



ITEC / SCAAP/TCS Colombo Plan Course (FY 2018 – 19)

**Certificate Course in Leadership, Motivation and
Change Management Strategies**

Duration: 8 weeks

Dates: March 25, 2019 to May 17, 2019

Course Coordinator: Prof. Mamta Mohapatra

International Management Institute, New Delhi

Aims and Objectives:

The last two decades have witnessed unprecedented pace and scale of change affecting every sphere of human endeavour. The present environment is characterized by volatility, uncertainty, complexity and ambiguity (VUCA) necessitating a fundamental transformation in the way organizations seek to pursue their goals and objectives.

Aims:

In the above context the program is designed to reorient the officers and managers towards meeting the current and future challenges by nurturing appropriate mindset and generating viable options for developing internal capabilities of their respective organizations for meeting the desired objectives

Objectives:

At the end of the course the participants will be able:

- to develop an appreciation of major drivers of change at national and global level affecting the way organizations conduct their affairs;
- to identify appropriate strategies of change to address organization specific issues of concern;
- to become aware of the need for a shift in the style of managing the resources of the organization by adopting transformational leadership mode;
- to identify and analyze the underlying causes of major blockages to initiating and managing change in their respective organizations;
- to sharpen such behavioral skills as are desirable for providing effective leadership in bringing about cultural transformation and creating change enabling environment;
- to identify critical issues of concern and formulate concrete plans of action for leading change to enhance organizational performance.

Course Content:

- Implications of VUCA for organizations in emerging / developing countries
- Self-growth and interpersonal relationship
- Leadership Style and Effectiveness
- Problem Solving and Decision Making
- Motivational Strategies
- Emotional Intelligence for Effective Leadership
- Building High Performance Team
- Managing Self- Stress Management techniques
- Conflict Management Strategies

- Strategies of change
- Leadership and Organization Building – The power of Envisioning
- Dealing with resistance to change
- Change management skills and competencies
- Blocks to Leadership Development
- Leadership in Action

Outbound experiential learning will constitute an essential part of the course.

Eligibility Criteria for Participants:

1. **Educational Qualifications:** Graduation in any discipline, working knowledge of English language
2. **Work Experience required:** around 5 years of work experience
3. **Age Limit:** As per ITEC norms (25 - 40 years)
4. **Target Group:** Executives/Managers/Officers working in Ministries, Government Establishments, Public & Private Sector Corporations

Mode of Evaluation of performance of the participants

- 1) Integrated Project
- 2) Case studies and interactive exercises

About IMI

Nestled in Qutab Institutional Area, International Management Institute (IMI), New Delhi was established in 1981 in Collaboration with IMI Geneva (now IMD Lausanne). IMI is India's first corporate sponsored Business School with sponsorship from corporate houses like RPG Enterprises, Nestle, ITC, SAIL, Tata Chemicals, BOC and Williamson Magor etc. Over a period of time in the last 32 years the Institute has acquired a truly global status. The Institute received UNDP assistance for also various other international linkages with bodies like World Bank, UNDP, ILO, UNCTAD, Asian Productivity Organization etc. All our PGDM programmes are accredited by Association of MBAs (AMBA), UK as well as National Board of Accreditation (NBA), AICTE, Government of India. The National Institutional Ranking Framework, Deptt. Of Higher Education, Ministry of HRD, GOI in its recent rankings (April 2016) have ranked IMI New Delhi at No.7 in India Rankings 2016 and at No.1 as a Private Business School.

To provide a global prospective to the students, the Institute's flagship two year Post-Graduate Programme in Management has a student exchange programme with various European Schools such as ESC Rennes, France, MIP School of Management France, Graz University Austria, IESEG School of Management and IDRAC Lyon, France etc.

Besides this IMI is one of the empanelled Institute of the Ministry of External Affairs, GOI, for special Commonwealth Assistance Programme under which the Institute gets the executive MBA students from various Afro-Asian and Latin American countries for its 15 months Executive Post-Graduate Programme in Management. Today IMI enjoys the place of esteem among the leading management Institutes and the patronage of reputed business organization in the country. The aim, approach and activities of IMI are guided by all its stakeholders - students, alumni, corporate patrons and society in general.