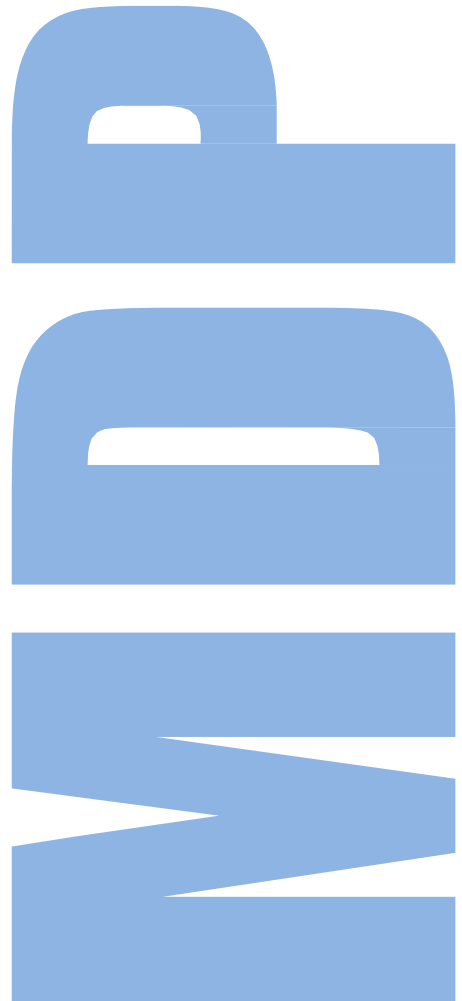




Management Development Program On Coaching and Mentoring

22-23 November 2024

Programme Director
Kamal K Jain
Archana Parashar



Introduction

In the face of rapid, disruptive change, companies are realizing that managers can't be expected to have all the answers and that command-and-control leadership is no longer viable. As a result, many firms are moving toward a coaching model in which managers facilitate problem-solving and encourage employees' development by asking questions and offering support and guidance rather than giving orders and making judgments.

Today more and more companies are investing in training their leaders as coaches. Increasingly, coaching is becoming integral to the fabric of a learning culture—a skill that good managers at all levels need to develop and deploy (HBR).

Objectives

The main goal of coaching is to help a client reach their full potential and maximize their performance. Coaching can help clients develop skills, set goals, and create a plan to achieve those goals. It can also help clients build self-belief, self-discipline, and motivation, and improve their self-awareness. Overall it helps in:

Understanding Self

Functions of a Coach

Managing Biases to be an effective coach

Handling a coaching session

Giving and receiving feedback

Program Schedule

Day 1

Session 1: Being a Coach – Knowing Self and Your Coaching Style

Session 2: Functions of Coaching

Session 3: Biases in Coaching

Session 4: Managing Learning Process and Outcomes

Day 2

Session 5: Role of effective listening

Session 6: Giving and Receiving feedback

Session 7: Use of Probing Questions

Session 8: Coaching and Feedback in Practice

For Whom

Program is meant for middle and senior level executives who need to conduct review meeting with their employees as a part of their performance management function. It is also useful for all the managers as coaching and mentoring has been established as important functions of managers. It is also useful for academicians who teach or plan to teach a course on coaching and mentoring.

Pedagogy

Maximum impetus shall be on evolving discussion and peer learning. The pedagogy used for these programs will be a mix of Self-Exercise, Case Study and Case Analysis, Test & Exercise, Management Games, Activity-based discussions among the participants, Role Play.

Faculty

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

Duration and Venue

The Programme is scheduled during **22-23 November 2024** at IIM Raipur, Atal Nagar, New Raipur.

Registration Fee

The registration fee per participant is **Rs. 8,500/-** per day plus taxes as applicable (**on twin sharing basis**). Registration fees per participant will be **Rs. 10,500/-** 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 **Two week before the commencement of program** and the last date of withdrawal is **one week before the commencement of program**. 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 Ph: 0771-2474669, 697

About Programme Directors

Prof. Kamal K Jain

(HRM & Organizational Behaviour/ Humanities & Liberal Arts)



Dr. Kamal K. Jain is currently Visiting Professor in the Area of OB & HR at IIM Raipur. He is currently Mentor Dean (Academic). Prior to joining IIM Raipur, he was Professor at IIM Indore from where he superannuated. He has also worked as Professor of Strategic Management/HR with University Tun Abdul Razak (UNITAR), Malaysia. He has more than 40 years of teaching experience. Besides teaching at IIM Indore, he has taught at IIM Ranchi, Helsinki School of Business Finland, IMT Dubai campus, IIM Sambalpur, IIM Sirmour and several other places. He has held several administrative responsibilities including Area Chair; Chair, FPM; Chair, Placement; and Dean, Academic. Prof Jain is actively involved in corporate training programs. He has trained thousands of professionals from the corporates, army, police, academics institutions, journalists from the media etc. He primarily conducts training programs in the area of Negotiation, Leadership, Performance Management, and Instructional Pedagogy. He has done several consultancy projects related to impact assessment, HR Audit, Recruitment etc. He has published more than 60 research articles in the national and international journals

Archana Parashar

(Humanities & Liberal Arts)



Dr. Archana Parashar is working as an Associate Professor at IIM Raipur since 2014. She is a gold medalist in M.A (English Literature), M. Phil topper and completed her Ph. D on American fiction. Prior to this she was associated with SGSITS, Indore. She has 14 yrs. experience of teaching & corporate training. She has been a visiting faculty at IIM Calcutta, IIM Lucknow, IIM Kozhikode, IIM Shillong & IIM Nagpur. Her research areas include Business Communication, Written Analysis & Communication, ELT, Postcolonial writings & Ecocritical narratives. She has contributed in journals of international repute such as Springer, Sage, Emerald etc. She has taught communication courses: Business Communication, Managerial communication, WAC, Academic & Professional Writing, Communication for Business Leadership, Communication for Management Teachers, Spoken Business Communication. As a resource person she has delivered sessions at MECON Bhilai, FSNL Bhilai, NTPC Khargone, Balco Vedanta, IITDM Jabalpur, CET Bhubneshwar, Chhatisgarh Prashashan Academy and several TEQIP sessions organized by IIM Raipur.

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:

EL&D Office:

Indian Institute of Management Raipur,

Atal Nagar, P. O. - Kurru (Abhanpur)

Raipur – 493 661, Chhattisgarh, India

Phone: +91 771 2474 697

E-mail: eldc_office@iimraipur.ac.in