



Institute of Rural Management Anand

Management and Leadership Development Programme

October 21-22, 2021

Programme Co-ordinator: Prof. Hitesh Bhatt

About the Programme

Companies need leaders in all areas of the organization, yet many businesses overlook the importance of implementing succession plans and formal leadership development programmes to offer their employees a clear pathway to higher management roles.

This can create a situation where an effective employee taking a higher position fails to deliver and the person who took his/her position also fared badly – thus leading to a total chaos.

Creating a leadership development programme for different functional area teams is a way to offer the employees an opportunity to develop the skills they need to move up within an organization and grow in their career. Such programmes can generate other benefits, too, such as higher employee morale and greater team productivity, creativity and innovation. It can also help employees to feel more connected to the business, and understand how their work adds value.

If the organization is on a fast track for growth, the leadership development programme should be aligned to ensure the business has the right leadership in place to meet those priorities.

This programme will fill up that void and help an organization continue remaining competitive.

Objectives

This programme aims at giving confidence to the persons who are taking higher level responsibilities or who have taken one recently without getting any formal training on managing their new roles effectively. They will be able to manage their new roles more effectively.

After attending this programme, a participant will:

- ◆ Develop appropriate attitude and values
- ◆ Have better interpersonal relations
- ◆ Have effective interpersonal and team communication
- ◆ Lead from front
- ◆ Help subordinates succeed
- ◆ Collaborate with others
- ◆ Manage teams well
- ◆ Be able to manage conflicts at workplace
- ◆ Be good at problem identification and solving
- ◆ Develop subordinates to take higher responsibilities

Benefits of the Programme

This programme will help an organization train its employees who are taking over newer responsibilities. It will also help those employees who have been entrusted with higher responsibilities without getting a formal training to handle the challenges being faced by them. These participants will add value to their work after attending this programme.

Contents

- ◆ Introduction to Leadership
- ◆ Development of Appropriate Attitude and Values
- ◆ Interpersonal Relations
- ◆ Effective Interpersonal and Team Communication
- ◆ Leading from Front
- ◆ Helping Subordinates Succeed
- ◆ Collaboration
- ◆ Managing Teams
- ◆ Managing Conflicts at Workplace
- ◆ Problem Identification and Solving
- ◆ Developing Subordinates to Take Higher Responsibilities

Pedagogy

Interactive sessions, relevant video clips, case studies of successful companies, simulation game

Who Should Attend

Top and middle tier executives of private corporate, public enterprises, government agencies, co-operatives, etc. will benefit immensely. Also the employees at different levels who have potential to take higher challenges in near future will gain from this programme. This programme has helped a number of organizations across India.

Programme Fee

This is a 2-day online programme and the programme fee is INR 11,328/- (inclusive of 18% GST) per person. The fee should be paid in advance through NEFT/RTGS.

Delivery in Virtual Mode

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

Resource Persons

Prof. Hitesh Bhatt
Prof. SN Biswas
Prof. Madhavi Mehta
Prof. Satyendra C. Pandey

Deadline for Confirmation of Participation: October 5, 2021

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