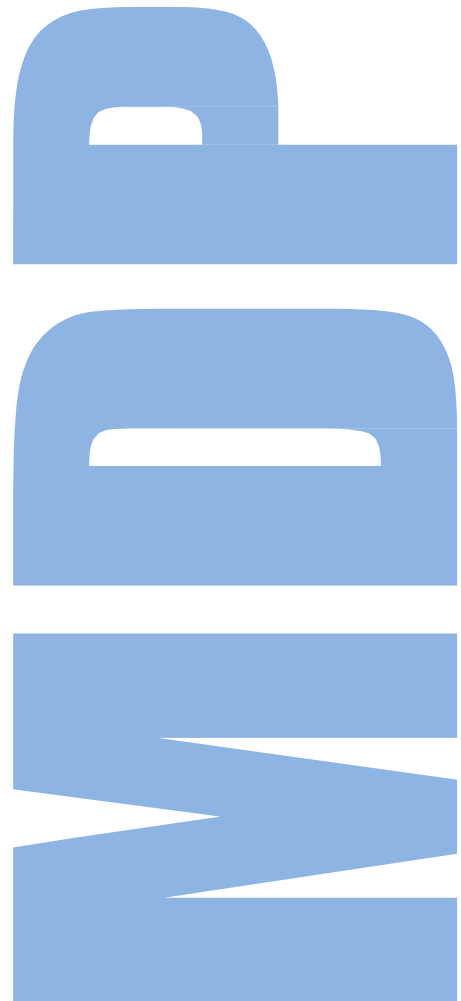




Management Development Program  
On  
**BUSINESS EXCELLENCE through  
LEADERSHIP**

4<sup>th</sup> march to 9<sup>th</sup> March 2025



**Programme Director**

Dr. Ram Kumar Kakani &

Dr. Damini Saini

## Introduction (Programme)

In today's competitive world, the path of success has become highly competitive, where any professional regardless of her designation is expected to compete strategically, and always emerge out as a winner, notwithstanding the odds. This created a need for the professional to identify, create and sustain a competitive advantage.

All of the following programmes, thus crafted, are aimed at providing every participant with in-depth understanding of his/her strengths and areas of improvement so as to develop him/her into an efficient professional and leader.

## Objectives

These programmes, in general, will provide participants with an extraordinary and unconventional opportunity to invest in their professional success as an effective professional/leader. They will reflect and understand their own styles and will develop a plan to expand their zone professional influence. The program will equip the participants to make a shift to senior leadership roles. They will gain self-confidence and develop an ability to influence others to make a positive impact at both personal and professional level.

The learning outcomes, in particular, of the programmes will be:

- *Participants will be able to understand the culture of innovation and creativity.*
- *They will learn to think critically and strategically.*
- *Communicate and collaborate effectively.*
- *They will develop a sense of trust and respect in their seniors, colleagues and subordinates.*
- *They will be able to build support for change initiatives*
- *They will be able to communicate effectively in critical moments.*
- *They will master problem analysis and decision-making.*
- *They will be able to respond to the expectations of different stakeholders.*

## For Whom

This program is for **Executives at SENIOR- LEVELS** and officers who are now in leadership assignments and are expected to be increasingly assigned team-based leadership roles in their organizations.

## Pedagogy

The program will be conducted in a participant-centered workshop mode. The methodology adopted will be a combination of the case method, classroom simulations/exercises including role plays. Also, some mini-lectures will be used to have a better understanding of the themes. The program will focus on helping participants reflect on their leadership styles and notice the gains of effectively handling these styles. Participants will get on-the-spot assignments with real time correction and coaching from the best faculty of IIM Raipur.

In addition, participants will use self-assessment tools for knowing their personal skills and areas of improvement and will devise improvement plans accordingly.

## Faculty

All sessions in this program will be co-facilitated by the Program Directors along with the subject matter experts.

## Session Plan

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### Day 1 The DNA of Leadership

(Indicative topics to be covered)

- What is leadership: Building blocks of leadership
- Leadership styles and motivation
- *Building a shared vision and alignment of mission*
- The virtues of leadership
- Behavioral aspects of leadership
- Multiple intelligences and leadership
- Misleadership: How to avoid becoming a “bad leader”?

### Day 2 Personal Leadership

(Indicative topics to be covered)

- Honest self-understanding
- Developing healthy self esteem
- Understanding and developing your own leadership style
- Leadership coaching for blind spots
- Becoming a change agent
- Developing leadership communications
- Developing a personal growth roadmap

### Day 3 People Leadership

(Indicative topics to be covered):

- Building trust and confidence for developing relationships
- Managing Crisis
- Influencing and persuading others
- Change management
- Mentoring and coaching teams
- Developing ownership and building strong teams.
- Developing a leadership pipeline.

