



Building Core Leadership Competencies



Introduction (Programme)

This Team-based 'Leadership Skills' Development Module makes a participant experience the learning's from emotive, cognitive, and conative dimensions. This programme is aimed to enhance your abilities to grow as a responsible leader driving change towards sustainability and social well-being. The programme intends to support you in shaping your core leadership competencies by providing opportunities to:

- Become aware of your purpose and value base, face challenges and dilemmas in living up to your values;
- Deepen your knowledge of different types of changes and relevant leadership competencies;
- Strengthen ability to co-create a desired future for the society as a whole; and
- Map your insights and learnings enabling you to track your progress in strengthening your leadership capabilities

This programme focuses on creating a space for learning around Core key competencies & values, namely, Self-Awareness and Self-Control; People First; Leading Others; and Integrity.

Upon completing the course "Building Core Leadership Competencies" participants can expect to achieve the following Objectives:

- Enhanced Integrity: Participants will develop a deep understanding of the importance of integrity in leadership and will cultivate a strong sense of accountability, honesty, and transparency in their actions and decisions.
- Effective Leadership Skills: Participants will acquire a range of leadership skills and techniques to effectively lead others. They will be able to communicate clearly, delegate tasks efficiently, and resolve conflicts constructively.
- People-Centric Approach: Participants will understand the significance of creating a positive work culture that fosters trust, respect, individuality, and inclusivity. They will develop strategies for employee engagement, recognition, and empowerment to promote a motivated and productive team.
- Ethical Decision-Making: Participants will develop the ability to make ethical decisions and they will learn to assess the ethical implications of their choices and consider the impact on stakeholders.

- Leadership Development Plan: Participants will create a personalized leadership development plan to continue their growth beyond the course. They will set goals and establish strategies for ongoing self-improvement.

For Whom

This program is for senior-level managers and officers who are now in leadership assignments and are expected to be increasingly assigned team-based leadership roles in their organizations.

Pedagogy

The pedagogy will comprise leadership facilitation using German Theme Centered Interaction techniques. Thus, the programme will make extensive use of androgogical tools instead of one-sided lectures seated in closed classrooms. In small groups activities and using individual exercises, they familiarize themselves with the specific leadership concepts that are key to ensuring success in their future career path.

Programme Directors



Dr. Ram Kumar Kakani
Director, IIM Raipur

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. Ritu Gupta
Assistant Professor, HRM & Organizational Behaviour

Dr. Ritu Gupta has 10+ years' experience in academia. Prior to joining IIM Raipur, she worked with T A Pai Management Institute (TAPMI), Manipal and IBS Hyderabad as Associate Professor. She has received several awards for her research work like Director's commendation for excellence in research and Outstanding Young Woman Management Researcher by AIMS International. She was an invited speaker at a seminar in The Hague, The Netherlands in 2015 for her work in retirement. She was a visiting scholar at Oklahoma State University, USA for the year 2011-2012. She has published research papers in journals of international repute and has presented papers in international conferences.