



INDIAN INSTITUTE OF MANAGEMENT CALCUTTA

ENHANCING INTERPERSONAL EFFECTIVENESS

 Programme Directors: Prof. Abhishek Goel & Prof. Rajiv Kumar

 Programme Dates: December 19 - 23, 2022

 Programme Venue: MDC, IIM Calcutta



OBJECTIVES

Primary objective of the program is to develop effective interpersonal and communication skills. Effective interpersonal skills and communication are important competencies to successfully manage people across variety of organisations. Interpersonal skills shall include but are not limited to managing teams and groups, resolving interpersonal conflicts and handling negotiations. Almost all communication and interpersonal interactions in organisations are influenced by our assumptions pertaining to the situation and the actors in it. Thus, the first step to improving communication and interpersonal effectiveness is to develop an awareness of our own management styles. With appropriate self-awareness and selfassessment, a manager can work towards developing and improving the basic tenets of effective communication such as listening and responding, giving and receiving feedback. These skills can be further utilized in developing strategies for managing a variety of specific interpersonal situations faced by a current day manager.



PEDAGOGY

The program shall build on experiential learning that will be facilitated through participatory exercises, assessment tests, feedback, role plays, case discussions, and lectures. Participants will also be asked to submit an action plan towards the end of the program.



KEY TOPICS

- **Module 1:** Enhance self-awareness; understand personal styles in managing relationships and roles
- **Module 2:** To help participants examine their communication styles and to develop skills in listening, responding, giving and receiving feedback.
- **Module 3:** To help participants develop interpersonal skills in some specific organisational contexts such as counseling employees, managing teams and groups
- **Module 4:** Resolving conflicts and handling negotiations.



WHO MAY ATTEND

Senior and Middle Managers from any functional area. The program is open to participants from public, private, government, non-government organisations.



PROGRAMME DIRECTORS

Prof. Abhishek Goel (Fellow-IIMA) is a faculty in the Organizational Behavior Group since 2008. He is active in teaching and consulting in areas of Leadership development, Teambuilding, 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.

Prof. Rajiv Kumar has earned his Ph.D. in management from IIM Ahmedabad (with specialization in Organizational Behavior). He has worked for about 5 years across an NGO (Society for the Promotion of Wastelands Development), an international HR consulting firm (Hewitt Associates) and academia (IMT Ghaziabad) before joining IIM Calcutta in March, 2008. He teaches compulsory and elective courses related to Organizational Behavior at IIM Calcutta, with a specific focus on interpersonal, team, and leadership aspects. He also offers courses related to research methods. His research interests are varied, and he has presented his work in international and national conferences. His research has also appeared in peer-reviewed journals and edited books.

PROGRAMME DETAILS

- **Duration:** December 19 - 23, 2022
- **Programme Commencement:** 9:00 AM on December 19, 2022
- **Programme Conclusion:** 2:00 PM on December 23, 2022
- **Venue:** Management Development Centre (MDC), IIM C Campus
- **Accommodation:** For Residential participants
 - **Check in:** December 18, 2022 (6:00 pm onward)
 - **Check out:** December 23, 2022 (2:00 pm)



PROGRAMME FEES

- **Residential (R):** ₹ 125,000/- plus taxes and surcharges as applicable.
- **Non-Residential (NR):** ₹ 115,000/- 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 C 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.
- 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 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>
- 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.
- 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 RANKINGS AND ACCREDITATIONS

- Triple accreditations by AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs) and EQUIS.
- IIM Calcutta is the only B-school in India to be a part of the prestigious CEMS. (The Global Alliance in Management Education or CEMS (formerly the Community of European Management Schools and International Companies) is an international cooperation of leading business schools and universities with multinational companies and NGOs).
- IIM Calcutta has been ranked at No. 2 in India and 59 Globally in the Financial Times Executive Education Ranking 2022. IIM Calcutta had secured 2nd rank amongst all B-schools in India and 21st Globally, in Financial Times: Masters in Management Rankings 2020.



Our correspondence address is as follows:

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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