



INDIAN INSTITUTE OF MANAGEMENT CALCUTTA

SUCCEEDING AT DEI (DIVERSITY, EQUALITY AND INCLUSION)

 Programme Director: Prof. Nimruji Prasad J

 Programme Dates: January 16 - 20, 2023

 Programme Venue: MDC, IIM Calcutta



INTRODUCTION

This program takes a deep dive into dynamics of managing diversity, equality and inclusion from the perspective of South Asian, post-colonial emerging economy businesses. Participants will emerge equipped to manage the following:

DEI as a global(isation) phenomenon, DEI philosophies, Identifying suitable DEI strategies, Steering the organisation towards DEI, Building and Institutionalising DEI in the Organization, Managing DEI Accountability. The program prepares participants to build and lead diverse, and inclusive cultures that can establish long-term competitive advantage in heterogeneous emerging economy contexts.

OBJECTIVES

- Enable participants to understand the global narratives of DEI from a post-colonial emerging economy business perspective
- Enable participants to identify and choose from among diverse DEI philosophies and approaches
- Equip participants to design and implement DEI initiatives in a business for business excellence.



PEDAGOGY

The pedagogy will be participant centric with case study analysis and hands-on exercises with exemplars from diverse industry contexts.



KEY TOPICS

DEI as a global(isation) phenomenon

- Diversity, Equality and Inclusion: Why now?
- Diversity in Global Context
- Diversity in Indian Context

DEI philosophies and perspectives

- Stigma
- What is diversity: Individual and Interpersonal
 - Social Identity
 - Social Relationships
- What is diversity: Organisational and Societal
- Equal Opportunity
 - Systemic Discrimination and Bias
 - Institutional conduct
- Knowledges, Worldviews, Cultures
 - Hierarchical Binaries
 - Border praxis

Becoming Diverse and Inclusive Identifying suitable DEI strategies

- Personal Strategies
 - Awareness of biases, prejudices, and unconscious biases

- Biases and exclusions of personal networks
- Interpersonal conduct
- Phronetic Border Thinking
- Organizational Strategies
 - Identifying and unlocking systemic hurdles
 - Inclusion and mentoring, sponsorship changes

Steering the organisation towards DEI

- Developing inclusive cultures
- Leading cultural change and transformation
- Best Practices

Building and Institutionalising DEI in the Organization

- Managerial Strategies
 - HR and personnel practices
 - Team diversity challenges and practices
 - Leading inclusively

Managing DEI Accountability

- Addressing deviance
- DEI disclosures and reporting



WHO MAY ATTEND

Senior managers with general management responsibility, ESG and CSR responsibility from diverse functional areas such as research and product development, engineering, product management, marketing, operations, finance, or strategy from private, public and social sector organisations.



PROGRAMME DIRECTOR

Prof. Nimruji Jammulamadaka is a professor in the Organizational Behaviour Area at IIMC. She has been researching innovation in Indian organisations for several years now and has published in this area in international journals. She is also writing a book on innovation. She is also the author of several books, notably *Indian Business: Notions and Practices of Responsibility*, (Routledge, 2018). She is the first resident South Asian to have served on the executive at the Academy of Management. She is on the editorial boards of various national and international journals. Her research interests include geopolitics of knowledge, post and decolonial management studies, power and corporate social responsibility.

PROGRAMME DETAILS

- **Duration:** January 16 - 20, 2023
- **Programme Commencement:** 9:00 AM on January 16, 2023
- **Programme Conclusion:** 2:00 PM on January 20, 2023
- **Venue:** Management Development Centre (MDC), IIM C Campus
- **Accommodation:** For Residential participants
 - **Check in:** January 15, 2023 (6:00 pm onward)
 - **Check out:** January 20, 2023 (2:00 pm)



Management Development Centre

PROGRAMME FEES

- **Residential (R):** ₹ 130,000/- plus taxes and surcharges as applicable.
- **Non-Residential (NR):** ₹ 120,000/- 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.



IIM Calcutta Campus



Small Group Session

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