### Day 4 Strategic and Critical Thinking for Effective Leadership

(Indicative topics to be covered)

- Thinking practices and processes
- Role of strategic and critical thinking for developing corporate plans
- Strategic and critical thinking for effective decision-making
- How problems shape decisions
- Problem-solving skills
- Avoiding behavioral traps, cognitive biases and decision-traps
- Strategic thinking for rational decision-making

### Day 5 Organization Leadership

(Indicative topics to be covered)

- Leadership for organizational Excellence
  - The art and science of FEEDBACK
  - Managing uncertainty
  - Driving shareholder value and relations
  - Leadership and corporate accountability
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## Duration and Venue

The Programme is scheduled from **2<sup>nd</sup> September to 7<sup>th</sup> September 2024 & 4<sup>th</sup> March to 9<sup>th</sup> March 2025** at IIM Raipur, Atal Nagar, New Raipur.

## Registration Fee

The registration fee per participant is **Rs. 6000/-+2500/-** per day plus taxes as applicable (**on twin sharing basis**). Registration fees per participant will be **Rs. 6000/-+4500** per day plus taxes as applicable **on Single sharing basis**.

This includes academic fee, programme kit for participants, boarding and lodging.

**Payment can be made online by registering through the website.**

Upon remitting the fees online, kindly intimate the EL& D Office with the UTR No /Relevant transaction details through email, so that we can connect your remittance to your nomination(s)

## Last date

The last date for receipt of nominations for the Programme is **10<sup>th</sup> December 2023** and the last date of withdrawal is **18<sup>th</sup> December 2023**. Any withdrawal request received after this duration will be subject to deductions as per the Institute's rules. In case of subsequent withdrawal or cancellation of nomination(s), no refund of fee will be allowed. However, substitutes may be permitted with prior intimation.

## Enquiry

For any information regarding this programme, you may contact as below:

EL&D Office: [eldc\\_office@iimraipur.ac.in](mailto:eldc_office@iimraipur.ac.in) Ph: 0771-2474669, 697

## About Programme Directors



**Dr Ram Kumar Kakani** is Director at the Indian Institute of Management (IIM) Raipur and on sabbatical at IIM Kozhikode. Earlier, Ram held the role of Director of the Government of India's National Center for Leadership Development and Competency Assessment. Ram is associated with the Lal Bahadur Shastri National Academic of Administration, India's apex public administration training institute, as a regular visiting faculty. Ram has co-authored books with publishers ranging from Cambridge to Routledge. Ram hopes to consolidate his learnings by merging his cross-functional insights in

Business, Financial Analysis, Governance, Public Policy, and Leadership Development – and make life more meaningful.



**Dr. Damini Saini** is associated with IIM Raipur as an Assistant Professor of Organizational Behaviour. She has more than eight years of experience in management education. Dr. Saini received her PhD from the prestigious Faculty of Management Studies, University of Delhi. She has published many articles in the journal of repute listed in ABDC, ABS, etc. She has published cases and book chapters with leading publishers' like Springer, Emerald and IGI Global. Apart from this, her scholarly interests are leadership, business ethics, the significance of ethical education in management, value-based management,

positive psychology, etc

## Indian Institute of Management Raipur

The Indian Institute of Management (IIM) brand has now become synonymous with innovation, talent, and zeal for success and contribution to management. The Government of India set up IIM Raipur in 2010 to meet the growing demand for top-quality professionals. It is situated at Raipur in the state of Chhattisgarh-one of the fastest growing states of India, with its rich mineral, forest, natural and local resources. The Post-Graduate Programme in Management (PGP) was started in 2010, whereas Fellow Programme in Management (FPM) & Executive Fellow Programme in Management (EFPM) was started in 2013. Executive Post-Graduate Programme (ePGP) was started in 2021.

IIM Raipur has grown and improved in quality, as evidenced by the NIRF ranking of management institutes, which moves up from 18th in 2016 to **11th** in 2023.

IIM Raipur offers top-notch management education on its 200-acre, state-of-the-art well-equipped lecture rooms, a library, a simulation lab, and a pleasant lodging campus in Atal Nagar, Naya Raipur. With the goal of becoming a highly regarded business school worldwide, IIM Raipur has partnered with numerous business schools in Europe, South America, Australia, New Zealand, and the United States for faculty and student exchange Programmes.

### LOCATION

The IIM Raipur campus is located about 20 minutes' drive from the Swami Vivekananda Airport, Raipur.

For any Correspondence / Administrative enquiries, please feel free to contact below:

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