP EXCELLENCE: AN ALTERNATE APPROACH

Dates
February 04 – 07, 2019

Programme Directors
Prof. Pragyan Rath & Prof. Apoorva Bharadwaj

Resource Person
Dr. C. Panduranga Bhatta

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 excellence lies in understanding the significance of interdependence that exists between an organization and its dynamic socio-economic environment and formulating strategies to manage expectations of key stakeholders besides maintaining a competitive advantage. The competitive edge of this program is in its unique design, incorporating the best leadership theories and practices from all parts and of the world, with emphasis on Indian ethos, which is quintessential for emerging leaders in the contemporary world. This programme addresses the topic of leadership Excellence from a multidisciplinary perspective and provides an alternate approach for understanding leadership. The focus of the programme is on helping participants on a path of self-discovery in the area of leadership and providing practical tools that can make them more competent, more articulate, more creative, more inspirational and more credible.

OBJECTIVES:
• To explore leadership dimensions that are responsible, responsive, result and customer oriented, entrepreneurial, innovative & intuitive and, change and growth oriented.
• To learn the art of stimulating a positive work culture through leadership qualities and skills.
• To understand and appreciate; the pursuing of excellence, leading change, accommodating diversity, creating team spirit and coping with stress for increasing performance.
• To understand spiritual and emotional competence and their roles in shaping effective leadership.
• To explore strategies for empowering people at all levels to share leadership responsibilities.

KEY TOPICS:
The programme will be woven around the following themes:
• Exploring Leadership
• Exploring Excellence and Creative Excellence
• Leadership Communication
• Learning from Cross Cultural Leadership
• Intuitive, Innovative and Inclusive Leadership
• Socially Responsible Leadership
• Learning Leader
• Team Building
• Self-Lotussing
• Coping with Stress from Within

PEDAGOGY:
Pedagogy is an interactive mix of case studies of benchmark organizations, experience sharing, lectures, discussions, and group presentations, reflections on industrial experiments and real-life situations and screening of videos. It also includes competency tests for the participants to assess their personality dimensions. A subsequent counselling session helps them address weaknesses, if any. Most of the inputs are drawn from highly successful companies/organisations as well as classical and contemporary writings on the subject.

WHO MAY ATTEND:
Senior and middle level executives in public and private sector industries and, multinational companies, who have leadership responsibilities or are in line for promotion to such positions, CEOs of family-owned business houses and consultants in the area of human resource management, administrators and executives in responsible positions may attend this programme.

PROGRAMME DIRECTORS:
Pragyan Rath
Pragyan Rath is an Associate Professor in Business Ethics and Communication group of the Indian Institute of Management Calcutta (IIMC). She has done her doctoral thesis on visual and verbal representations from the Indian
Institute of Technology Bombay (IITB). She has researched extensively on ekphrasis (visual and verbal forms of representations) with related publications in national and international journals and related paper presentations in national and international conferences. She has also authored *The “I” and the “Eye”: The Verbal and the Visual in Post-Renaissance Western Aesthetics* (Cambridge Scholars Publishing, 2011). She teaches managerial communications and advanced analytical skills in post graduate and executive programmes, and qualitative research methods in research programmes.

**Apoorva Bharadwaj**

Apoorva Bharadwaj is an Associate Professor in the Business Ethics and Communication group of the Indian Institute of Management Calcutta (IIMC). A gold medallist in M.A. (English), she is UGC-NET and SET qualified. She has done her doctoral work in American fiction and has authored numerous articles, poems, short stories and published in newspapers, national and international journals. Her research publications in national and international journals focus on advertising communications, organizational communications, literature and management, Shakespeare and leadership, and inter-cultural communications. She has presented papers in various international conferences in India and abroad. She has conducted corporate training programmes for several private/public sector organizations. She teaches Managerial Communications, Shakespeare on Leadership and Intercultural Business Communication. She has also authored *The Narcissism Conundrum: Mapping the Mindscape of Ernest Hemingway through his Epistolary and Literary Corpus* (Cambridge Scholars Publishing, 2013).

**RESOURCE PERSON:**

**Dr. C. Panduranga Bhatta** who superannuated from IIMC in December 2017 is a Professor and the founder coordinator of Business Ethics and Communications Group and also the Coordinator of Management Centre for Human Values, Indian Institute of Management Calcutta (2006-2014) and the Editor of Journal of Human Values (2006-2014) published by SAGE Publications from Los Angeles, London, New Delhi, Singapore and Washington DC simultaneously and has four decades of teaching and research experience in postgraduate and doctoral level besides being a consultant and contributor to several research projects undertaken by prestigious institutions in India and abroad.

He has published four books and more than hundred articles in reputed journals issued from India and abroad on leadership, creativity and innovation, building excellence, inclusive communication, managing interdependence, managing power, positive psychology, tacit knowledge, etc.

He has conducted many residential management development programmes at the Indian Institute of Management Calcutta on leadership, managerial excellence, organizational excellence through leadership, creative excellence in management, educational leadership excellence and a few residential programmes at Bengaluru, Muscat and Sharjah on these topics. He has conducted a large number of customized In-Company training programmes for public and private enterprises besides lecturing at various Management Institutes in India and abroad.

Prof. Bhatta has secured Jawaharlal Nehru Memorial Fund Award (Twice) for the distinctions achieved in Academic field.

He has been honoured with Dewang Mehta Award in 2010 for Best Teacher in Business Ethics and Communication besides being honoured with a gold medal by the Association of Indian Management Schools for securing the prestigious “AIMS-ICFAI Best Teacher Award-2011”. He was deputed to ICCR Chair Professor at Silpakorn University, Bangkok for two academic years from August, 2014 to August, 2016 by the Ministry of External Affairs, Govt. of India. Prof Bhatta may be contacted at cpbhatta@iimcal.ac.in

**PROGRAMME DURATION:** February 04 – 07, 2019

Programme Commencement: 9:00 AM on February 04, 2019

Programme Conclusion: 2:00 PM on February 07, 2019

**Venue:** Management Development Centre (MDC), IIM Calcutta campus

- For Residential participants, accommodation is arranged from the evening of February 03, 2019.
- 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 ₹ 65,000/- plus **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.

**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 Payment Advice seeking programme fees in advance.

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

Programme fees can be remitted online through Electronic Fund Transfer (NEFT/RTGS.) Upon remitting the fees online, kindly intimate 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.