



Institute of Rural Management Anand

Certificate Course on Effective Leadership through Delegation and Coaching August 27 - September 25, 2021

**Course Co-ordinators:
Prof. Madhavi Mehta & Prof. Sushanta Kumar Sarma**

About the Programme

Leadership is not about having an enthralling personality, neither about making friends nor about having authority or just about influencing people through that authority. Effective leadership is not about emulating your role models. Effective leadership is about raising a person's performance, her/his vision by helping the person build her/his leadership. It's about making more leaders rather than followers.

This certificate course is designed to help you develop self-awareness with regard to your preferred leadership styles, your leadership traits and developing coaching and delegation to be able to create more leaders rather than mere followers.

Course Description

Module: Leadership Styles

Often it is believed that effective leadership is about using the best leadership style and there is only one best leadership style. In leadership practice, effectiveness is about understanding the team members and leading them as per their readiness so as to help them grow to be effective team player who are ready for delegation. The module will focus on the journey that you and your team undertake towards delegation and leadership effectiveness through a range of leadership styles.

Module: Leadership Traits

In their effectiveness, successful leaders exhibit certain traits and qualities including self-awareness, effective communication, ability to influence, empathy. The module will focus on some of the key leadership traits and the process/tools/techniques to assess and develop these traits.

Module: Delegation and Coaching

Merely giving instruction to subordinates is not enough for achieving the deliverables. You are often required to invest your time and effort in reaching the

last mile. Delegation, one of the most sought-after competencies of this decade, is more complicated than perceived. Delegation can be made easy with coaching. Coaching can help team members to realize their own behavioral pattern and would invariably result in behavioral gap. This in turn can reduce the conflict within the team. This module would address the issue of delegation and coaching. This would help you and your team to establish a performance standard.

Pedagogy

The sessions would focus on reflective approach to facilitate participant centered learning. Learning would be imparted through self-assessment test, simulation, and experiential exercises.

Who Should Attend

This certificate course will help team leaders with at least 3 years of work experience to raise their leadership effectiveness.

Duration

15 sessions of 90 minutes each over a duration of one month. Sessions will be held between 02:30 pm & 06:00 pm on Fridays and Saturdays.

Course Fee

INR 35,400 (inclusive of 18% GST) per Indian participant
US\$ 1416 (inclusive of 18% GST) per foreign participant
The fee should be paid in advance through NEFT/RTGS.

Delivery in Virtual Mode

The sessions will be scheduled online using Zoom. Participants are required to have access to a personal computer/laptop with stable internet connection and a webcam to access the sessions.

Certification

Certificate will be issued on successful completion of the course which will be established after assessment of the participants, besides attendance records.

Deadline for Confirmation of Participation and Fee Payment is August 10, 2021

Application Form Link

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Institute of Rural Management Anand

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